

# ANNUAL REPORT 2024

**FROM**

**DATA**

**TO**

**POLICY**



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# A MESSAGE FROM GNP+ BOARD CHAIR

## Stewarding Growth, Strengthening Leadership

The year 2024 was a year of transition, reflection, clarity, and purpose. As a Global Board, we intentionto strengthen the organisation's foundations and ensure that GNP+ remains a credible, trusted, and forward-looking leader in the global HIV movement.

In a shifting global environment, GNP+'s board focused on strategic stewardship: guiding change, strengthening governance, and protecting the integrity of GNP+'s mission. We worked closely with the Co-Executive Directors to ensure that the organisation remains both responsive to the present and ready for the future.

Our work this year was guided by GNP+'s four strategic pillars; Leadership and Governance, Movement Building, Evidence and Advocacy, and Organisational Sustainability. These pillars are the backbone of our strategy and the compass that directs both Board and management decisions.

Under Leadership and Governance, we focused on strengthening oversight and accountability mechanisms, ensuring that GNP+ continues to uphold the principles of transparency, integrity, and good governance.

Through Movement Building, we witnessed the power of collective leadership. The LIVING Conference, held alongside the International AIDS Conference in Munich, reminded us of GNP+'s unique role, bringing together people living with HIV from across the world to reaffirm our shared purpose and vision. It was a moment that reminded us why this network exists: to connect, to amplify, and to lead together.

Under Evidence and Advocacy, we continued to see how data and lived experience inform action. The Stigma Index, Community-Led Monitoring, and GNP+'s leadership within the Global Partnership against HIV-Related Stigma all reflect the organisation's deep commitment to evidence-driven advocacy that changes systems and shifts mindsets.

And through Organisational Sustainability, the Global Board prioritised strengthening the systems that make GNP+ resilient, from sound financial management to diversifying partnerships and future-proofing our operations. Sustainability, for us, means ensuring that GNP+ will continue to serve as both a voice for people living with HIV and a platform for new leadership for many years to come.

As Chair, I am proud of how GNP+ has navigated this challenging period of change. The collaboration between the Global Board, the Co-Executive Directors, and the Secretariat has been defined by trust, honesty, and shared purpose. We are emerging from this year clearer in vision, more connected to our values, and better prepared to lead in a world that is rapidly transforming.

On behalf of the Board, I want to thank our leadership team, staff, networks, partners, allies and global community of people living with HIV for their commitment and courage. The strength of GNP+ has always come from its people — those who live the realities of HIV every day and continue to drive progress through resilience, creativity, and hope.



**Rodrigo Olin German**  
Board Chair, GNP+

A handwritten signature in black ink, appearing to be 'RO'.

**NEW VISION**  
AUDITORS  
d.d. 15-05-2026



# A MESSAGE FROM Co-EDs

## GNP+ story of growth

Florence Riako Anam

Sbongile Nkosi



The year 2024 was a year of transition, reflection, and resolve. This year GNP+ focused on institutional strengthening, and it was a year of recommitting to the movement that drives us. It was a year of recommitting to the People Living with HIV across the world.

As Co-Executive Directors, we recognize that leadership in this era of global change means balancing two responsibilities: stewarding organisational growth and sustaining a global network that continues to shape the global HIV agenda. Our focus this year was to ensure that GNP+ remains both a trusted global leader and a catalyst for collective action. Our task was to ensure we positioned GNP+ for the future.

Our leadership in convening the LIVING Conference, held alongside the International AIDS Conference (IAS) in Munich, reflected this commitment. The gathering brought together our PLHIV networks from across the world. It was a moment of reflection, solidarity, and renewal. Together, our networks articulated a shared vision for the next phase of the HIV response; one that is community-led and grounded in the realities of people living with HIV. The energy of that space reaffirmed a truth central to GNP+'s identity that our strength lies in our ability to mobilise, coordinate, and convene our PLHIV networks.

Through the Stigma Index, Community-Led Monitoring, and our leadership within the Global Partnership to Eliminate All Forms of HIV-Related Stigma and Discrimination, we continued to mobilise data as a policy tool that enables us to turn data into advocacy, and advocacy into accountability. Our country-level work in Ghana, Colombia, and Vietnam reflected GNP+'s commitment to strengthening leadership, accountability, and sustainability within national PLHIV networks. Building on our experience as grant manager, we focused on enabling country partners to lead their own advocacy agendas, strengthen internal governance, and engage directly with national stakeholders. This work helped to deepen the foundations for country ownership, ensuring that communities of people living with HIV are not passive recipients of support but active partners in national health and policy processes.

Through mentoring, coordination, and technical support, GNP+ continued to build systems that place community voices at the centre of decision-making and ensure that country networks can sustain their leadership well beyond the life of a single project.

In parallel, through the Last Mile initiative, we focused on reaching and representing communities who remain underserved and often unheard in the HIV response. This work re-centred GNP+'s advocacy on equity, visibility, and inclusion, bringing renewed urgency to the promise of ending AIDS for everyone, everywhere. Our participation in the MENA regional grant expanded this commitment. By working alongside partners in the Middle East and North Africa, we contributed to strengthening civil-society-led coordination, accountability, and regional solidarity, building bridges between local realities and global HIV priorities. This engagement reaffirmed GNP+'s role as a connector: linking regions, networks, and partners to ensure that community voices inform global strategies and that funding mechanisms truly reflect the diversity of the epidemic.

GNP+ continues to act as a bridge between communities and global decision-making. Our advocacy pushes for shared governance, where people living with HIV are recognised as equal partners and leaders in health systems reform.

Internally, we strengthened our governance and systems. We refined structures, clarified decision-making, and reinforced ethical standards to ensure GNP+ remains resilient, credible, and fit for purpose in a changing global environment. Our advocacy this year reaffirmed that PLHIV are the center of the HIV response..

The world is changing and we are committed to ensuring GNP+ adapts to the change and it always agile and innovative. No more than ever our conviction is that people living with HIV are not passive beneficiaries; we are leaders, innovators, and stewards of systems change.

We also could not achieve any of this without our continued support of our donors, partners, and mentors. We close this year proud of our teams and networks who continue to lead with courage and conviction. Together, we will continue to redefine what leadership in the HIV movement looks like, principled, strategic, and unrelenting in the pursuit of dignity and health for all.



## + Our Vision:

A world where every person living with HIV enjoys their rights to a healthy and dignified life, free from stigma and discrimination.

## + Our Mission:

We provide global leadership and advocate for the improvements to quality of life for all people living with HIV.

## + Our Values:

- + We actively foster the participation and leadership of people living with HIV throughout the HIV response.
- + We are community-led and guided by the rights and realities of people living with HIV.
- + We are accountable to the communities of people living with HIV that we serve and are transparent in how we spend money and make decisions.
- + We are inclusive, and we embrace and defend diversity.
- + We recognize that the issues that affect us as people living with HIV often intersect with other aspects of our identities and our differing access to power and resources.

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## + ACRONYMS

<b>AIDS</b>	Acquired immunodeficiency syndrome
<b>CLOs</b>	Community Liaison Officer
<b>CLAIM</b>	Community-Led Accountability Influence and Monitoring
<b>DHRP</b>	Digital Health and Rights Project
<b>EPIC</b>	End Pediatric AIDS in Children
<b>EECA Region</b>	Eastern Europe and Central Asia
<b>GIPA</b>	The Greater Involvement of People Living with HIV
<b>GNP+</b>	Global Network of People Living with HIV
<b>HIV</b>	Human Immunodeficiency Virus
<b>KazSoyuz PLWH</b>	Kazakhstan Union of People Living with HIV
<b>LGBTQ</b>	Lesbian, Gay, Bisexual, Transgender, Queer
<b>MANET+</b>	Malawi Network of People Living with HIV/AIDS
<b>MENAHRA</b>	Middle East Harm Reduction Association
<b>MENAPUD</b>	Middle East & North Africa Network of people who Use Drugs
<b>MENAROSA</b>	Network of Women Living with HIV in Middle East & North Africa Network
<b>NAP+ Ghana</b>	Ghana Network of Persons Living with HIV
<b>NAFOPHANU</b>	The National Forum of People Living with HIV/AIDS Networks in Uganda
<b>NEPHWAN</b>	Network of People Living with HIV and AIDS in Nigeria
<b>PLHIV</b>	People Living with HIV
<b>PrEP</b>	Pre-exposure prophylaxis
<b>PCB</b>	Programme Coordinating Board
<b>PEPFAR</b>	President's Emergency Plan for AIDS Relief
<b>UNGA78</b>	78th United Nations General Assembly
<b>U=U</b>	Undetectable = Untransmittable
<b>UNAIDS</b>	Joint United Nations Programme on HIV/AIDS

# Introduction

The second year on our journey of transformation along our strategic plan presented us with opportunities to model stigma data into policy, expand access of quality care for children and build a strong and resilient network through convening, high level representation and effective grant making. We have also remodelled ourselves to make processes more efficient and work more caring and meaningful, taking care of our staff while leading the way on the difficult path towards long term sustainability.

## About GNP+

The Global Network of People living with HIV (GNP+) is the leading global network by and for people living with HIV, championing global leadership and the Greater Involvement of People Living with HIV (GIPA) Principles. In 2024, GNP+ advanced its mission with unwavering commitment, driving progress across the core pillars of our 2023-2026 Strategic Plan, "FOR OUR HEALTH AND RIGHTS." Building on the momentum of our first year, this second year of strategic implementation has been characterized by meaningful progress.

The work documented in this report focuses specifically on our achievements in Strategic Goals 1, 2, 3, and 4: building a strong HIV movement, advocating for rights and freedoms, ensuring access to health and wellbeing, and enabling access to HIV care in emergencies and crisis settings.

# OUR 2023/26 STRATEGIC PLAN:

The past year has been a momentous chapter in our ongoing journey towards ending HIV-related stigma and discrimination and advocating for our treatments' access to keep all PLHIV alive. We have celebrated significant milestones that not only highlight our achievements but also amplify PLHIV collective voices in this critical fight. Central to our efforts, our intention is reflected in our Strategic Plan for 2023/2026, aptly titled "For Our Health and Rights", which serves as a guiding beacon for our mission.

This strategic plan is not just a document; it is the culmination of our rich lived experience and extensive contribution within the global HIV landscape. It reinforces GNP+'s unwavering commitment to PLHIV community leadership, emphasizing the need to adapt and innovate in response to the evolving challenges we face. Our strategy is designed with a strong intention of collaborating with PLHIV communities' leaderships, ensuring that their voices are not only heard but are instrumental in shaping the global HIV response and beyond.

As we move forward, we remain steadfast in our commitment to championing our rights and the rights of those we represent. Together, we will continue to fight against discrimination, ensuring that every individual living with or affected by HIV receives the respect, dignity, and access to healthcare they deserve. Our journey is far from over, but with our strategic plan as our roadmap, we are poised to make a lasting impact in the years to come.

**Our strategic plan focuses on bold, rights-based, and community-led approaches and is structured around four key pillars that define our goals:**

## **Enjoying our rights and freedoms**

- All people living with HIV, key, and vulnerable populations, are increasingly able to enjoy their rights and lead lives free from HIV-related and intersecting stigma or criminalisation.

## **Enjoying our health and wellbeing**

- All people living with HIV have access to quality HIV treatment and other health services to enable them to enjoy their right to health and wellbeing.

## **A strong HIV movement**

- Communities of people living with HIV, key and vulnerable populations have the sustained political and financial support they need to continue leading the HIV response and contributing to other movements.

## **Accessing HIV care in emergencies and crisis:**

- GNP+ is resilient, sustainable, and able to adapt and better serve communities and networks of people living with HIV to ensure all people living with HIV and key and vulnerable populations can access essential services and support during emergencies and crisis.

# PILLAR 1

## ENJOYING OUR RIGHTS AND FREEDOMS

In 2024, through the International Partnership, GNP+ provided technical support to the PLHIV national Network implementing the PLHIV Stigma Index 2.0, which have been implemented in more than 100 countries, and more than 100,000 PLHIV have participated.

**We went beyond the data providing the technical support to PLHIV national networks with the aim of:**

- Strengthening the implementation of the standardized methodology, including the development of data analysis plan, ensuring data collected is accurate, presentable and comparable for advocacy purposes at national and global level.
- Strengthening the skills of the PLHIV community interviewers in collecting high quality data through a quality interview process.
- Increasing the capacity of national networks of people living with HIV in using data from PLHIV Stigma Index for advocacy using strategic platforms including the Global Partnership framework, and other national and international fora.

In our journey to ensure all people living with HIV, key and vulnerable populations, are increasingly able to enjoy their rights and lead lives free from HIV related and intersecting stigma or criminalisation we provided the data to drive policy interventions in more than 100 countries.

The PLHIV Stigma Index 2.0 serves as a vital tool in gathering comprehensive data of stigma and discrimination for advocacy purposes. This initiative not only amplifies PLHIV voices but also provides critical insights and recommendation into the stigma and discrimination that continue impacting PLHIV lives.

Most importantly it rallies the global PLHIV voices, into a coherent movement, highlighting the cross cutting issues, offering cross learning and paving the way for a future where the rights of PLHIV are upheld, and where stigma is systematically dismantled, ultimately contributing to a healthier and more equitable world for all. The data collected through the PLHIV stigma Index is invaluable for informing policy decisions, shaping public health strategies, and fostering a more inclusive and supportive environment for PLHIV.

As part of the Movement building, Through the ViiV Healthcare Stigma Revolution Grant, several organizations have advanced efforts to reduce HIV-related stigma and discrimination in diverse contexts:



### **Roping in the clergy**

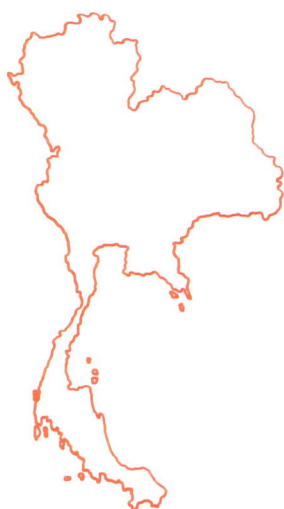
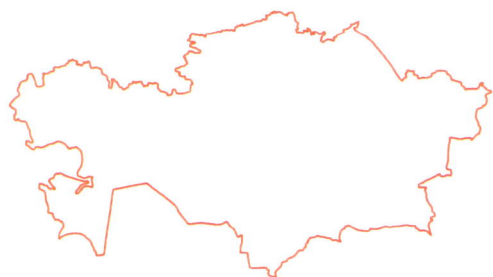
RIP+ (with support from GNP+) implemented targeted campaigns with faith leaders to address HIV-related stigma within places of worship and religious teachings. By equipping faith leaders to speak confidently about HIV during key moments, the initiative supported greater retention of people living with HIV (PLHIV) in treatment and care, while also reducing stigma in faith communities. Advocacy campaigns further engaged religious leaders on HIV transmission, treatment, and the U=U message during major advocacy moments such as International Women’s Day, the 16 Days of Activism against Gender-Based Violence, and World AIDS Day

### **Kazakhstan**

KazSoyus PLHIV strengthened community leadership and advocacy capacity among people living with HIV, enabling them to influence laws and policies and conduct policy analyses. A permanent community platform on human rights, stigma, and discrimination was also established under the Country Coordinating Committee, a key government advisory body. In addition, detailed action plans were developed to address stigma and discrimination experienced by transgender people in healthcare settings.

### **Thailand**

LINQ Foundation increased awareness and understanding of human rights, gender and diversity, legal issues, and self-stigma through a series of workshops. These initiatives were amplified by social media campaigns that advocated for broader social change. All work conducted under movement building and convening, and facilitating supported GNP+ and partners in their capacity to undertake activities on advocacy to address stigma and discrimination



## PILLAR 2 ENJOYING OUR HEALTH AND WELLBEING

Our focus to ensure all people living with HIV have access to quality HIV treatment and other health services, our work was directed to children, working with EPIC (End Paediatric AIDS in Children) champions from seven countries where we incorporated the lived experience of caregivers in ensuring access to quality treatment for paediatrics and children to enable them to enjoy their right to health and wellbeing.

To ensure that children are kept on the agenda, through EPIC, an initiative supported by Aidsfonds, GNP+ collaborated with 31 Mama and Papa bears (EPIC Champion) from seven countries (Nigeria, Zimbabwe, Kenya, Uganda, Tanzania, Mozambique, and South Africa) representing young fathers, caregivers, and mothers living with HIV bringing forth lived experience to create the much-needed change.

The EPIC Champions in their work with peers, focused on access to quality treatment for Paediatrics and Children by supporting meaningful engagement of communities of PLHIV in spaces where children living with HIV issues are discussed.

Mama and Papa Bears work to strengthening community links enabling the identification and supporting children (0-14 years old) living with HIV to start and continuing their treatment.



GNP+, together with UNICEF and Y+ Global, secured three-year funding from VIIV for community engagement by the Global Alliance champions for children in community-led advocacy from country to global.



One of the EPIC Champion was nominated to join the 13 Global alliances the Global Alliance to End AIDS in Children.



GNP+ with a mentorship role, participated in the Orientation workshop that took place 19-23 February 2024 in Nairobi.

# PILLAR 3

## BUILDING A STRONG HIV MOVEMENT

GNP+ has provided technical support to country partners, engaged in the HIV sustainability response planning process at both the country and global levels, offered Last Mile Grants to partners across both the Advanced HIV Disease and Children of Structurally Silenced Women Streams and in 2024, brought together over 200+ PLHIV from 52 countries across the world during LIVING2024, a pre-conference prior to the IAS2024 in Munich.

### **Global Fund Community Engagement Strengthening Initiative:**

GNP+ is a lead Global Network of HIV Key Populations under component 2 of the Global Fund Community Engagement Strengthening Initiative, providing long-term capacity strengthening to networks in three countries (Moldova, Ghana and Tanzania). Through this initiative, GNP+ provided technical support to country partners in developing and implementing engagement plans, embedded technical assistance, which is delivered in-country by local community experts, with outputs used for national and global advocacy. Partners remained persistent in our commitment to advocating for the needs and priorities of individuals who are underserved, marginalised, or excluded from health and other essential HIV services. We worked to ensure their voices were heard and they collaborate in decision-making spaces where issues affecting their lives are tabled.

To ensure communities of people living with HIV, key and vulnerable populations have the sustained political and financial support they need to continue leading the HIV response and contributing to other movements, we committed to building a strong HIV movement through convening, representation and last mile grant making.

- The Ghana Network of Persons Living with HIV/AIDS (NAP+ Ghana) made significant progress in improving the participation of PLHIV community representatives in decision-making. Strengthening marginalised groups like PLHIV, LGBTQI+, Key populations (KP+) and Female Sex workers (FSW) through capacity-building efforts has promoted advocacy and leadership. Community dialogues and workshops facilitated by NAP+ Ghana led to building trust and addressing misconceptions about HIV. Peer support groups reduce stigma and improve health-seeking behaviours by creating safe spaces. Despite challenges such as stigma and limited-service access, the project strengthened community alliances and fostered inclusivity. A notable achievement for NAP+ was securing a position for the PLHIV Orphanage on the Country Coordinating Mechanism (CCM), highlighting the growing influence of PLHIV in shaping health policies and creating a more stigma-free healthcare environment.
- Moldova, through the Initiative, progress is being made to strengthen the influence of PLHIV and key populations (KPs) within the CCM. Key milestones include creating a transparent selection procedure for community delegates, developing accountability mechanisms, and increasing community participation in decision-making. This includes engagement in advocacy for human rights and the decriminalisation of HIV transmission.



- In Tanzania, through the Network of Young People Living with HIV and AIDS in Tanzania (NYP+), key achievements include empowering young people living with HIV through virtual and physical training sessions on Global Fund processes, .

improving their knowledge from 46% to 87%. Youth engagement with the CCM also led to increased representation and advocacy for better ART access, vocational training, and decision-making participation

## MOVEMENT BUILDING

### Integration dialogues

GNP+ engaged in several activities with PEPFAR; these included activities mainly related to HIV response sustainability planning and PEPFAR COP23 midterm review processes. GNP+ is also part of the HIV response Sustainability Advisory Committee (UNAIDS & PEPFAR), which provides guidance to country processes on the HIV response roadmap development. GNP+ strategically engaged in the HIV sustainability response planning process at both the country and global levels.

At the country level, GNP+ supported selected countries (Burundi, Kenya, Zimbabwe and Nigeria) to conduct consultations to highlight the needs and priorities of communities in the HIV sustainability response plans.

At the Global level, GNP+ engaged in high-level convening on HIV Response Sustainability, including the UNAIDS Programme Coordinating Board in June 2024, in which GNP+ representatives spoke on the opening panel of the thematic segment on HIV response Sustainability planning, representing the views and priorities for people living with HIV and key populations collected from supported above mentioned supported countries.

### Grant making

Last Mile Grants have greatly contributed to fostering movement building and advocacy capacity of partners across both the Advanced HIV Disease and Children of Structurally Silenced Women Streams.

The funds directed to women-led networks to lead national research and advocacy on barriers to prevent vertical HIV transmission have resulted in valuable gains for the movement of women living with HIV and from key populations, strengthening the trust and engagement of the community and empowering new leaders to take part in unprecedented Participatory Action Research.

The Advanced HIV Disease stream has enabled partners to bring AHD to the center of national health agendas and community-led networks to be endorsed as key stakeholders and partners within national health systems, a strategic position in a new scenario of reduced foreign funding for HIV.

## Convening

In 2024, together with our partners and the support of donors, GNP+ brought together over 200+ PLHIV from 52 countries across the world during LIVING2024, a pre-conference prior to the IAS2024 in Munich. This was a significant event for people living with HIV, organised by people living with HIV. Living2024 focused on fostering a collaborative environment for people living with HIV and affected communities to come together to reflect on past achievements and challenges, reimagine innovative solutions, redefine the future of the HIV movement, and facilitate the transfer of knowledge to a new generation of young activists.



## Youth

Working with the most diverse cohort of young leaders among HIV youth leadership development programmes, YEL improved the advocates' self-confidence through constant engagement, smaller coaching groups, and by giving them relevant skills for young leaders starting their careers. The World AIDS Day small grants gave them the opportunity to develop programme management skills and to be endorsed as leaders among their constituencies and broader society. Moreover, all YELs reported having strengthened their digital campaigning and engagement skills, crucial for the resilience of PLHIV and key populations movements during the current backlash on human rights. health systems, a strategic position in a new scenario of reduced foreign funding for HIV.

## Data

Hosted Annual DHRP meeting in Cape Town, January 21-23rd – GNP+ played a central role in hosting and shaping the annual consortium meeting held in Cape Town. The meeting focused on reviewing progress across the project's three core workstreams: research, advocacy, and digital empowerment as well as Community Advisory Technical teams (CATs) members presenting country data for validation. GNP+ provided leadership in key sessions, particularly in finalising the Digital Empowerment training curriculum and planning for its implementation

## Technical advice

GNP+ supported 2 of the 4 national teams and consortium workstreams with technical input, conceptual thinking and ensuring participatory design principles. This included dialogues during the setting up of Community Advisory Technical teams (CATs) in Ghana and Vietnam, evidence gathering and coding in Vietnam and Ghana. Even though Ghana's implementation of the research was delayed due to delays in ethical approval, GNP+ supported NAP+ Ghana in finalizing data collection in Ghana, including NAP+ Ghana conducting a series of Key Informant Interviews in December 2024. The findings were presented at the DHRP consortium meeting in Cape Town, January 2025.

## Regulation

GNP+ and STOPSAIDS developed an anti-oppression framework to address cultural and power dynamics and supported the implementation of the framework within the consortium. As part of the DHRP Cape Town consortium meeting, the Anti-oppression framework was workshopped and put into practice. The framework and its implementation were also evaluated post-DHRP Cape Town consortium meeting with participants of the consortium meeting (including CAT-members) indicating that this framework was paramount to challenging the shifting of power across the consortium.

## Highlights of our High-Level Advocacy Engagements

Throughout 2024, GNP+ delivered impactful advocacy messages at global health governance platforms, including the WHO and the Programme Coordinating Board (PCB). GNP+ emphasised the need for investments in person-centred policies and community-led interventions to ensure high-quality service delivery for HIV prevention and treatment.

### The UN Summit of FUTURE:



GNP+ engaged in the Summit of the Future that took place in September 2024 during the UN General Assembly. As the member states were meeting to adopt the Pact of the Future, in which health was hardly mentioned, GNP+ engaged in the connected events to continue influencing global leaders to take health in general, and people living with and affected by HIV in particular, as a priority in their commitments



# 2024 UNITED NATIONS CIVIL SOCIETY CONFERENCE

## UN Civil Society conference ahead of the summit of the future

The UN Civil society conference ahead of the Summit of the future organised in Nairobi in April 2024 for GNP plus and other organisation working in the health sector this was an important platform to advocate for the inclusion of health as a major priority in the Pact of the Future as this has been lacking substantively in the draught pact of the future.

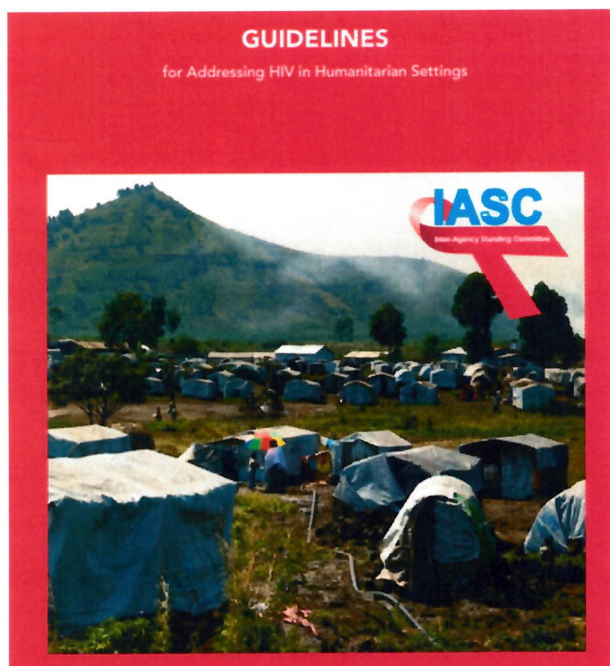
## 54<sup>th</sup> UNAIDS PCB

In June 2024, GNP+ engaged in the UNAIDS Programme Coordinating Board, in which the thematic segment was focused on the HIV Response sustainability. GNP+ Co executive director was one of the panellists of the Thematic segment, it was an opportunity to highlight the priority of people living with HIV and key populations and, most importantly, a moment of direct call upon Member States to meaningfully engage communities as countries embark in the journey of developing their country road map for HIV response sustainability. GNP+ Co-executive director reminded member states that their leadership made it possible for people living with HIV to access treatment until today and they should not give up as we are close to the end of AIDS as a public health threat.



## Updating the Global HIV and Humanitarian Guidelines to Strengthening Integration and Community Engagement

GNP+ engaged in the Global Technical Consultation on Updating the IASC Guidelines for Addressing HIV in Humanitarian Settings that took place in Rome, bringing together 40 global stakeholders to strengthen the integration of HIV services into humanitarian responses. Despite the Global AIDS Strategy 2021–2026 emphasising equitable access to HIV services in emergency settings as part of our strategy, our main goal was to ensure that the guidelines strengthen the community engagement in the HIV response in Humanitarian settings



# PUBLICATIONS



<https://globalgoals.org/news/translating-opportunity-to-reality-how-we-can-end-aids-by-2030/>

<https://www.sciencedirect.com/science/article/pii/S2352301824002418?dgcid=author>



<https://medium.com/bein-gwell/sustaining-progress-in-the-fight-against-hiv-aids-df4e358fd315>

## PILLAR 4

# ACCESSING HIV CARE IN EMERGENCIES AND CRISIS

In 2024, GNP+ underwent a significant transformation, both internally and externally. During the second quarter, the organization initiated a comprehensive restructuring process, led by the Co-Co-Executive Directors with the oversight and support of the Global Board of GNP+. This process was conducted in full compliance with applicable labor laws and under the supervision of our legal team, ensuring transparency and accountability at every stage.

As part of this transition, 47% of staff members departed the organization. These changes were due to a combination of factors, including staff pursuing new professional opportunities, the non-renewal of contracts, and the restructuring process itself.

The restructuring created opportunities for existing staff to apply for newly defined roles within the organization, while those who moved on were supported through a process that fully respected legal and ethical employment standards.

In our strategy to ensure all people living with HIV and key and vulnerable populations can access essential services and support during emergencies and crisis we aim to ensure that GNP+ is resilient, sustainable and able to adapt and better serve communities and networks of people living with HIV in the constantly evolving local and global spaces. We also strive to share our experiences with the networks to inspire their transformation towards resilience and sustainability and offer support and guidance to those undergoing change.

Importantly, the restructuring strengthened GNP+ by improving organizational agility, ensuring closer alignment with strategic priorities, and creating space to welcome new talent. These changes have positioned GNP+ to operate more effectively within a dynamic global context and to continue delivering on its mission with renewed focus and capacity.

### **Staff Realignment and Strategic Retreat**

Following the restructure, the Co-Executive Directors convened the core team for an intensive staff retreat in Italy. This gathering served as a turning point in aligning the team with the new organizational direction. The week-long meeting focused on clarifying expectations, strengthening internal cohesion, and reaffirming the vision and priorities under the leadership of the Co-Executive Directors.





### **Mental Health and Staff Well-being**

Throughout 2024, GNP+ also maintained a strong emphasis on staff well-being and mental health. Building on a 2023 decision, team members were encouraged to use their Learning and Development budget to access therapy and mental health support services. This policy reflects the organization's commitment to fostering a supportive and healthy working environment.



### **Staff Engagement and Rotation**

In light of the organizational changes, 2024 also marked the beginning of a renewed focus on staff engagement and internal mobility. The restructure created opportunities for internal staff rotation, enabling colleagues to explore roles aligned with their strengths and professional goals. Regular one-on-one check-ins, team-building sessions, and engagement surveys have been introduced to strengthen open communication and build a more collaborative work culture.



### **Policy Review and Contract Updates**

Additionally, we have launched a review of all HR policies and frameworks. Outdated policies are being revised, and new ones are being developed to ensure that our practices are inclusive, transparent, and aligned with the evolving needs of the organization. As part of this effort, updated employment contracts were introduced, reflecting current organizational values and labor standards.

# CONCLUSION

2024 was a pivotal year for GNP+, marked by structural transformation, strategic realignment, and a renewed commitment to staff well-being. While the year brought significant change, including the departure of nearly half of the team, the organization took deliberate steps to ensure that all transitions were carried out responsibly and in accordance with legal standards.

Through staff engagement efforts, leadership communication, and the reinforcement of mental health support, GNP+ has laid the foundation for a more resilient, inclusive, and mission-driven team. With a comprehensive HR policy review underway and systems being strengthened, the organization is well-positioned to support its staff and drive impact in the years ahead.



# FINANCIAL REPORT



## Balance Sheet Analysis

	2024 Draft Accounts	2023 Published Accounts
<b>Fixed Assets</b>		
Tangible Fixed Assets	€33,359	€42,277
	€33,359	€42,277
<b>Current Assets</b>		
from Receivables - Funds	€689,778	€667,339
from Receivables - Trade & Payroll	€54,026	€247,213
from Cash Balances	€290,723	€1,363,307
	€1,034,527	€2,277,859
<b>Net Assets</b>	<b>€1,067,886</b>	<b>€2,320,136</b>
<b>Foundation Equity &amp; Reserves</b>		
Reserves Balance - restricted	€0	€45,480
Reserves Balance - unrestricted	€822,962	(€236,975)
	€822,962	(€191,495)
<b>Provisions</b>		
General Provisions	€0	(€71,111)
	€0	(€71,111)
<b>Current Liabilities</b>		
from Funds in Advance	(€1,493,732)	(€1,422,089)
from Payroll	(€112,801)	(€142,974)
from Trade Creditors	(€284,315)	(€384,343)
from other liabilities	€0	(€108,124)
	(€1,890,848)	(€2,057,530)
<b>Net Liabilities</b>	<b>€1,067,886</b>	<b>€2.320.136</b>

## Profit & Loss Analysis

	2024 Draft Accounts	2023 Published Accounts
<b>General Income</b>		
from Government Funding	€4,232,183	€3,586,951
from NGOs, Trusts & Foundations	€1,032,694	€1,464,382
from other sources of funding	€193,452	€184,357
	<b>€5,458,329</b>	<b>€5,235,690</b>
<b>Financial Income</b>		
from interest - accounting adjustments	€0	€206
from currency revaluations	(€15,935)	(€161,138)
	(€15,935)	(€160,932)
	<b>€5,442,394</b>	<b>€5,074,758</b>
<b>Net Income</b>		
<b>Expenses</b>		
on Staff Costs	(€1,872,158)	(€2,109,062)
on Subgranting	(€1,877,219)	(€1,336,076)
on Programmatic Costs	(€2,115,377)	(€1,532,574)
on Office & Organization Costs	(€209,107)	(€264,373)
	(€6,073,861)	(€5,242,086)
	<b>(€631,467)</b>	<b>(€167,328)</b>

## Cash Flow Statement

	2024	2023
<b>Cash flow from operational activities</b>		
Operating result	(-€631,467)	(€6,395)
Adjustment for depreciations	€15,877	€20,402
Adjustment in provisions	€71,111	€20,072
<b>Gross cash flow from operation activities</b>	<b>(-€544,479)</b>	<b>€34,079</b>
Movement in receivables	(-€170,748)	(€120,501)
Movement in liabilities	(-€329,983)	€740,816
<b>Net cash flow from operational activities (A)</b>	<b>(-€1,045,211)</b>	<b>€654,393</b>
<b>Cash flow from investment activities</b>		
Investment in fixed assets	(-€11,438)	(€37,130)
Cash flow from investment activities (B)	(-€11,438)	(€37,130)
Currency conversion fluctuation	(-€15,935)	(€160,932)
<b>Net cash flow</b>	<b>(-€1,072,583)</b>	<b>€456,331</b>
Cash	€1,363,307	€906,976
Cash 31 December	€290,723	€1,363,307
<b>Mutation in cash</b>	<b>(-€1,072,584)</b>	<b>€456,331</b>

## Remuneration Of Management

### Data 2024

Amounts x € 1	Sbongile Nkosi		Florence Anam	
<b>Position details</b>	Co-Executive Director		Co-Executive Director	
Start and end of employment in 2024	01/01/24 - 31/12/2024		01/01/2024 - 31/12/2024	
Employment percentage (part-time factor in FTE))	94%		94%	
Employment contract?	Yes		Yes	
<b>Remuneration</b>				
Salary plus taxable expense allowances	€92,930		€92,259	
Pension and other deferred payments	€0		€0	
<i>Subtotal</i>	€92,930		€92,259	
Individually applicable maximum remuneration	€221,400		€221,400	
Less Undue payments not yet repaid	N/A		N/A	
<b>Remuneration</b>	€92,930		€92,259	
Amount of excess payment and reason why the excess is or is not permitted	N/A	N/A	N/A	N/A
Explanation of the claim due to undue payment	N/A	N/A	N/A	N/A

### Data 2023

Amounts x € 1	Sbongile Nkosi		Florence Anam	
<b>Position details</b>	Co-Executive Director		Co-Executive Director	
Start and end of employment in 2023	01/01/2023 - 31/12/2023		01/01/2023 - 31/12/2023	
Employment percentage (part-time factor in FTE)	83%		83%	
Employment contract?	Yes		Yes	
<b>Remuneration</b>				
Salary plus taxable expense allowances	€84,735		€86,478	
Pension and other deferred payments	€0		€0	
<i>Subtotal</i>	€84,735		€86,478	
Individually applicable maximum remuneration	€0		€0	
<b>Remuneration</b>	€84,735		€86,478	

# Notes to the Financial Report 2024

## Directive 640

The GNP+ financial report 2024 has been prepared in accordance with directive RJ 640 for non-profit institutions, issued by the Dutch Accounting Standards Board. This directive aims at increasing clarity and transparency in the manner in which fundraising institutions report on their revenues and expenditures.

## Going Concern

At the balance sheet date, the foundation has a negative equity position. The board has assessed the continuity of the foundation in accordance with RJ 170.

The board has approved and initiated reorganization and policy adjustments, including cost reductions and stricter controls on discretionary expenses such as travel. Based on the financial projections prepared by management, these measures are expected to lead to improved results and a recovery of the equity position in the coming years. Despite the negative equity, the board concludes that the going concern assumption remains appropriate. Accordingly, the financial statements have been prepared on a going concern basis.

## Assets and liabilities

Unless stated otherwise, assets and liabilities are stated at their historical cost, expressed in Euro. Fixed assets are depreciated on a straight-line method over a 5-year period (for items purchased prior to 1 January 2020) or a 3-year period (for computer & software purchased on or after 1 January 2020).

## Income and expenses

Revenues are attributed to the financial year in which the related costs are incurred. Costs are recognized as soon as the obligation arises.

## Foreign currencies

Assets and liabilities which are denominated in foreign currencies are translated into Euro at the exchange rates in effect at the balance sheet date. Resulting exchange differences are taken to the statement of income and expenses. Transactions in foreign currencies are converted to Euros on the basis of currency exchange on the day the funds are received or paid. GNP+ has bank accounts in Euro and US Dollar in order to keep losses to a minimum.

## Salaries and wages

On 31 December 2024 the GNP+ team consists of 12 staff members based in Amsterdam, 5 staff members based in Cape Town, and 14 staff members based elsewhere. Salaries and social security contributions are taken to the statement of income and expenses based on the terms of employment, where they are due to employees.

## Pension

In order to accommodate a pension contribution for staff with many different nationalities, and a significant number currently employed in countries other than their country of origin, GNP+ provides a percentage-based addition to the gross salary to each employee directly. There is no current scheme in place with a pension fund or pension insurance company.

## Cash flow statement

The cash flow statement has been prepared using the indirect method. The funds in the cash flow statement consist of cash.

## General

Stichting Global Network of People Living with HIV

Weesperstraat 107-121

1018 VN Amsterdam

Chamber of Commerce: 41214768

All amounts are in Euro

## Notes to the Financial Accounts

### 1. Tangible Fixed Assets

<b>Balance as at 1 January</b>	
Accumulated acquisition	€98,318
Accumulated depreciation	(€56,041)
Book Value	€42,277
<b>Movements</b>	
Investments	€11,438
Divestments	€0
Depreciation	(€15,877)
Under statement of Dep 2023	(€4,479)
<b>Balance as of 31 December</b>	
Accumulated acquisition	€109,756
Accumulated depreciation	(€76,397)
Book Value	€33,359

# Notes to the Financial Accounts

## 2. Funding to receive

	<b>31-Dec-24</b>	<b>31-Dec-23</b>
Unitaid Communities Delegation	€0	€15,132
UNITAID RMA planning workshop Nairobi	€0	€135,539
RCF Positive Universe	€0	€215,325
Aidsfonds MoFa Love Allianc	€0	€103,224
WHO	€0	€178,595
GATE (Global Action for Transequality)	€0	€19,524
WHO - IAS	€150	
UNAIDS - PCB	€31,372	
Positive Initive	€2,100	
Aidsfonds - MENA	€364,390	
UNAIDS - ViiV	€13,319	
UNIADS - Global Partnership	€24,698	
UNAIDS - Stigma Index	€21,733	
AIDSfonds MENA	€232,016	
	<b>€689,778</b>	<b>€667,339</b>

## 3. Other receivables

	<b>31-Dec-24</b>	<b>31-Dec-23</b>
Prepaid Expenditure	€28,590	€43,854
Net Wages	€0	€21,346
Advanced Partner Payments	€0	€168,839
Other Receievables	€25,436	€13,174
	<b>€54,026</b>	<b>€247,213</b>

## 4. Cash

	<b>31-Dec-24</b>	<b>31-Dec-23</b>
Petty Cash	€8,635	€260
Current Account - Euro	€116,932	€519,027
Current Account - Euro Savings	€104,873	€284
Current Account - USD	€68,918	€387,405
	<b>€299,358</b>	<b>€906,976</b>

## Notes to the Financial Accounts

### 5. Restricted Reserves

	<b>Restricted Reserves 31-Dec-2024</b>	<b>Mutations 2024</b>	<b>Transfer on Account 2024</b>	<b>Restricted Reserves 1-Jan-2024</b>
Currency fluctuation reserve	€0	€0	€45,480	(€45,480)
<b>Total</b>	<b>€0</b>	<b>€0</b>	<b>€45,480</b>	<b>(€45,480)</b>

### 6. Unrestricted Reserves

	<b>Restricted Reserves 31-Dec-2024</b>	<b>Net Result 2024</b>	<b>Mutations 2024</b>	<b>Restricted Reserves 1-Jan-2024</b>
Continuity Reserve	€822,962	€631,467	(€45,480)	€236,975
<b>Total</b>	<b>€822,962</b>	<b>€631,467</b>	<b>(€45,480)</b>	<b>€236,975</b>

# Notes to the Financial Accounts

## 7. Provisions

	<b>31-Dec-24</b>	<b>31-Dec-23</b>
Transition allowance provision	€0	€71,110
	€0	€71,110

## 8. Funding Received in Advance

	<b>31-Dec-24</b>	<b>31-Dec-23</b>
RCF HIV Justice Consortium	€0	(€14,729)
Global Fund Community	€0	(€14,097)
OSF Beyond Resistance	€0	€145,481
Global Fund Communities Delegation	€0	€16,047
RCF Positive Universe	€0	€114,126
UNAIDS	€0	€35,775
Botnar Foundation DRAG	€0	€425,286
UNESCO Positive Universe	€0	€13,913
UNAIDS NGO PCB	€0	€12,881
ViiV for regional work with refugees	€0	€136,269
Aidsfonds End Perinatric Aids in Children	€0	(€10,431)
Public Association Positive Initiative	€0	€8,389
IAS Aids Conference from the IAS	€0	€8,289
Love Alliance	€0	€441,063
RCF EOF Covid	€0	€103,827
EJAF - AIDS Conference	€233	
RCF Positive Universe	€155,497	
Aidsfond - EPIC	€39,563	
ASHM - IAS	€12,451	
UNDP - IAS	€5,514	
Global Fund - CRG	€72,897	
Aidsfond - Love Alliance GA	€764,548	
BOTNAR - DHRP	€419,213	
Aidsfond - Love Alliance MENA Community	€23,300	
Core Cost	€518	
	<b>€1,493,732</b>	<b>€1,422,089</b>

## 9. Payroll Liabilities

	<b>31-Dec-24</b>	<b>31-Dec-23</b>
Net Wages	€4,730	€0
Taxation & Social Security	€1,762	€7,200
Holiday Allowance	€23,066	€31,810
Holiday Accrual	€26,469	€72,015
ZVW Provision	€56,774	€31,949

## 10. Trade Creditors

	<b>31-Dec-24</b>	<b>31-Dec-23</b>
Trade Creditors	€284,315	€384,343
	<b>€284,315</b>	<b>€384,343</b>

## 11. Other Current Liabilities

	<b>31-Dec-24</b>	<b>31-Dec-23</b>
Expenses to be Paid	€0	€102,106
Employees	€0	€6,018
	€0	€108,124

## Notes to the Financial Accounts

### 12. Statement of Incoming Resources

	Government Funding	NGO Funding	Other Sources
WHO	€964,050	€0	€0
UNDP	€16,338	€0	€0
Int. AIDS Society	€6,669	€0	€0
AIDS Fonds	€958,964	€0	€0
SOA Aids	€2,336,536	€0	€0
Global Fund	€0	€184,165	€0
Robert Carr	€516,299	€0	€0
ViiV	€219,762	€0	€0
UNITAID	€17,544	€0	€0
Botnar	€0	€649,794	€0
EJAF-THE ELTON JOHN AIDS FOUNDATION	€0	€29,121	€0
Various donors	€189	€0	€0
Other contributions	€0	€169,614	€1,650
Donations	(€214)	€0	€0
	<b>€5,036,137</b>	<b>€1,032,694</b>	<b>€1,650</b>

### 13. Interest

	Actuals 2024	Budget 2024	Actuals 2023
Interest	€0	€0	(€207)
	€0	€0	(€207)

### 14. Currency fluctuations

	Actuals 2024	Budget 2024	Actuals 2023
Currency fluctuations	€15,935	€0	€161,138
	<b>€15,935</b>	<b>€0</b>	<b>€161,138</b>

### 15. Staff costs

	Actuals 2024	Budget 2024	Actuals 2023
<b>Personnel</b>			
Personnel	33 FTE		33,6 FTE
Gross salaries	€1,511,136	€0	€1,547,858
Social Charges	€128,535	€0	€264,793
Holiday Allowance	€52,792	€0	€56,106
Pension	€51,377	€0	€42,038
Transition allowance provision	€17,677	€0	€56,558
Long term sickness provision	€28,192	€0	€31,249
Holiday reserve changes	€0	€0	€30,859
Home/work travel	€16,544	€0	€14,832
Sick leave insurance	€7,706	€0	€4,282
Refunded sick leave claims	(€25,627)	€0	(€22,575)
	€1,788,332	€0	€2,026,000
staff development	€0	€0	€12,098
Other personnel costs	€30,167	€0	€15,991
	<b>€1,818,499</b>	<b>€0</b>	<b>€2,054,089</b>
<b>HR management</b>			
Salary administration	€31,578		€42,437
HRIS	€22,081		€12,536
<b>Total staff costs</b>	<b>€1,872,158</b>	<b>€0</b>	<b>€2,109,062</b>

## 16. Subgranting

	<b>Actuals 2024</b>	<b>Budget 2024</b>	<b>Actuals 2023</b>
16. Subgranting	€1,877,219	€0	€1,336,076

## 17. Programmatic costs

	<b>Actuals 2024</b>	<b>Budget 2024</b>	<b>Actuals 2023</b>
Travel costs	€617,857	€0	€663,531
Conferences & meetings	€211,355	€0	€128,551
Expertise	€809,038	€0	€606,044
Communication	€87,955	€0	€115,738
Other Programmatic costs	€389,172	€0	€18,710
	<b>€2,115,377</b>	<b>€0</b>	<b>€1,532,574</b>

## 18. Office & organization costs

	<b>Actuals 2024</b>	<b>Budget 2024</b>	<b>Actuals 2023</b>
Governance & representation	€89,963	€0	€98,273
Housing costs	€15,252	€0	€69,976
Office costs	€39,636	€0	€85,570
Audit, control, admin & bankcharges	€44,303	€0	€124,246
Depreciation	€19,953	€0	€20,759
Other organization costs	€0	€0	(€134,451)
	<b>€209,107</b>	<b>€0</b>	<b>€264,373</b>

## Other Information

### Confirmation and approval of the financial report 2024

The Board of GNP + has confirmed and approved the financial statements 2024 at the board meeting of March 2024

### Result allocation

The result is allocated according to the results allocation on page 23

All results will be extracted from the reserves

### Statutory regulation of result allocation

Not applicable.

### Branch office

GNP+ has a branch office in Cape Town.

### Other information

The independent auditors report is included on the following pages.

### Signature

Amsterdam, May 15, 2026

S. Nkosi

Co-Executive Director

F. Anam

Co-Executive Director

**Auditor's Opinion**



## INDEPENDENT AUDITOR'S REPORT

To: The board of Stichting Global Network of People Living With HIV/Aids (Gnp+)

Report on the audit of the financial statements 2024 included in the annual report

### Our disclaimer of opinion

We were engaged to audit the financial statements 2024 of Stichting Global Network of People Living With HIV/Aids (Gnp+) based in Amsterdam.

We do not express an opinion on the accompanying financial statements of the foundation. Due to the significance of the matter described in the 'Basis for our disclaimer of opinion' section, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion on the accompanying financial statements as a whole.

The financial statements comprise:

1. the balance sheet as at 31 December 2024;
2. the profit and loss account for 2024; and
3. the notes comprising a summary of the accounting policies and other explanatory information.

### Basis for our disclaimer of opinion

We have not been able to obtain sufficient and appropriate audit evidence regarding the reliability and completeness of the financial administration underlying the financial statements, including the recognition and measurement of income and expenses for the financial year ended 31 December 2024. The possible effects of these matters are, in our opinion, both material and pervasive to the financial statements as a whole. As a result, we are unable to determine whether adjustments might be necessary in respect of the reported result for the year.

Due to the limitations in the underlying financial administration, we have not been able to obtain assurance regarding the accuracy and completeness of the presented deficit for the year, the significant reduction in cash balances and the effects of the restructuring carried out during the year. In addition, we have not been able to obtain sufficient and appropriate audit evidence regarding the assumptions applied in the recognition and measurement of income and expenses, nor regarding the allocation of costs and grant funding. Consequently, both the composition and the amount of the result for 2024 remain uncertain.

Furthermore, although the financial statements have been prepared on a going concern basis and management has taken measures to restore the financial position, including cost reductions and organizational changes, the existence of a negative equity position and dependence on future funding give rise to a material uncertainty regarding the entity's ability to continue as a going concern. We have not been able to obtain sufficient appropriate audit evidence to conclude on the appropriateness of this assumption.

Due to the combined effect of the matters described above, we are unable to form an opinion on the financial statements as a whole.



## Report on the other information included in the annual report

The annual report contains other information, in addition to the financial statements and our auditor's report thereon.

Due to the significance of the matter described in the 'Basis for our disclaimer of opinion' section, we have not been able to consider in accordance with RJ 640 as to whether or not the other information:

- is consistent with the financial statements and does not contain material misstatements;
- contains all the information regarding the management report and the other information as required by RJ 640.

We were engaged to read the other information and, based on our knowledge and understanding to be obtained through our audit of the financial statements or otherwise, to consider whether the other information contains material misstatements.

The board is responsible for the preparation of the other information, including the board report in accordance with RJ 640.

## Description of responsibilities regarding the financial statements

### Responsibilities of board for the financial statements

The board is responsible for the preparation and fair presentation of the financial statements in accordance with RJ 640. Furthermore, the board is responsible for such internal control as board determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

As part of the preparation of the financial statements, the board is responsible for assessing the foundations ability to continue as a going concern. Based on the financial reporting framework mentioned, board should prepare the financial statements using the going concern basis of accounting, unless the board either intends to liquidate the foundation or to cease operations, or has no realistic alternative but to do so.

The board should disclose events and circumstances that may cast significant doubt on the foundations ability to continue as a going concern in the financial statements.

### Our responsibilities for the audit of the financial statements

Our responsibility is to express an opinion on the financial statements based on conducting the audit in accordance with Dutch law, including the Dutch Standards on Auditing. However, due to the matter/matters described in the 'Basis for our disclaimer of opinion' section, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion. The obtained audit evidence is appropriate as a basis for our opinion on the balance sheet as at 31 December 2024 and the notes.

We are independent of Stichting Global Network of People Living With HIV/Aids (Gnp+) in accordance with the the Verordening inzake de onafhankelijkheid van accountants bij assurance-opdrachten (ViO, Code of Ethics for Professional Accountants, a regulation with respect to independence) and other relevant independence regulations in the Netherlands. Furthermore we have complied with the Verordening gedrags- en beroepsregels accountants (VGBA, Dutch Code of Ethics for Professional Accountants).





Zaltbommel, 15 May 2026

New Vision Auditors B.V.

A handwritten signature in blue ink, appearing to be "E. Gooijer".

E. Gooijer RA





## Global Network of People Living with HIV (GNP+)

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