



**COMBINED FINANCIAL STATEMENTS  
DECEMBER 31, 2024 AND 2023**

## **REFUGEPOINT, INC. AND AFFILIATES**

### **Contents**

December 31, 2024 and 2023

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### Independent Auditor's Report

To the Board of Directors of  
RefugePoint, Inc. and Affiliates:

#### **Opinion**

We have audited the combined financial statements of RefugePoint, Inc. (a Massachusetts nonprofit corporation) and Affiliates (RefugePoint International, RefugePoint Canada and RefugePoint Geneva Association, non-governmental organizations registered in Kenya, Canada and Switzerland, respectively) (collectively, RefugePoint), which comprise the combined statements of financial position as of December 31, 2024 and 2023, and the related combined statements of activities and changes in net assets, cash flows, and functional expenses for the years then ended, and the related notes to the combined financial statements.

In our opinion, based on our audits and the report of the other auditors, the accompanying combined financial statements present fairly, in all material respects, the combined financial position of RefugePoint, Inc. and Affiliates as of December 31, 2024 and 2023, and the changes in their net assets and their cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

We did not audit the financial statements of RefugePoint International, an affiliated organization, which statements reflect total assets constituting one percent of combined total assets at December 31, 2024 and 2023, and total revenues constituting less than one percent of combined total revenues, for the years then ended. Those statements, which were prepared in accordance with International Financial Reporting Standards as issued by the International Accounting Standards Board, were audited by other auditors, whose report has been furnished to us. We have applied audit procedures on a conversion adjustment to the financial statements of RefugePoint International, for the financial statements to conform to accounting principles generally accepted in the United States of America. Our opinion, insofar as it relates to the amounts included for RefugePoint International, prior to this conversion adjustment, is based solely on the report of the other auditors.

#### **Basis for Opinion**

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). 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 RefugePoint and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. 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 combined 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 combined financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the combined financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about RefugePoint's ability to continue as a going concern within one year after the date that the combined 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 combined 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 absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS 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 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 combined financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the combined 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 combined 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 RefugePoint's 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 combined financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about RefugePoint's 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.

*AAPCPAs, Inc.*

Westborough, Massachusetts  
June 5, 2025

REFUGEPPOINT, INC. AND AFFILIATES

Combined Statements of Financial Position  
December 31, 2024 and 2023

| Assets   | 2024                             |                               |                      | 2023                             |                               |                      |
|--|----------------------------------|-------------------------------|----------------------|----------------------------------|-------------------------------|----------------------|
|  | Without<br>Donor<br>Restrictions | With<br>Donor<br>Restrictions | Total                | Without<br>Donor<br>Restrictions | With<br>Donor<br>Restrictions | Total                |
| Current Assets:  |                                  |                               |                      |                                  |                               |                      |
| Cash and cash equivalents                              | \$ 1,958,052                     | \$ -                          | \$ 1,958,052         | \$ 4,147,808                     | \$ 100,000                    | \$ 4,247,808         |
| Pledges and accounts receivable                        | 378,589                          | -                             | 378,589              | 369,899                          | 750,000                       | 1,119,899            |
| Prepaid expenses and other                             | 118,732                          | -                             | 118,732              | 60,266                           | -                             | 60,266               |
| Total current assets                                   | 2,455,373                        | -                             | 2,455,373            | 4,577,973                        | 850,000                       | 5,427,973            |
| Investments  | 17,470,156                       | -                             | 17,470,156           | 11,240,376                       | -                             | 11,240,376           |
| Property and Equipment, net                            | 548,677                          | -                             | 548,677              | 552,765                          | -                             | 552,765              |
| Right-of-Use Asset - Operating                         | 265,240                          | -                             | 265,240              | 369,955                          | -                             | 369,955              |
| Website and Software, net                              | 114,224                          | -                             | 114,224              | 46,533                           | -                             | 46,533               |
| Total assets   | <u>\$ 20,853,670</u>             | <u>\$ -</u>                   | <u>\$ 20,853,670</u> | <u>\$ 16,787,602</u>             | <u>\$ 850,000</u>             | <u>\$ 17,637,602</u> |
| Liabilities and Net Assets                             |                                  |                               |                      |                                  |                               |                      |
| Current Liabilities:                                   |                                  |                               |                      |                                  |                               |                      |
| Current portion of operating lease liability           | \$ 117,639                       | \$ -                          | \$ 117,639           | \$ 114,685                       | \$ -                          | \$ 114,685           |
| Accounts payable and accrued expenses                  | 696,923                          | -                             | 696,923              | 501,059                          | -                             | 501,059              |
| Total current liabilities                              | 814,562                          | -                             | 814,562              | 615,744                          | -                             | 615,744              |
| Operating Lease Liability, net of current portion      | 159,302                          | -                             | 159,302              | 267,644                          | -                             | 267,644              |
| Total liabilities                                      | 973,864                          | -                             | 973,864              | 883,388                          | -                             | 883,388              |
| Net Assets:  |                                  |                               |                      |                                  |                               |                      |
| Without donor restrictions:                            |                                  |                               |                      |                                  |                               |                      |
| Operating  | 16,395,965                       | -                             | 16,395,965           | 15,467,900                       | -                             | 15,467,900           |
| Board designated                                       | 3,000,000                        | -                             | 3,000,000            | -                                | -                             | -                    |
| Property and other                                     | 651,200                          | -                             | 651,200              | 586,924                          | -                             | 586,924              |
| With donor restrictions                                | -                                | -                             | -                    | -                                | 850,000                       | 850,000              |
| Cumulative adjustment for foreign currency translation | (167,359)                        | -                             | (167,359)            | (150,610)                        | -                             | (150,610)            |
| Total net assets                                       | 19,879,806                       | -                             | 19,879,806           | 15,904,214                       | 850,000                       | 16,754,214           |
| Total liabilities and net assets                       | <u>\$ 20,853,670</u>             | <u>\$ -</u>                   | <u>\$ 20,853,670</u> | <u>\$ 16,787,602</u>             | <u>\$ 850,000</u>             | <u>\$ 17,637,602</u> |

The accompanying notes are an integral part of these combined statements.

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**REFUGEPPOINT, INC. AND AFFILIATES**

Combined Statements of Activities and Changes in Net Assets  
For the Years Ended December 31, 2024 and 2023

|   | 2024                             |                               |                             | 2023                             |                               |                             |
|---|----------------------------------|-------------------------------|-----------------------------|----------------------------------|-------------------------------|-----------------------------|
|   | Without<br>Donor<br>Restrictions | With<br>Donor<br>Restrictions | Total                       | Without<br>Donor<br>Restrictions | With<br>Donor<br>Restrictions | Total                       |
| <b>Operating Support and Revenue:</b>   |                                  |                               |                             |                                  |                               |                             |
| Grants and contributions                | \$ 15,725,153                    | \$ -                          | \$ 15,725,153               | \$ 12,906,029                    | \$ 221,632                    | \$ 13,127,661               |
| Donated services                        | 97,229                           | -                             | 97,229                      | 119,431                          | -                             | 119,431                     |
| Interest income and other               | 47,766                           | -                             | 47,766                      | 136,203                          | -                             | 136,203                     |
| Net assets released from restrictions:  |                                  |                               |                             |                                  |                               |                             |
| Time restrictions                       | 850,000                          | (850,000)                     | -                           | 1,000,000                        | (1,000,000)                   | -                           |
| Purpose restrictions                    | -                                | -                             | -                           | 105,000                          | (105,000)                     | -                           |
| Total operating support and revenue     | <u>16,720,148</u>                | <u>(850,000)</u>              | <u>15,870,148</u>           | <u>14,266,663</u>                | <u>(883,368)</u>              | <u>13,383,295</u>           |
| <b>Operating Expenses:</b>              |                                  |                               |                             |                                  |                               |                             |
| Program services                        | 11,065,873                       | -                             | 11,065,873                  | 9,953,463                        | -                             | 9,953,463                   |
| General and administrative              | 1,252,903                        | -                             | 1,252,903                   | 859,876                          | -                             | 859,876                     |
| Fundraising                             | 998,175                          | -                             | 998,175                     | 896,421                          | -                             | 896,421                     |
| Total operating expenses                | <u>13,316,951</u>                | <u>-</u>                      | <u>13,316,951</u>           | <u>11,709,760</u>                | <u>-</u>                      | <u>11,709,760</u>           |
| Changes in net assets from operations   | <u>3,403,197</u>                 | <u>(850,000)</u>              | <u>2,553,197</u>            | <u>2,556,903</u>                 | <u>(883,368)</u>              | <u>1,673,535</u>            |
| <b>Non-Operating Revenue (Expense):</b> |                                  |                               |                             |                                  |                               |                             |
| Net investment return                   | 589,144                          | -                             | 589,144                     | 249,908                          | -                             | 249,908                     |
| Currency translation loss               | (16,749)                         | -                             | (16,749)                    | (85,615)                         | -                             | (85,615)                    |
| Total non-operating revenue (expense)   | <u>572,395</u>                   | <u>-</u>                      | <u>572,395</u>              | <u>164,293</u>                   | <u>-</u>                      | <u>164,293</u>              |
| Changes in net assets                   | <u>3,975,592</u>                 | <u>(850,000)</u>              | <u>3,125,592</u>            | <u>2,721,196</u>                 | <u>(883,368)</u>              | <u>1,837,828</u>            |
| <b>Net Assets:</b>                      |                                  |                               |                             |                                  |                               |                             |
| Beginning of year                       | <u>15,904,214</u>                | <u>850,000</u>                | <u>16,754,214</u>           | <u>13,183,018</u>                | <u>1,733,368</u>              | <u>14,916,386</u>           |
| End of year                             | <u><u>\$ 19,879,806</u></u>      | <u><u>\$ -</u></u>            | <u><u>\$ 19,879,806</u></u> | <u><u>\$ 15,904,214</u></u>      | <u><u>\$ 850,000</u></u>      | <u><u>\$ 16,754,214</u></u> |

The accompanying notes are an integral part of these combined statements.

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**REFUGEPPOINT, INC. AND AFFILIATES**

Combined Statements of Cash Flows  
For the Years Ended December 31, 2024 and 2023

|   | <b>2024</b>         | <b>2023</b>         |
|---|---------------------|---------------------|
| <b>Cash Flows from Operating Activities:</b>  |                     |                     |
| Changes in net assets   | \$ 3,125,592        | \$ 1,837,828        |
| Adjustments to reconcile changes in net assets to net cash and cash equivalents provided by operating activities: |                     |                     |
| Depreciation and amortization   | 106,063             | 107,123             |
| Net realized/unrealized losses on investments   | 12,920              | 50,800              |
| Change in pledge discount   | -                   | (56,632)            |
| Non-cash lease expense  | 113,744             | 113,899             |
| Changes in operating assets and liabilities:  |                     |                     |
| Pledges and accounts receivable   | 741,310             | 942,442             |
| Prepaid expenses and other  | (58,466)            | 82,650              |
| Operating lease liabilities   | (114,417)           | (112,805)           |
| Accounts payable and accrued expenses   | 195,864             | 27,677              |
| Net cash and cash equivalents provided by operating activities  | <u>4,122,610</u>    | <u>2,992,982</u>    |
| <b>Cash Flows from Investing Activities:</b>  |                     |                     |
| Investment in website and software  | (110,272)           | -                   |
| Acquisition of property and equipment   | (59,394)            | (236,879)           |
| Proceeds from sale of investments   | -                   | 2,381,639           |
| Purchase of investments   | (6,242,700)         | (13,672,815)        |
| Net cash and cash equivalents used in investing activities  | <u>(6,412,366)</u>  | <u>(11,528,055)</u> |
| <b>Net Change in Cash and Cash Equivalents</b>  | <b>(2,289,756)</b>  | <b>(8,535,073)</b>  |
| <b>Cash and Cash Equivalents:</b>   |                     |                     |
| Beginning of year   | <u>4,247,808</u>    | <u>12,782,881</u>   |
| End of year   | <u>\$ 1,958,052</u> | <u>\$ 4,247,808</u> |

**REFUGEPOINT, INC. AND AFFILIATES**

**Combined Statement of Functional Expenses**

For the Year Ended December 31, 2024

(With Summarized Comparative Totals for the Year Ended December 31, 2023)

|                                   | <b>2024</b>                 |                                    |                          | <b>2023</b>                 |                             |
|-----------------------------------|-----------------------------|------------------------------------|--------------------------|-----------------------------|-----------------------------|
|                                   | <b>Program Services</b>     | <b>General and Adminis-trative</b> | <b>Fundraising</b>       | <b>Total</b>                | <b>Total</b>                |
| <b>Payroll and Related:</b>       |                             |                                    |                          |                             |                             |
| Salaries                          | \$ 6,475,445                | \$ 728,699                         | \$ 698,426               | \$ 7,902,570                | \$ 6,604,312                |
| Payroll taxes and fringe benefits | 1,390,880                   | 200,485                            | 141,400                  | 1,732,765                   | 1,359,574                   |
| Total payroll and related         | <u>7,866,325</u>            | <u>929,184</u>                     | <u>839,826</u>           | <u>9,635,335</u>            | <u>7,963,886</u>            |
| <b>Other Expenses:</b>            |                             |                                    |                          |                             |                             |
| Travel                            | 1,522,324                   | 11,858                             | 64,850                   | 1,599,032                   | 1,985,149                   |
| Professional fees                 | 527,199                     | 110,955                            | 10,973                   | 649,127                     | 531,594                     |
| Refugee assistance                | 367,163                     | -                                  | -                        | 367,163                     | 371,359                     |
| Office supplies                   | 317,197                     | 22,430                             | 20,273                   | 359,900                     | 262,941                     |
| Occupancy                         | 184,594                     | 15,574                             | 14,076                   | 214,244                     | 186,237                     |
| Miscellaneous                     | 50,537                      | 64,279                             | 34,214                   | 149,030                     | 152,110                     |
| Depreciation and amortization     | 23,978                      | 82,085                             | -                        | 106,063                     | 107,123                     |
| Training                          | 52,976                      | 9,394                              | 2,503                    | 64,873                      | 26,898                      |
| Insurance                         | 32,022                      | 4,181                              | 3,779                    | 39,982                      | 40,398                      |
| Telephone                         | 36,859                      | 553                                | 500                      | 37,912                      | 37,454                      |
| Grants to other organizations     | 37,750                      | -                                  | -                        | 37,750                      | -                           |
| Medical clinic supplies           | 33,185                      | -                                  | -                        | 33,185                      | 30,195                      |
| Postage, printing and delivery    | <u>13,764</u>               | <u>2,410</u>                       | <u>7,181</u>             | <u>23,355</u>               | <u>14,416</u>               |
| Total other expenses              | <u>3,199,548</u>            | <u>323,719</u>                     | <u>158,349</u>           | <u>3,681,616</u>            | <u>3,745,874</u>            |
| Total expenses                    | <u><u>\$ 11,065,873</u></u> | <u><u>\$ 1,252,903</u></u>         | <u><u>\$ 998,175</u></u> | <u><u>\$ 13,316,951</u></u> | <u><u>\$ 11,709,760</u></u> |

The accompanying notes are an integral part of these combined statements.

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**REFUGEPOINT, INC. AND AFFILIATES**

Combined Statement of Functional Expenses  
For the Year Ended December 31, 2023

|                                   | <b>Program<br/>Services</b> | <b>General and<br/>Adminis-<br/>trative</b> | <b>Fundraising</b> | <b>Total</b>         |
|-----------------------------------|-----------------------------|---|--------------------|----------------------|
| <b>Payroll and Related:</b>       |                             |   |                    |                      |
| Salaries                          | \$ 5,461,903                | \$ 551,876                                  | \$ 590,533         | \$ 6,604,312         |
| Payroll taxes and fringe benefits | <u>1,108,091</u>            | <u>128,684</u>                              | <u>122,799</u>     | <u>1,359,574</u>     |
| Total payroll and related         | <u>6,569,994</u>            | <u>680,560</u>                              | <u>713,332</u>     | <u>7,963,886</u>     |
| <b>Other Expenses:</b>            |                             |   |                    |                      |
| Travel                            | 1,922,175                   | 17,209                                      | 45,765             | 1,985,149            |
| Professional fees                 | 424,170                     | 52,449                                      | 54,975             | 531,594              |
| Refugee assistance                | 371,359                     | -   | -                  | 371,359              |
| Office supplies                   | 227,295                     | 17,404                                      | 18,242             | 262,941              |
| Occupancy                         | 158,325                     | 13,628                                      | 14,284             | 186,237              |
| Miscellaneous                     | 44,885                      | 70,048                                      | 37,177             | 152,110              |
| Depreciation and amortization     | 107,123                     | -   | -                  | 107,123              |
| Training                          | 19,522                      | 2,392                                       | 4,984              | 26,898               |
| Insurance                         | 32,795                      | 3,712                                       | 3,891              | 40,398               |
| Telephone                         | 36,147                      | 638   | 669                | 37,454               |
| Medical clinic supplies           | 30,195                      | -   | -                  | 30,195               |
| Postage, printing and delivery    | <u>9,478</u>                | <u>1,836</u>                                | <u>3,102</u>       | <u>14,416</u>        |
| Total other expenses              | <u>3,383,469</u>            | <u>179,316</u>                              | <u>183,089</u>     | <u>3,745,874</u>     |
| Total expenses                    | <u>\$ 9,953,463</u>         | <u>\$ 859,876</u>                           | <u>\$ 896,421</u>  | <u>\$ 11,709,760</u> |

## REFUGEPOINT, INC. AND AFFILIATES

Notes to Combined Financial Statements  
December 31, 2024 and 2023

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### 1. OPERATIONS AND NONPROFIT STATUS

#### OPERATIONS

RefugePoint, Inc. (the Organization) is a not-for-profit organization incorporated on December 27, 2004. The Organization is based in Boston, Massachusetts and maintains a physical presence in Nairobi, Kenya and Geneva, Switzerland, along with an unstaffed entity in Canada. In addition, expert staff are placed in locations worldwide, with an emphasis on Africa, to deliver services and influence policy and systems in the humanitarian field.

The Organization's oldest affiliate, RefugePoint International, is a non-governmental Kenyan organization (the Kenyan Organization). The Kenyan Organization was established with a mission to offer health care, counseling, social services, protection, livelihood support, and resettlement assistance to refugees registered with The Office of the United Nations High Commissioner for Refugees (UNHCR) in Kenya. The address of its registered office and principal place of business is in Nairobi, Kenya.

Another affiliate of the Organization, RefugePoint Canada (the Canadian Organization), was incorporated in 2023 as a tax-exempt organization in Canada. This entity helps the Organization strengthen partnerships and programming in Canada and leverages support from Canadian donors to further RefugePoint's efforts in finding lasting solutions for the world's most at-risk refugees.

In 2024, a new affiliate, RefugePoint Geneva Association, was founded as a tax-exempt organization in Canton Geneva, Switzerland. This entity is RefugePoint's primary liaison office to UNHCR and other partners in Geneva, including several major Geneva-based platforms such as the Global Compact on Refugees, the Global Refugee Forum, and other global task forces, working groups, and networks.

The Organization and its three affiliates are related through common control and management and are collectively referred to as RefugePoint throughout these combined financial statements.

**Vision:** RefugePoint envisions an inclusive world where all refugees can safely build stable, connected, and thriving lives.

**Mission:** RefugePoint partners with refugees to access life-changing solutions and transforms how the world supports them.

**Approach:** RefugePoint seeks to expand access to lasting solutions for refugees and increase the total number of refugees able to access those solutions, especially those facing vulnerabilities and who are underserved by aid systems. RefugePoint pursues these goals using three tactics: direct services, field building, and systems change. Through this three-pronged approach, RefugePoint improves the lives of thousands of refugees, strengthens the capacity of other organizations to better serve refugees, and influences global policy and practice to transform refugee response systems.

RefugePoint focuses on refugee populations that are at-risk, particularly those that are chronically underserved by the larger aid systems including women, children, the LGBTQI+ community, those with special medical needs, survivors of violence, and urban refugees. Through its programs, RefugePoint delivers services for immediate protection and to support self-reliance, build sector-wide capacity by sharing knowledge and resources to expand solutions for refugees and influence global policy and practice to transform refugee response systems to drive large scale change by working simultaneously on direct services, field building, and systems change.

## REFUGEPOINT, INC. AND AFFILIATES

### Notes to Combined Financial Statements December 31, 2024 and 2023

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#### 1. OPERATIONS AND NONPROFIT STATUS (Continued)

##### OPERATIONS (Continued)

RefugePoint focuses on two key programmatic areas:

###### 1. Self-Reliance (Host Country Solutions - HCS)

Through its self-reliance programs, RefugePoint helps refugees stabilize, build social and economic capital, and engage in dignified livelihoods in the countries to which they have fled so they can meet their own essential needs.

Through its Urban Refugee Protection Program (URPP) in Nairobi, Kenya, RefugePoint first provides a holistic set of supports tailored to families' needs, like housing support, mental health counseling, food support, school enrollment, and health care. These services help to stabilize the refugee household. RefugePoint then works with clients to support themselves by providing business training and small business grants so they have the tools they need to utilize their skills, contribute to their communities, and thrive.

The Refugee Self-Reliance Initiative (RSRI), co-founded by and housed within RefugePoint, is a catalytic global network that expands opportunities for refugees and other forcibly displaced populations to become self-reliant and achieve their goals. The RSRI aims to shift the paradigm of refugee assistance from 'care and maintenance' models that perpetuate cycles of dependence on aid to approaches that open opportunities for refugees to use their skills and talents to support themselves and their families, rebuild their lives in host countries, and meaningfully participate in decision making and policy influence spaces.

###### 2. Resettlement and Other Pathways to Safety (Third Country Solutions - 3CS)

RefugePoint's 3CS programs help refugees who can't remain safely where they are to permanently and legally relocate to a safe, new country to rebuild their lives.

*Resettlement:* For many refugees, the ability to return home or safely remain in the country to which they've fled is not an option. RefugePoint helps refugees who can't remain safely where they are to permanently relocate to a safe, new country to rebuild their lives. RefugePoint supports refugees to access resettlement in three ways:

- Through the resettlement program in Nairobi, RefugePoint staff identify and refer refugees directly to governments for resettlement consideration.
- A partnership with the UN Refugee Agency (UNHCR) enables RefugePoint to place staff in UNHCR offices in key locations around the world to assist with the identification and referral of refugees for resettlement consideration by governments worldwide.
- The NGO Referrals Project (led by the Equitable Resettlement Access Consortium and previously funded by the US government), allows RefugePoint to work in partnership with other NGOs to expand NGO capacity globally to identify and refer refugees for resettlement consideration, in partnership with governments that participate in resettlement.

## REFUGEPPOINT, INC. AND AFFILIATES

### Notes to Combined Financial Statements December 31, 2024 and 2023

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#### 1. OPERATIONS AND NONPROFIT STATUS (Continued)

##### OPERATIONS (Continued)

###### 2. Resettlement and Other Pathways to Safety (Third Country Solutions - 3CS) (Continued)

*Other Pathways to Safety:* In addition to the millions of refugees in need of resettlement each year, many others are eligible for a variety of other legal pathways to safety (often referred to collectively as “complementary pathways”), including family reunification, labor mobility, sponsorship, and more. In recent years, RefugePoint has been a global leader in developing new programs to help refugees access these solutions.

*Family Reunification:* Often, refugee families become separated during war and flight and many refugees may never see their family members again. Family unity is a basic human right, and RefugePoint strives to reunite refugee families no matter where they are located. RefugePoint Family Reunification staff identify unaccompanied children with relatives abroad, complete best interest assessments/determinations, provide case management and referrals to partners for legal services or other needs, and assist the child in navigating the immigration process to the point of departure. RefugePoint’s Family Reunification experts also develop the tools, systems, and structures necessary to institutionalize family reunification in countries of asylum and provide training and capacity-building to other organizations to expand access.

*Labor Mobility:* Many refugees have skills that are in great demand in middle- and high-income countries, however, work visas are typically not available to refugees. RefugePoint’s labor mobility program connects refugees to job opportunities that allow them to relocate to a safe, new country and obtain permanent residence.

*Elevating Refugee Leadership:* To ensure that its work and the field at large are informed by the real experiences and needs of refugees, RefugePoint creates space for and elevates refugee voices and leadership. RefugePoint is committed to working with refugees to: identify and implement appropriate and effective protection solutions; respond to their evolving needs; offer holistic support that prioritizes all aspects of their well-being; and include them in meaningful participation — ensuring they have a voice in the design, implementation and monitoring of programs, and are represented in global policy fora.

RefugePoint has long recognized the vital role that refugee-led organizations (RLOs) and community-based organizations (CBOs) play in responding to the needs of their own communities. Over the past few years, RefugePoint has prioritized actively and intentionally engaging with these groups. RefugePoint exchanges knowledge, skills, learning, and resources to support and strengthen the important work these organizations are doing to elevate self-reliance programming in refugee communities, and also to inform and enrich its programs.

Directly, RefugePoint has referred over 179,000 refugees for resettlement or other pathways to a safe, third country. RefugePoint has also equipped thousands of refugees with the tools to support themselves and their families in the country to which they’ve fled. Through innovation, collaboration and influence, RefugePoint has helped lead the sector in expanding long-lasting, refugee-centered solutions, and instigated major sea changes in global practice.

##### NONPROFIT STATUS

The Organization is exempt from Federal income taxes as an organization (not a private foundation) formed for charitable purposes under Section 501(c)(3) of the Internal Revenue Code (IRC). The Organization is also exempt from state income taxes. Donors may deduct contributions made to the Organization within IRC requirements.

## REFUGEPPOINT, INC. AND AFFILIATES

Notes to Combined Financial Statements  
December 31, 2024 and 2023

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### 2. SIGNIFICANT ACCOUNTING POLICIES

RefugePoint prepares their combined financial statements in accordance with generally accepted accounting standards and principles (U.S. GAAP) established by the Financial Accounting Standards Board (FASB). References to U.S. GAAP in these notes are to the FASB Accounting Standards Codification (ASC).

#### Principles of Combination

The combined financial statements include the accounts of the affiliates (Kenyan Organization, the Canadian Organization and the Swiss Organization). All significant intercompany transactions and balances have been eliminated. The Kenyan Organization prepares separate financial statements, which are combined with the Organization's financial statements. The Canadian Organization had minimal activity since the date of its formation in 2023 and the Swiss Organization had no activity since the date of its formation in 2024. The Affiliates' financial statements as of December 31, 2024 and 2023, include total net assets in U.S. dollars as follows:

|                       | <u>2024</u>              | <u>2023</u>             |
|-----------------------|--------------------------|-------------------------|
| Kenyan Organization   | \$ 82,336                | \$ 38,257               |
| Canadian Organization | <u>37,412</u>            | <u>38,886</u>           |
|                       | <u><u>\$ 119,748</u></u> | <u><u>\$ 77,143</u></u> |

#### Foreign Currency Translation

All cash balances in foreign accounts, other foreign assets, except for property and equipment, and liabilities have been translated at foreign exchange rates in effect at December 31, 2024 and 2023. Foreign property and equipment have been translated at historical foreign exchange rates. All of the Kenyan Organization's and the Canadian Organization's revenue and expense amounts are converted from Kenyan shillings and Canadian dollars, respectively, to U.S. dollars at the average exchange rate for the year.

#### Cash and Cash Equivalents

For the purpose of combined statements of cash flows, management considers all highly liquid investments with an initial maturity of three months or less to be cash and cash equivalents, except for money market fund accounts included in investments (see Note 7).

#### Fair Value Measurements

RefugePoint follows the accounting and disclosure standards pertaining to ASC Topic, *Fair Value Measurements*, for qualifying assets and liabilities. Fair value is defined as the price that RefugePoint would receive upon selling an asset or pay to settle a liability in an orderly transaction between market participants.

RefugePoint uses a framework for measuring fair value that includes a hierarchy that categorizes and prioritizes the sources used to measure and disclose fair value. This hierarchy is broken down into three levels based on inputs that market participants would use in valuing the financial instruments based on market data obtained from sources independent of RefugePoint. Inputs refer broadly to the assumptions that market participants would use in pricing the financial instrument, including assumptions about risk. Inputs may be observable or unobservable. Observable inputs are inputs that reflect the assumptions market participants would use in pricing the financial instrument developed based on market data obtained from sources independent of the reporting entity.

## REFUGEPOINT, INC. AND AFFILIATES

Notes to Combined Financial Statements  
December 31, 2024 and 2023

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### 2. SIGNIFICANT ACCOUNTING POLICIES (Continued)

#### Fair Value Measurements (Continued)

Unobservable inputs are inputs that reflect the reporting entity's own assumptions about the assumptions market participants would use in pricing the asset developed based on the best information available.

The three-tier hierarchy of inputs is summarized in the three broad levels as follows:

Level 1 - Inputs that reflect unadjusted quoted prices in active markets for identical assets at the measurement date.

Level 2 - Inputs other than quoted prices that are observable for the asset either directly or indirectly, including inputs in markets that are not considered to be active.

Level 3 - Inputs that are unobservable and which require significant judgment or estimation.

An asset or liability's level within the framework is based upon the lowest level of any input that is significant to the fair value measurement.

#### *Cash and Cash Equivalents*

Cash and cash equivalents are considered Level 1 in the fair value hierarchy.

#### *Investments*

Investments are recorded in the accompanying combined financial statements at fair value. If an investment is directly held by the Organization and an active market with quoted prices exists, the market price of an identical security is used to report fair value. The Organization's interests in mutual funds are generally reported at the net asset value (NAV) provided by fund managers, which is used as a practical expedient to estimate fair value, unless it is probable that all or a portion of the investment will be sold for an amount different from NAV. Certain investments, including interval funds, are subject to redemption restrictions and can only be redeemed at specified intervals (e.g., every 90 days). As of December 31, 2024 and 2023, the Organization had no plans to sell investments at amounts different from NAV.

#### **Use of Estimates**

The preparation of combined financial statements in accordance with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the combined financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

#### **Pledges and Accounts Receivable and Allowance for Doubtful Accounts**

Pledges receivable are recorded as unconditionally committed and are stated at unpaid balances, less an allowance for doubtful accounts, if any. The allowance for doubtful accounts is recorded based on management's analysis of specific accounts and their estimate of amounts that may be uncollectible, if any. There was no allowance for doubtful accounts as of December 31, 2024 and 2023. Pledges receivable that are promised to be received more than one year after the combined statement of financial position date are discounted at an appropriate discount rate commensurate with the risks involved. Accounts receivable relate to reimbursements and are stated as unpaid balances.

## REFUGEPPOINT, INC. AND AFFILIATES

Notes to Combined Financial Statements  
December 31, 2024 and 2023

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### 2. SIGNIFICANT ACCOUNTING POLICIES (Continued)

#### Investments

Investments consist of the Organization's holdings of marketable financial securities held for purposes of financial returns and classified as non-current assets based on management's intent to hold these assets for long-term purposes. Interest, dividends, mutual fund distributions, and other income of these investments are recorded when earned or declared. Gains and losses are recognized as incurred on sales or based on fair value changes during the period.

#### Property and Equipment and Depreciation

Property and equipment with a value of \$2,500 or more and a useful life greater than one year are recorded at cost, if purchased, or at fair value at the time of donation. Renewals and betterments are capitalized, while repairs and maintenance are expensed as they are incurred. Depreciation is computed using the straight-line method over three to seven years. Land is not depreciated.

RefugePoint accounts for the carrying value of its property and equipment in accordance with the requirements of ASC Topic, *Plant, Property, and Equipment*. As of December 31, 2024 and 2023, RefugePoint has not recognized any reduction in the carrying value of its property and equipment in consideration of the requirement.

#### Website and Software and Amortization

Website and software include the cost of updates to RefugePoint's website, as well as a proprietary software designed to aid in the refugee assistance program. Amortization is computed using the straight-line method over an estimated three-year useful life.

#### Leases

RefugePoint currently has one operating lease agreement that is long-term with a right-of-use (ROU) asset and liability recognized under Accounting Standards Update (ASU) No. 2016-02, *Leases (Topic 842)*. A contract is (or contains) a lease if it conveys the right to control the use of an identified asset for a period of time in exchange for consideration. Control is defined under the standard as having the right to obtain substantially all of the economic benefits from use of the asset and the right to direct the use of the asset. Management only reassesses its determination if the terms and conditions of the contract are changed. RefugePoint recognizes a ROU asset - operating and an operating lease liability based on the present value of the minimum lease payments over the non-cancelable term of the lease.

RefugePoint uses the implicit rate when it is readily determinable and a risk-free rate when the implicit rate is not readily determinable. Lease expense is recognized on a straight-line basis over the lease term.

RefugePoint has certain leases that are for a period of twelve months or less or contain renewals for periods of twelve months or less. RefugePoint does not include short-term leases within the combined statements of financial position since it has elected the practical expedient to not include these leases within the operating lease ROU assets and liabilities. RefugePoint has elected the practical expedient to account for lease agreements that contain both lease and non-lease components as a single lease component.

## REFUGEPPOINT, INC. AND AFFILIATES

Notes to Combined Financial Statements  
December 31, 2024 and 2023

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### 2. SIGNIFICANT ACCOUNTING POLICIES (Continued)

#### Combined Statements of Activities and Changes in Net Assets

Transactions deemed by management to be ongoing, major, or central to the provision of program services are reported as operating support and revenue and operating expenses in the accompanying combined statements of activities and changes in net assets. Non-operating activity includes net investment return and currency translation loss.

#### Revenue Recognition

In accordance with ASC Subtopic 958-605 (Topic 958), *Revenue Recognition*, the Organization must determine whether a contribution (or a promise) is conditional or unconditional for transactions deemed to be a contribution. A contribution is considered to be a conditional contribution if an agreement includes a barrier that must be overcome and either a right of return of assets or a right of release of a promise to transfer assets exists. Indicators of a barrier include a measurable performance-related barrier or other measurable barriers, a stipulation that limits discretion by the recipient on the conduct of an activity, and stipulations that are related to the purpose of the agreement.

Topic 958 prescribes that the Organization should not consider probability of compliance with the barrier when determining if such awards are conditional and should be reported as conditional grant advance liabilities until such conditions are met (see Note 11).

Grants and contributions without donor restrictions are recorded as revenue when received or unconditionally pledged. Grants and contributions with donor restrictions are recorded as revenue and net assets with donor restrictions when received or unconditionally pledged. Transfers are made to net assets without donor restrictions as program costs are incurred or time restrictions lapse. All other revenue is recorded when earned.

#### Donated Services

RefugePoint receives contributed services which meet the criteria for recording and are reflected in the accompanying combined financial statements as donated services. RefugePoint recognizes the fair value of contributed services received if such services a) create or enhance nonfinancial assets or b) require specialized skills that are provided by individuals possessing those skills and would typically need to be purchased if not contributed.

During the years ended December 31, 2024 and 2023, RefugePoint received donated legal services valued at \$97,229 and \$119,431, respectively. These amounts are included in professional fees in the accompanying combined statements of functional expenses.

RefugePoint also receives volunteer services relating to its mission. The nature of these services does not meet the criteria for recording under U.S. GAAP. Accordingly, no value is reflected in the accompanying combined financial statements for these services.

#### Income Taxes

RefugePoint accounts for uncertainty in income taxes in accordance with ASC Topic, *Income Taxes*. This standard clarifies the accounting for uncertainty in tax positions and prescribes a recognition threshold and measurement attribute for the combined financial statements regarding a tax position taken or expected to be taken in a tax return. RefugePoint has determined that there are no uncertain tax positions which qualify for either recognition or disclosure in the accompanying combined financial statements at December 31, 2024 and 2023.

## REFUGEPOINT, INC. AND AFFILIATES

Notes to Combined Financial Statements  
December 31, 2024 and 2023

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### 2. SIGNIFICANT ACCOUNTING POLICIES (Continued)

#### Expense Allocation

The combined financial statements present expenses by functional classification in accordance with the overall service mission of RefugePoint. Each functional classification presents all expenses related to the underlying operations by natural classification.

The combined financial statements report certain categories of expenses that are attributable to more than one program or supporting function and require an allocation on a reasonable basis that is consistently applied. Salaries, payroll taxes and fringe benefits are allocated based on estimates of time and effort spent on each program or support function. Occupancy and insurance expenses are allocated based on square footage occupied by programs or supporting services. All other expenses are charged on a direct basis to specific programs or functions.

#### Net Assets

##### *Net Assets Without Donor Restrictions*

Net assets without donor restrictions are those net resources that bear no external restrictions and are generally available for use by RefugePoint. RefugePoint has grouped its net assets without donor restrictions into the following categories:

- **Operating net assets** represent funds available to carry on the operations of RefugePoint.
- **Board designated net assets** represent funds set aside by the Board of Directors for long-term strategic purposes and to provide investment income to support operations. These amounts may only be used with the approval of the Board of Directors.
- **Property and other net assets** reflect the net book value of RefugePoint's property, equipment, website, software, and ROU asset, net of related debt (if any) and lease liability.

##### *Net Assets With Donor Restrictions*

Net assets with donor restrictions represent contributions that are designated by donors for specific purposes or time periods. These contributions are recorded as net assets with donor restrictions until they are expended for their designated purpose or over their designated time period. As of December 31, 2024, the Organization did not have any net assets with donor restrictions. As of December 31, 2023, net assets totaling \$850,000 were subject to time restrictions imposed by donors.

##### *Cumulative Adjustment for Foreign Currency Translation Net Assets*

This adjustment represents the cumulative effect of translating the Kenyan Organization's and the Canadian Organization's financial activities and net position into RefugePoint's reporting currency (U.S. dollars).

#### Subsequent Events

Subsequent events have been evaluated through June 5, 2025, which is the date the combined financial statements were available to be issued. There were no events which met criteria for disclosures in the accompanying combined financial statements.

## REFUGEPOINT, INC. AND AFFILIATES

Notes to Combined Financial Statements  
December 31, 2024 and 2023

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### 3. CONCENTRATIONS

The Organization maintains its cash balances in a bank in Massachusetts, which is insured within the limits of the Federal Deposit Insurance Corporation (FDIC). At certain times during the year, cash balances exceeded the FDIC insured amounts. Any amounts over the FDIC limit are further insured through the Massachusetts Depositors Insurance Fund (DIF).

The Kenyan Organization maintains cash and cash equivalents required for program operations with Kenyan financial institutions, which are not insured. As of December 31, 2024 and 2023, the accompanying combined statements of financial position include approximately \$60,000 and \$47,000, respectively, of cash held in Kenyan financial institutions.

The Canadian Organization maintains its cash in a bank in Canada, which is insured within the limits of the Canadian Deposit Insurance Corporation (CDIC). As of December 31, 2024 and 2023, the accompanying combined statements of financial position include approximately \$37,000 and \$39,000 of cash held in a Canadian bank which is under the CDIC threshold, respectively.

As of December 31, 2024 and 2023, pledges and accounts receivable included amounts due from a single donor that represented approximately 35% and 67% of total receivables, respectively. Four and three donors comprise 80% and 82% of grants and contributions revenue for the years ended December 31, 2024 and 2023, respectively.

### 4. PROPERTY AND EQUIPMENT AND WEBSITE AND SOFTWARE

Property and equipment consist of the following at December 31:

|                                 | <b>2024</b> | <b>2023</b> |
|---------------------------------|-------------|-------------|
| Land                            | \$ 329,109  | \$ 329,109  |
| Leasehold improvements          | 159,088     | 159,088     |
| Motor vehicle                   | 66,292      | 68,581      |
| Furniture and fixtures          | 88,898      | 42,761      |
| Computer                        | 10,307      | 10,307      |
| Equipment                       | 21,083      | 5,537       |
|                                 | <hr/>       | <hr/>       |
| Less - accumulated depreciation | 674,777     | 615,383     |
|                                 | <hr/>       | <hr/>       |
|                                 | 126,100     | 62,618      |
|                                 | <hr/>       | <hr/>       |
|                                 | \$ 548,677  | \$ 552,765  |

Website and software consist of the following at December 31:

|                                 | <b>2024</b> | <b>2023</b> |
|---------------------------------|-------------|-------------|
| Website and software            | \$ 515,371  | \$ 405,099  |
| Less - accumulated amortization | 401,147     | 358,566     |
|                                 | <hr/>       | <hr/>       |
|                                 | \$ 114,224  | \$ 46,533   |

Depreciation expense for the years ended December 31, 2024 and 2023, was \$63,482 and \$45,818, respectively. Amortization expense was \$42,581 and \$61,305 for the years ended December 31, 2024 and 2023, respectively. During 2007, RefugePoint purchased land in Kenya for \$329,109. This land is undeveloped (see Note 8).

## REFUGEPOINT, INC. AND AFFILIATES

### Notes to Combined Financial Statements December 31, 2024 and 2023

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#### 5. LEASE COMMITMENTS

The Organization has an operating lease agreement for an office in Boston, Massachusetts. The lease requires escalating monthly payments through the end of the lease term, which is set to expire in May 2027. Under this agreement, the Organization is responsible for its proportionate share of operating expenses, which vary each month. The Organization uses the risk-free rate of 2.94% to discount its future lease liabilities to present value.

RefugePoint leases office space in Geneva, Switzerland as a tenant-at-will. The lease agreement requires RefugePoint to provide a three-month notice if it wishes to terminate the lease. The Kenyan Organization has two operating leases for its Nairobi clinic facilities as a tenant-at-will.

The following summarizes the lease expense, which is included in occupancy in the accompanying combined statements of functional expenses, for the years ended December 31:

|                        | <u>2024</u>           | <u>2023</u>           |
|------------------------|-----------------------|-----------------------|
| Operating lease costs  | \$ 113,742            | \$ 113,900            |
| Short-term lease costs | 89,785                | 56,378                |
| Variable lease costs   | <u>10,275</u>         | <u>11,593</u>         |
| <br>Total lease costs  | <br><u>\$ 213,802</u> | <br><u>\$ 181,871</u> |

RefugePoint's lease agreements do not contain any material residual value guarantees or material restrictive covenants.

Remaining undiscounted future minimum lease payments are as follows:

|  |                       |
|--|-----------------------|
| 2025   | \$ 117,639            |
| 2026   | 119,251               |
| 2027   | <u>49,688</u>         |
| <br>Total future undiscounted payments           | <br>286,578           |
| Less - current portion                           | (117,639)             |
| Less - present value discount                    | <u>(9,637)</u>        |
| <br>Present value of long term lease obligations | <br><u>\$ 159,302</u> |

Cash paid for amounts included in the measurement of operating lease liabilities was \$114,417 and \$112,805 for the years ended December 31, 2024 and 2023, respectively.

#### 6. LINE OF CREDIT AGREEMENT

The Organization maintains a line of credit agreement with a bank which allows for borrowings up to \$500,000 at December 31, 2024 and 2023. Borrowings are payable on demand, bear interest at the bank's base lending rate (7.5% and 8.5% at December 31, 2024 and 2023, respectively), and are secured by all assets of the Organization. There was no outstanding balance under this line of credit at December 31, 2024 or 2023. The line of credit has no stated maturity date, and the bank conducts an annual review of the credit relationship on an annual basis upon receipt of the audited combined financial statements.

## REFUGEPOINT, INC. AND AFFILIATES

Notes to Combined Financial Statements  
December 31, 2024 and 2023

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### 7. INVESTMENTS

During 2023, the Organization opened investment accounts and invested into stocks, bonds, and money market funds. Money market funds are insured through Securities Investor Protection Corporation (SIPC) and Excess SIPC coverage from Lloyds of London. All other investments are not insured and are subject to ongoing market fluctuations. The funds may be used at the discretion of the Board of Directors. The following tables present the Organization's investments, by level within the valuation framework, as of December 31:

| <b>2024</b>               | <b>Level 1</b>              | <b>Level 2</b>     | <b>Level 3</b>     | <b>Total</b>                |
|---------------------------|-----------------------------|--------------------|--------------------|-----------------------------|
| Money market funds        | \$ 11,896,901               | \$ -               | \$ -               | \$ 11,896,901               |
| U.S. Treasury notes       | 4,153,286                   | -                  | -                  | 4,153,286                   |
| U.S. Treasury bills       | 834,461                     | -                  | -                  | 834,461                     |
| Mutual funds *            | -                           | -                  | -                  | 568,398                     |
| Cash and cash equivalents | <u>17,110</u>               | <u>-</u>           | <u>-</u>           | <u>17,110</u>               |
|                           | <u><u>\$ 17,470,156</u></u> | <u><u>\$ -</u></u> | <u><u>\$ -</u></u> | <u><u>\$ 17,470,156</u></u> |
| <b>2023</b>               | <b>Level 1</b>              | <b>Level 2</b>     | <b>Level 3</b>     | <b>Total</b>                |
| Money market funds        | \$ 10,661,660               | \$ -               | \$ -               | \$ 10,661,660               |
| Mutual funds *            | -                           | -                  | -                  | 570,245                     |
| Cash and cash equivalents | <u>8,471</u>                | <u>-</u>           | <u>-</u>           | <u>8,471</u>                |
|                           | <u><u>\$ 11,240,376</u></u> | <u><u>\$ -</u></u> | <u><u>\$ -</u></u> | <u><u>\$ 11,240,376</u></u> |

\* In accordance with FASB ASC Subtopic 820-10, certain investments that are measured at fair value using the NAV per share (or its equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts in this table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the accompanying combined statements of financial position (see Note 2).

### 8. CONTINGENCIES

In the ordinary course of RefugePoint's business, RefugePoint is from time-to-time involved in disputes concerning business and employment matters of RefugePoint. While damages in connection with these disputes are possible, RefugePoint denies any wrongdoing in these cases and is taking the appropriate legal steps in defense of these disputes. It is management's opinion that any potential settlement would not be material to the accompanying combined financial statements.

RefugePoint has brought suit to enjoin certain parties from trespassing on land purchased in Nairobi, Kenya (see Note 4). The defendants in this action have contested RefugePoint's legal ownership on the basis of allegedly false documentation. No settlement has been formally reached as of June 5, 2025, and RefugePoint is unable to estimate the financial impact of any potential settlement.

### 9. PLEDGES RECEIVABLE

RefugePoint receives pledges from various donors. There were no pledges receivable as of December 31, 2024. There were \$750,000 of pledges receivable as of December 31, 2023, which were received during 2024.

## REFUGEPOINT, INC. AND AFFILIATES

Notes to Combined Financial Statements  
December 31, 2024 and 2023

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### 10. RETIREMENT PLANS

RefugePoint maintains an IRC Section 401(k) Retirement Plan for all eligible United States employees. Employees may make contributions to the plan up to the maximum allowed by law. RefugePoint makes matching contributions to the plan as determined by the Board of Directors. Contribution expense under the plan was \$138,475 and \$124,966 for the years ended December 31, 2024 and 2023, respectively, and is included in payroll taxes and fringe benefits in the accompanying combined statements of functional expenses.

The Kenyan Organization maintains a retirement plan for Kenyan-based employees. Employees may contribute to the plan and the Kenyan Organization provides a matching contribution of up to 5% of eligible employees' salaries. The Kenyan Organization's contribution expense under the plan was \$59,356 and \$49,242 for the years ended December 31, 2024 and 2023, respectively, and is included in payroll taxes and fringe benefits in the accompanying combined statements of functional expenses.

### 11. CONDITIONAL GRANTS

RefugePoint has been awarded conditional grants from certain funders. Payment of these grants is conditional upon RefugePoint meeting certain progress benchmarks, and the submission and approval of specific financial reports, as well as availability of funds as defined in the grant agreements. Accordingly, \$13,480,746 and \$16,909,989 representing the remaining balances of these grants, have not been earned or recognized as revenue in the accompanying combined financial statements as of December 31, 2024 and 2023, respectively.

### 12. LIQUIDITY

Financial assets available for use by RefugePoint within one year from the combined statements of financial position date are as follows:

|  | <b>2024</b>             | <b>2023</b>             |
|--|-------------------------|-------------------------|
| Cash and cash equivalents without donor restrictions                                       | \$ 1,958,052            | \$ 4,147,808            |
| Time restricted pledges to be collected within a year                                      | -                       | 750,000                 |
| Pledges and accounts receivable without donor restrictions                                 | 378,589                 | 369,899                 |
| Time restricted cash to be spent within a year   | -                       | 100,000                 |
| <br>Financial assets available to meet cash needs for general expenditures within one year | <br><u>\$ 2,336,641</u> | <br><u>\$ 5,367,707</u> |

RefugePoint has a policy to structure its financial assets to be available and liquid as its obligations become due. As of December 31, 2024 and 2023, RefugePoint has financial assets equal to approximately two and five months of operating expenses, respectively. The majority of operating expenses are funded by cash and cash equivalents. In addition, RefugePoint has approximately \$17,500,000 in investments as of December 31, 2024, that are being held for long-term growth and sustainability (see Note 7). At any given time, these investments could be liquidated to meet ongoing obligations with prior approval of the Board of Directors. RefugePoint also has a \$500,000 line of credit which can be used to fund operations (see Note 6).

### 13. RECLASSIFICATIONS

Certain amounts in the 2023 combined financial statements have been reclassified to conform with the 2024 combined financial statements presentation.