

# ANNUAL REPORT! 2024



act:onaid

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**act:onaïd**

**Annual Report 2024**

ActionAid is an international women's rights organisation that fights for an equal and sustainable world. We do this together with women's rights movements and communities worldwide. We believe in a feminist perspective and stand collectively against inequality and exploitation.

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**Cover photo** | Keke, a South African youth activist from MACUA during a cycle event for fair mining to call on companies to protect their rights (July 2024).

**Photo credits** | ActionAid





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# “Women in action worldwide”

## A word from our Executive Director

As 2024 comes to a close, it's a moment to reflect on the journey we've shared together. For me, personally, this year has been a time of transition and growth. In April I had the honour of taking over the role of Director from Marit Maij. As interim director I encountered a year marked by significant challenges, particularly the changing political landscape. Fundraising is more competitive, pressure on human rights and women rights has increased, while civic space is shrinking in many countries including in the Netherlands. These challenges have not only tested us but have also shaped how we approach our mission moving forward.

Looking back at this year, what stands out most is the resilience and dedication of our team, our supporters and the women at the frontlines of the struggles we fight. Despite a shifting environment, we have maintained our focus on our core mission and created lasting change in the communities we serve.

One of the things I am most proud of, is our ability to strengthen relationships with our donors. In times when institutional funding is scarcer, the unwavering support from both our loyal and our new individual donors has been crucial. We are deeply grateful for their trust, as it allows us to continue our impactful work. This relationship-building effort has been central to our strategy in 2024, ensuring that our donors not only understand the work we do but also see the tangible impact of their contributions.

Thereby, as an organisation we always encourage ourselves to reflect, learn and improve. One area that deserves more attention is our institutional fundraising. The current climate presents significant challenges, and we must adapt to secure the resources needed to meet the growing demands of our mission. We are actively working on new strategies to address this challenge and to diversify our funding sources.

Together, we worked towards an equal and sustainable world, where women play an indispensable role. Worldwide Women in Action In 2024, we achieved a lot!

In South Africa, youth activists cycled for fair mining to call on companies to protect their rights. In the Netherlands, our Feminist Climate Academy expanded and trained 70 youngsters to become future climate justice leaders. And in Gaza, thanks to our donor base, we were able to support a quarter of a million people with hot meals, hygiene products, and psychological support. The cuts in development cooperation severely impact our work and make the challenges for women in the global South even greater.



Through our projects, more women are strengthened to make a difference. This is only possible thanks to our loyal donors and other supporters.

Looking ahead to 2025, the road will undoubtedly remain challenging. We are preparing for a reorganization that will streamline our operations and projects, while ensuring we stay effective and powerful.

In summary, 2024 has been a year of adaptation, resilience, and deep gratitude. We are more committed than ever to our mission, and we are excited to continue working alongside women in the global South, our donors, and our partners, as we look toward the future.

**Laura Klokke**  
**Executive Director a.i. ActionAid Netherlands**



## 1

# ActionAid in a nutshell

## This is ActionAid!

ActionAid is an international women's rights organisation that fights for an equal and sustainable world. We do this together with women's rights movements and communities worldwide. We believe in a feminist perspective and stand collectively against inequality and exploitation.



**Vision:** A just, sustainable and gender-equal world in which human rights, climate and the environment are protected and respected.



**Mission:** We strive for a feminist, just and green transition by shifting power and creating system change.



**Values:** Equity, anti-colonialism and sustainability.



# Stronger together

## Working with our partners

Collaboration is at the core of our work. We engage in active dialogue and work together with a wide range of organisations. Our Fair, Green and Global programme partners are Both ENDS, Clean Clothes Campaign, IT for Change, Milieudefensie, SOMO and The Samdhana Institute and TNI. Through our Feminist Climate Academy, we closely work together with World Youth for Climate Justice, Women Engage for a Common Future, Lowlander Project, Nederland Maakt Impact and Pakhuis de Zwijger.

Our partners in other networks include BMO, CAN, Friends of the Earth International, HandelAnders, IDVO, Internationale Klimaatcoalitie, MVO Platform, OECD Watch, Partos, the Tax Justice Network, Women's Rights and Mining and WO=MEN.

Effective collaboration requires mutual transparency and shared learning. We meet regularly with our partners to exchange knowledge, research, results and views.

## Partners and activists in the global South

Our partners in the global South are at the heart of everything we do. As part of our human rights-based approach, the experiences, stories and knowledge of communities in the global South are central to our work. We stand in solidarity with them as they fight for their rights, with ActionAid playing a supporting role. Their stories are key ingredients for our advocacy and communication in the global North.

Collaboration with these partners is built on mutual accountability, solidarity and transparency. In practice, interaction with our partners is realised through frequent online contact, and planning and implementing joint initiatives.

In 2024, we worked with numerous community-based organisations, networks, movements, communities, feminist organisers, legal networks and human rights and climate activists. We have highlighted the following organisations because they receive direct and long-term financial and strategic support from ActionAid Netherlands:

### Name organisation

### Country/Continent

Initiative for Rights	Bangladesh
Prantojon	Bangladesh
Songshoptaque	Bangladesh
Initiative for Rights View	Bangladesh
Consumer Association Bangladesh	Bangladesh
CONGCOOP	Guatemala
Centre for Human Rights and Civic Education	Kenya
Malindi Rights Forum	Kenya

**Name organisation****Country/Continent**

Nyarongi Paralegals Network	Kenya
Scoda Community Centre for Peace and Justice	Kenya
Taita Taveta Human Rights Watch	Kenya
Action Alliance	Uganda
Network of Public Interest Lawyers	Uganda
Mining Affected Communities United in Action	South Africa
Women Affected by Mining United in Action	South Africa
ZELA (Zimbabwe Environmental Law Association)	Zimbabwe

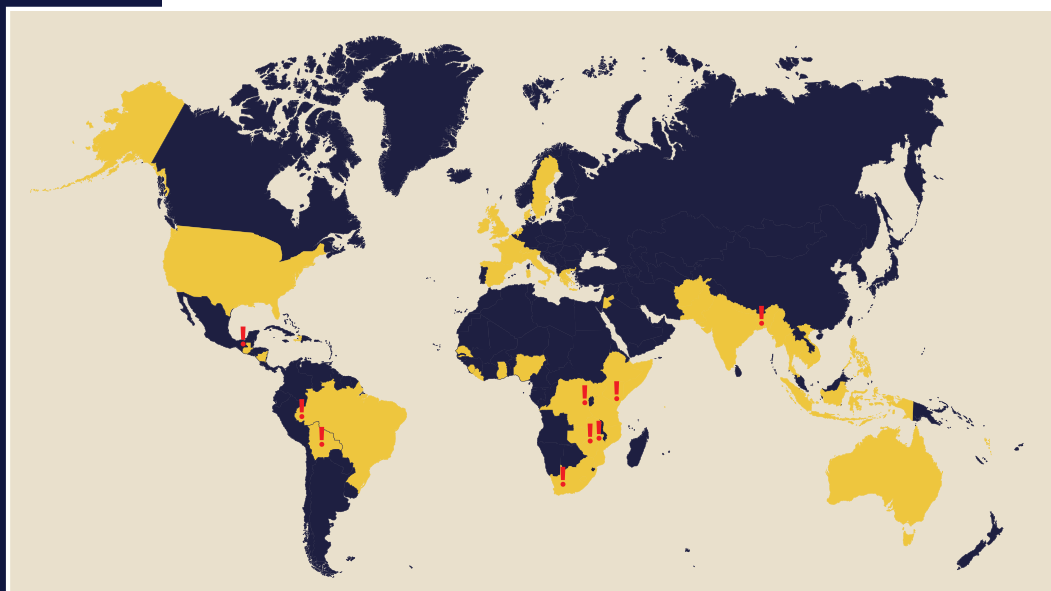
**The power of public engagement**

The fight for women's rights continues to inspire people throughout the Netherlands. In 2024 we were overwhelmed by the support from our supporters, ambassadors and activists in response to our campaigns. Many share our vision for a just and equal world and are willing to contribute.

In 2024, nearly 28.000 people supported ActionAid in the Netherlands. From generous donations and signing petitions, to subscribing to our e-newsletters: support comes in all shapes and sizes. We are especially grateful to our ambassador Geraldine Kemper, who once again committed in 2024 to be the face of the organisation and used her own platform to amplify our message. Additionally, we would like to thank all the participants of our Feminist Climate Academy whose actions have drawn much needed attention for climate justice.

Public engagement plays a crucial role in our work. We engaged in dialogue with policymakers, politicians, journalists and the ActionAid Federation while mobilising thousands of people through campaigns and events. One highlight was the pre-climate COP event at Pakhuis de Zwijger, which brought together supporters and experts to push for climate justice.

Thanks to the generosity and commitment of our supporters, we can continue standing up for women's rights worldwide. We look forward to pursuing our mission in 2025.





## Funding partners & due diligence

In addition to individual support, ActionAid has focused on expanding institutional, philanthropic and corporate cooperation in the past year. By involving a broader portfolio of donors, we can do more to make a difference for the communities we partner with around the world.

We are extremely grateful to all of our donors and partners, from those who contributed to our work in Gaza to the Dutch foundations supporting our Feminist Climate Academy.

## Corporate Partnerships & Due Diligence Policy

Over the past year, we have intentionally expanded our collaborations with companies. When partnering with businesses, we prioritise carefully selecting those who share our commitment to economic system change, addressing inequality, and upholding corporate social responsibility. To guide this process, ActionAid applies a clear due diligence policy across all offices worldwide.

## That's Mine!

The continued support of the Nationale Postcode Loterij for our That's Mine! programme has enabled us to raise awareness about mining communities in South Africa. On July 9th, we successfully organised the FAIRBIKE roundtable discussion on the impacts of mineral extraction for e-bike batteries, with 30 representatives from the e-bike industry. The event increased industry awareness of the social impacts along the supply chain and emphasised the need for human rights due diligence.

## Improving the black granite supply chain

In 2024, we worked with five companies—Mondial, Arte, Jetstone, Kemie, and Tuytelaers—on a project funded by the Fund for Responsible Business (FVO) to improve the black granite supply chain from the Netherlands to Zimbabwe. Our efforts included mapping the supply chain, conducting a life cycle assessment, identifying key risks, and improving policies and actions in line with the UN Guiding Principles and OECD Guidelines, with a focus on gender responsiveness.

## International Responsibility and Legislation

We also joined the International RBC TruStone Initiative Society and the Dutch and Flemish governments to expect businesses to improve on International Responsible Business Conduct (RBC) and sustainable chain management. Moreover, these requirements are laid down in international guidelines and obligations such as the United Nations Guiding Principles on Business and Human Rights, the Guidelines for Multinational Enterprises from the Organisation for Economic Cooperation Development (OECD) and the fundamental labour standards from the International Labour Organisation (ILO). Furthermore, legislation that requires international RBC for many companies is expected. The sector in both countries maps out the risks in the production chain and works together with all parties who support the initiative to actively tackle problems such as child labour, forced labour, restrictions on trade union freedoms and health and safety throughout the value chain.

## Co-Mining United

ActionAid Netherlands, ActionAid Zambia, and two partners are

working together on the Co-Mining project. The goal is to improve working conditions, market access, and incomes of artisanal and small-scale copper and cobalt miners in two Zambian provinces: Copperbelt and North-Western Province. The project is financially supported by the European Partnership for Responsible Minerals (EPRM).

Project partners will open two centres to help miners apply for permits, register activities, and process and sell products. They will also be educated on health and safety risks, fair prices, and land restoration after mining. Additionally, the partners will advocate to governments, businesses, and international forums for the recognition of the role and needs of artisanal and small-scale miners. With the growing global demand for copper and cobalt, it is crucial that these miners are recognised as key players in the supply chain and are meaningfully included in decision-making.

### **Feminist Climate Academy**

The Feminist Climate Academy 2024 brought together nearly 70 participants over four months to explore the intersection of climate activism and feminism. The programme opened with a training weekend in September, participants launched ideas for activities and engaged in content sessions on climate justice and campaigning. The Academy also hosted an Online Exchange, fostering solidarity and knowledge-sharing among young activists from over seven countries. Participants launched 10 creative actions, including social media campaigns, to raise awareness of gender and climate issues. During a closing event in Amsterdam, activists presented their work and deliberated on the upcoming COP29 summit. This initiative was made possible through the support and collaboration of key partners, including World Youth for Climate, Nederland maakt impact, WECF, Outlander Project, and Pakhuis de Zwijger.

### **Policy makers & politicians**

We are in regular contact with ministers, state secretaries, members of the Dutch and European Parliament, Dutch embassies in the countries where we work, civil servants and other officials who deal with issues relating to our change agenda. We engage in (online) workshops, seminars, roundtables and conferences to ensure that our voice and the voices of our local partners are heard.

### **Media & press**

Radio, TV and print journalists are important mediators between our organisation and the public at large, and between us and policy makers and politicians. Equally, we are a trusted source of information for journalists because of our thematic expertise and our contacts with Southern constituencies and local activists. We build good relationships with journalists and will always share new research, new perspectives and important developments.

### **ActionAid International**

Since 2012, we have been a formal member of ActionAid International, a federation working in over 70 countries, with its headquarters in Johannesburg, South Africa. Our membership entails cooperation in programmes and campaigns as well as shared strategies, procedures and processes. We place significant importance on this cooperation because it allows us to tap into far more knowledge than we would otherwise be able to, and because it brings us in close contact with women and their communities in the global South.

# Our organisation

## How we are organised

ActionAid Netherlands is a member of the ActionAid Federation. Notwithstanding that membership, ActionAid Netherlands is an independent foundation registered at the Chamber of Commerce (KvK), with formal autonomy in its decision-making.

## Three departments

ActionAid Netherlands is structured in the three departments: Policy & Programmes, Fundraising & Communications and Operational Support. Policy & Programmes oversees our collaboration with partners in the global South, coordinates research and takes parts in lobbying efforts nationally and internationally. Fundraising & Communications works on brand recognition, campaigns, fundraising and partnerships. Operational Support ensures that everyone within the organisation has the means to do their jobs and make sure we comply with rules and regulations of the sector.

## Staff & integrity

The ActionAid office in Amsterdam employed 15 staff members (13,8 FTE) in 2024. ActionAid also regularly benefits from working with interns and volunteers who contribute to projects, research, events and our website. We also host colleagues from ActionAid International in our office.

The ActionAid Federation has a strict code of conduct. New staff members are required to read and sign the code before they start working at ActionAid. No violations to the code of conduct in the Netherlands were reported in 2024. Additionally, online Sexual Harassment, Exploitation and Abuse (SHEA) and Safeguarding courses were available for all staff within the Federation. This year, instead of a staff representation body, ActionAid staff was included in decision-making through two special personnel meetings (personeelsvergaderingen).

## Governance

The executive director is responsible for the daily management of the organisation. Together with the management team, she drafts strategies, action plans, the budget and key policies. The executive director represents ActionAid Netherlands in the ActionAid Federation and participates in the meetings of the European directors and of all directors of the Federation, called the General Assembly.

## Supervisory Board

The relationship between the Supervisory Board and the executive director is formally captured in the constitution, the Supervisory Board code, and the management code policies.



The Supervisory Board is the employer of the executive director. They subscribe to the Code of Good Governance for Good Causes (Code Goed Bestuur). The Supervisory Board appoints, evaluates and dismisses the executive director, and determines the executive director's compensation in accordance with the 'Adviesregeling Beloning Directeuren van Goede Doelen'.

### **Way of working Supervisory Board**

The Supervisory Board met during seven formal meetings in 2024 to discuss quarterly reports and the annual accounts and one meeting to prepare the General Assembly of the ActionAid Federation.

The Supervisory Board receives quarterly updates and supervises priorities such as organisational focus and structure, financial sustainability and fundraising as described in the annual plan, the budget and the financial report. They also approve the annual plan, multiannual plan and budgets before the executive director can adopt these and start implementation together with the team. The Supervisory Board is regularly informed and consulted on major changes and important strategic choices. These include organisational development, operations, finances and the strategic direction of ActionAid Netherlands.

Our Finance and Audit Committee (FAC), consisting of two Supervisory Board members and supported by the executive director and head of operational support, also met five times to monitor the financial health of the organisation as well as the internal administrative processes. The FAC makes recommendations to the Supervisory Board on appointing an external auditor and discusses annual management letters and annual reports with the external auditor. The remuneration committee meets yearly with the executive director to assess her performance. The chair of the Supervisory Board and the executive director have monthly informal meetings.

### **Members of the Supervisory Board**

Members of the Supervisory Board are appointed for a three-year term, after which reappointment is possible for a maximum of one additional term. Supervisory Board members are selected on predetermined profiles and come from diverse backgrounds, all adding to the knowledge and profile of ActionAid. They are not paid for their duties. They can be reimbursed for expenses incurred in the performance of their duties.

Names and Information about the Supervisory Board members:

- Ans Zwerver, chair and member of the Remuneration Committee. Member since 13 October 2021.
- Karen Lampe, vice-chair since June 2024. Member since 14 February 2023.
- Devika Partiman, member of the Finance and Audit Committee. Member since 11 April 2022.
- Anne van Marwijk, member since 1 February 2023.
- Wietse Potiek, member of the Finance and Audit Committee, member since 1 April 2024.
- Maarten van Heems, member since 5 June 2018. Left the board on 19 June 2024.

- Hans van Egdom, member of the Finance and Audit Committee. Member since 26 January 2021. Left the board on 24 April 2024.
- Marjorie Henny, vice-chair. Member since 13 July 2021. Left the board on 19 June 2024.

## Transparency & accountability

ActionAid Netherlands holds the Central Bureau on Fundraising (CBF) seal of approval (Erkenningsregeling). We also hold Dutch charitable status (ANBI) since 2008. In 2019 we first received the ISO 9001:2015 certificate, which was once again successfully renewed in 2024. This is the international standard for a quality management system. In addition, we abide by ActionAid International's strict requirements in the sphere of governance, monitoring and impact measurement.

Risk assessments are developed annually, updated quarterly, and discussed once a year in a Supervisory Board meeting. The management team monitors financial performance, presenting quarterly reports to the Supervisory Board. Internal processes are reviewed regularly, with external parties providing oversight. An external auditor issues a management letter annually, and the Dutch CBF conducts evaluations every three years before awarding a renewed seal of approval.

## Complaints policy

We take complaints from supporters very seriously. If ActionAid receives a complaint, we respond and follow up within five working days, in line with our policy.

## Corporate social responsibility

We act as environmentally responsible as possible in keeping with ActionAid's ideology and duty of care to the environment, the world and its inhabitants. We have a savings account with ASN Bank, and our regular bank account is with Triodos Bank. Our pensions are administered by Zwitserleven. Donations from companies are assessed using our company fundraising policy to ensure that these businesses meet the conditions of corporate social responsibility. Finally, we monitor our travel behaviour to ensure efficient use of resources and awareness of our carbon footprint.

## Ensuring the best use of resources

Our strategy, "A Feminist Perspective," covers 2022-2030 and aligns with the broader ActionAid International strategy. Progress is tracked through a monitoring framework, with annual action plans based on SMART indicators (Specific, Measurable, Achievable, Relevant, Time-bound). Continuous learning and improvement of our operations are central, using a feminist PMEL approach for planning, monitoring, evaluating, and learning. More information on how we use this approach is explained here. Internal processes are outlined in a quality manual, and the Supervisory Board approves long-term policies, annual plans, and budgets.

# Financial report

**The financial statements 2024 have been prepared in accordance with the Dutch Directive 650 Fundraising Institutions (updated in 2016). On April 7th 2024 the Supervisory Board approved the annual accounts after an audit by Dubois and Co. The auditor's report is included in this annual report.**

## Financial result 2024

The financial report shows a surplus of €208.360. This positive result is largely due to a significant improvement in our unrestricted fundraising efforts. Thanks to better contracts, higher-quality leads, and improvements in engagement, we were able to increase our fundraising revenue with lower associated costs. As we saw the options for institutional fundraising decreasing, we made the strategic decision not to replace positions when colleagues left. This allowed us to reallocate resources and invest more in programming, ensuring that we could continue to deliver on our core mission despite the challenges.

## Continuity reserve

The aim of our reserves policy is to safeguard our financial solvency and ensure the continuity of future activities. According to this policy, the ideal continuity reserve is defined by a minimum of 10% of institutional income (€156.861) and a maximum of six months of total operational costs (which includes all staff costs, office, and facility expenses, with a combined total of €609.868). At the end of the year, our free reserves (continuïteitsreserve) amounted to €536.977 + €208.360 = €745.337. This exceeds our reserves policy. In light of the upcoming changes in our funding landscape, we have decided to allocate the €208.360 surplus to our reserves. This allocation will be set aside as a precautionary measure for an anticipated reorganization in 2025. Due to the new political context and the fact that government funding for the next phase of the Power of Voices project will not be available, we will need to adjust our organization accordingly. The reorganization will be necessary to adapt to this shift in funding, and having this additional reserve will provide us with the financial flexibility to manage the transition effectively.

## Risk

Risk management is an important aspect of our governance. Standard procedure is to discuss the risks register every year in the supervisory board's Finance and Audit Committee, as well as in the full Supervisory Board: once at the time of the approval of the annual plan and once mid-year. The risk register is presented with ratings for probability and impact as well as with risk mitigation actions.



## Securing financial stability

Our immediate mitigation strategy is diversification in income streams through investing in individual and high value fundraising, piloting new channels of fundraising and enhancing our brand. ActionAid Netherlands will strengthen its effort to generate new institutional and philanthropic income and will invest in specific expertise to source and apply to new opportunities. The Supervisory Board is in control of the structure, the existence and operation of the AO/ IC systems. It has identified and evaluated the risks as indicated in this report. A different risk is the shrinking political space in which we operate. This is both a medium risk for the wellbeing of our overseas colleagues as well as for our compliance with commitments to donors. Building good relationships with members of parliament, press and embassies and continuously emphasising the importance of protecting human rights and space for civil society is our key mitigation strategy.

A standard risk for organizations working in remote areas with complex project chains is fraud. The ActionAid Federation has robust anti-fraud policies and stringent processes in place to prevent and deal with fraud. In that respect it is worth mentioning that regular internal audits from the ActionAid International Global Secretariat are performed in all 45 ActionAid countries. Such an audit took place in the Netherlands in 2023.

## Preparing for change

At the end of 2025 our FGG program will end. We are aware of this and intensified our fundraising strategy in 2023 to work on our continuity after 2025. The political challenges and the announced cuts in development cooperation severely impact our work and make the challenges for women in the global South even greater. Looking ahead to 2025, the road will undoubtedly remain challenging. We are preparing for a reorganization before 2026 that will streamline our operations and ensure that we emerge as a smaller, but more effective and powerful organization. This is a necessary step to adapt to both the external environment and our internal needs, and we are confident that it will position us for continued success in the years to come.

## Future developments

Our program focus in 2025 will remain on assisting partners and communities to lobby for proper corporate conduct and fight against human rights violations such as land grabs, unfair tax regimes and unfavorable investment policies. As always, working on equality, we will focus on strengthening the rights and voices of women. We will continue to work closely with our colleagues in the Federation and seek to strengthen international campaigns where possible. We aim to be bolder and more visible. To this end we will finetune and roll out our new positioning, strengthen our thought leadership and engage in innovative campaigns, further strengthening the ActionAid brand in the Dutch public landscape. This will support our fundraising, which itself will gradually shift from street fundraising to online fundraising and telemarketing. But we will also look in and beyond the Netherlands to find institutional and philanthropic partnerships.

## ACCOUNTING PRINCIPLES (IN €)

### General

The annual accounts were compiled in accordance with Guideline 650 for 'fundraising institutions' (Richtlijn 650 voor Fondsenwervende organisaties).

### Principles for valuation and presentation of assets and liabilities

#### Intangible fixed assets

Intangible fixed assets are stated at acquisition price less linear depreciation based on economic life-cycle. For inventory furnishings and equipment, the life-cycle is five years.

#### Tangible fixed assets

Tangible fixed assets are stated at acquisition price less linear depreciation based on economic life-cycle. For inventory furnishings and equipment, the life-cycle is five years.

### Accounts receivable

- These are stated at amortised costs.
- Accounts receivable for approved projects are based on agreements with third parties and agreed values.

### Liabilities

- Liabilities are stated at the value at which they were incurred unless indicated otherwise.
- Project liabilities refer to all liabilities under financing agreements concluded with third parties.
- New project liabilities are accounted for in the year in which the liability becomes definitive.

### Other assets and liabilities

These are stated at amortised costs.

## Principles for determining and presenting income and expenditure

### Determination of result

- Taking into account the accounting principles, the result is determined as the difference between the revenue and expenditure allocated to the year in question.
- Unless otherwise indicated, income and expenditure are accounted for in the year to which these relate.
- Income from ActionAid fundraising is accounted for in the year of receipt.
- Income from legacies is included in the accounting year in which their size can be reliably determined. Advance payments made are taken as income in the year of receipt.
- Subsidies for projects are accounted for based on projects costs spent.
- Gifts in kind are valued according to the estimated market value in the Netherlands.

### Management and administration costs

Management and administration costs represent expenditure for internal management and administration that cannot be attributed to the objectives of the organisation or fundraising costs.

### **Allocation Principles**

The table on page 19 shows how the categories of costs are divided over the objectives expenditure, the cost of fundraising and the cost of management and administration. The following comments will clarify the table:

- Grants and contributions are subsidies provided to third parties.
- Own activities relate to actions performed by ActionAid through campaigns, communications, information, fundraising and southern programmes.
- Cost of management and administration are calculated in accordance with Guidelines 650.
- The costs are allocated on the basis of spent time on the objectives, fundraising and support activities.



# Balance sheet

ASSETS	31 December 2024 in €		31 December 2023 in €	
Intangible Fixed Assets		4.093		8.933
Tangible Fixed assets		33.991		49.184
Receivables, prepayments and accrued income	774.658		1.911.200	
Cash and cash equivalents	984.588		853.074	
		1.759.246		2.764.274
<b>Total</b>		<b>1.797.330</b>		<b>2.822.391</b>
LIABILITIES				
Reserves and funds				
Reserves				
• Continuity reserve		745.336		536.977
• Reserve for Programme		-		-
• Designated Fund		-		
Long-term liabilities		78.150		582.708
Current liabilities				
• Advances received from donors	26.948		419.446	
• Short-term project liabilities	793.489		769.803	
• Payables	153.407		513.458	
		973.844		1.702.707
<b>Total</b>		<b>1.797.330</b>		<b>2.822.392</b>

# Statement of income and expenditure 2024

INCOME	Actual 2024 in €	Plan 2024 in €	Actual 2023 in €
• Income from private individuals	933.177	839.301	985.888
• Income from companies	13.498	12.000	16.884
• Income from lotteries	175.334	139.619	210.286
• Income from government subsidies	1.568.613	1.577.855	1.693.676
• Income from affiliate non-profit organisations	92.433	-	-
• Income from other non-profit-organisations	42.000	-	45.000
<b>Total income raised</b>	<b>2.825.055</b>	<b>2.568.775</b>	<b>2.951.734</b>
<b>EXPENDITURE</b>			
<b>Spent on Objectives</b>			
• Campaigning, Advocacy & Research	477.094	615.006	536.365
• Communication & Public Information	258.106	248.191	293.027
• Programme Support to Partners in the South	1.224.479	1.095.913	1.293.887
	<b>1.959.679</b>	<b>1.959.110</b>	<b>2.123.279</b>
Cost of fundraising	520.805	691.202	708.790
Management and administration	158.989	170.035	220.877
<b>Total expenditure</b>	<b>2.639.473</b>	<b>2.820.347</b>	<b>3.052.946</b>
Balance before financial income and expenses	185.581	-251.572	-101.212
Financial income/expenses	22.782	-	1.759
Surplus/deficit	208.360	-251.572	-99.453
Added to reserves			
• Continuity reserve	208.360	-251.572	-98.245
• Reserve for programmes AAI	-	-	-
• Designated fund	-	-	1.208
	<b>208.357</b>	<b>-251.572</b>	<b>-99.453</b>

# Notes to the balance sheet per 31-12-2024

## ASSETS

### Intangible Fixed assets

	Software in €	Total 2024 in €	Total 2023 in €
Cost as per January 1	24.200	24.200	24.200
Desinvestments	-	-	-
Investments in 2024	-	-	-
	24.200	24.200	24.200
Depreciation previous years	15.267	15.267	10.427
Depreciation desinvestments	-	-	-
Depreciation 2024	4.840	4.840	4.840
<b>Book value per December 31</b>	<b>4.093</b>	<b>4.093</b>	<b>8.933</b>
Book value per January 1	8.933	8.933	13.773
Investments 2024	-	-	-
	8.933	8.933	13.773
Depreciation 2024	4.840	4.840	4.840
<b>Book value per December 31</b>	<b>4.093</b>	<b>4.093</b>	<b>8.933</b>



# Notes to the balance sheet

## TANGIBLE FIXED ASSETS

### Intangible Fixed assets

	Equipment in €	Computers in €	Total 2024 in €	Total 2023 in €	
Cost as per January 1	36.739	78.709	115.448	112.177	
Desinvestments	-	9.039	9.039	1.099	
Investments in 2024	-	1.606	1.606	4.370	
	36.739	71.276	108.015	115.448	
Depreciation previous years	13.889	52.376	66.265	49.353	
Depreciation desinvestments	-	9.039	9.039	1.099	
Depreciation 2024	6.675	10.123	16.798	18.010	
<b>Book value per December 31</b>	<b>16.175</b>	<b>17.816</b>	<b>33.991</b>	<b>49.184</b>	
Book value per January 1	22.850	26.334	49.184	62.824	
Investments 2024		1.606	1.606	4.370	
	22.850	27.940	50.790	67.194	
Book value des investments					
Depreciation 2024	6.675	10.123	16.798	18.010	
<b>Book value per December 31</b>	<b>16.175</b>	<b>17.816</b>	<b>33.992</b>	<b>49.184</b>	

All assets are used for operational purposes.

# Notes to the balance sheet

Receivables, prepayments and accrued income	31 December 2024 in €	31 December 2023 in €
Subsidies	704.345	1.792.475
Receivables AAI	43.912	29.142
Other receivables	-4.535	17.977
Advance payments	30.937	71.604
	<b>774.658</b>	<b>1.911.199</b>
<b>Details of subsidies to be received</b>		
Subsidies to receive		
RVO Truestone	3.348	
EPRM	189.000	
Min of Foreign Affairs	511.997	1.792.475
	<b>704.345</b>	<b>1.792.475</b>
<b>Cash and cash equivalents</b>		
Saving accounts	842.701	227.983
Cash and bank accounts	141.886	625.092
	<b>984.588</b>	<b>853.075</b>

# Notes to the balance sheet per 31-12-2024

LIABILITIES	Total 2024 in €	Total 2023 in €
Reserves and funds		
<b>Continuity reserve</b>		
Value per January 1	536.975	635.222
Added/withdrawn from	208.360	-98.245
<b>Value per December 31</b>	<b>745.336</b>	<b>536.977</b>
<b>Designated Fund</b>		
Value per January 1	-	1.208
Transferred to restricted programmes	-	1.208
Added from Restricted Mailing	-	-
<b>Value per December 31</b>	<b>-,-</b>	<b>-,-</b>
<b>Reserve for Programmes AAI</b>		
Value per January 1	-	-
Added to	-	-
Withdrawn from	-	-
<b>Value per December 31</b>	<b>-,-</b>	<b>-,-</b>

# Notes to the balance sheet per 31-12-2024

LONG-TERM LIABILITIES		December 2024 in €	December 2023 in €
Contractual obligations project donors			
<b>FGG3</b>	• ActionAid Bangladesh	-	107.030
	• ActionAid General Secretariat	-	94.545
	• ActionAid Kenya	-	93.010
	• ActionAid Uganda	-	84.064
	• ActionAid Zimbabwe	-	104.059
	• ActionAid Guatemala	-	100.000
			582.708
EPRM	• ActionAid Zambia	17.632	-
	• SSMAZ	54.333	-
	• ZAM	6.186	-
		<b>78.150</b>	<b>-</b>
<b>Total Long-term Liabilities</b>		<b>78.150</b>	<b>582.708</b>



# Notes to the balance sheet per 31-12-2024

CURRENT LIABILITIES		December 2024 in €	December 2023 in €
<b>Advances received from donors</b>			
• National Postcode Lottery		-	175,334
• Netherlands Enterprise Agency Black Granite		-	31,994
• Netherlands Enterprise Agency Truestone		-	15,318
• Ministry VWS-MDT		26.948	196.800
		<b>26.948</b>	<b>419.446</b>
Contractual obligations project donors			
<b>Short-term project liabilities</b>			
Ministerie van Buitenlandse Zaken (donor), Fair, Green and Global III (programme)	ActionAid Bangladesh	123.562	126.143
	ActionAid General Secretariat	96.850	127.303
	ActionAid Kenya	104.586	104.022
	ActionAid Uganda	73.060	88.740
	ActionAid Zimbabwe	109.184	111.217
	ActionAid Guatemala	63.824	118.848
	Actionaid Malawi	-	624
	Actionaid Bolivia	-	2.270
	Business & HR coordinator 2024	37.500	
		<b>608.566</b>	<b>679.167</b>
Nationale Postcode Loterij (donor), That's mine (programme)	ActionAid South Africa	9.119	45.638
	ActionAid Macua Wamua	24.888	44.998
		<b>34.007</b>	<b>90.636</b>
European Partnership for Responsible Mining (EPRM) (donor), Co-Mining (Programme)	ActionAid Zambia	26.448	
	SSMAZ	81.499	
	ZAM	9.278	
		<b>117.226</b>	<b>-</b>
Maatschappelijke Diensttijd (MDT) (donor), Feminist Climate Academy (programme)	WYC4J	5.330	-
	Lowlander Project	4.090	-
	Woman engage for a common future	5.730	-
	Pakhuis de Zwijger	6.120	-
	Nederland maakt impact	12.420	-
		<b>33.690</b>	<b>-</b>
<b>Total Short-term project Liabilities</b>		<b>793.489</b>	<b>769.803</b>
		<b>793.489</b>	

# Notes to the balance sheet per 31-12-2024

CURRENT LIABILITIES	December 2024 in €	December 2023 in €
<b>Payables</b>		
Creditors	-10.293	226.286
Taxation	45.998	58.765
Holiday days	47.407	70.530
Holiday allowances	35.542	36.810
Auditor	18.427	24.375
Salaries	-	44.042
Miscellaneous	16.327	52.650
	<b>153.407</b>	<b>513.458</b>
<b>Total Current Liabilities</b>	<b>973.845</b>	<b>1.702.707</b>

## Assets and liabilities not included in the balance

- In September 2022 a contract started with Stichting Trans National Institute for hiring an office for € 53.304 per year
- The rent for 2024 was € 59.199,59
- In May 2019 a new contract started with Toshiba for hiring a copy machine for € 108 per month
- For FGG and NPL we made up contracts with partners for 5 years (FGG in 2021) and 2,5 years (NPL in 2022). These amounts will be accounted for at the end of the period.

# Notes to the statement of income and expenditure 2024

INCOME	Actual 2024 in €	Plan 2024 in €	Actual 2023 in €
<b>Income from private individuals</b>			
Regular giving	827.622	777.701	795.501
Appeals	92.310	73.600	177.225
Legacies	13.245	-	13.162
<b>Total income from private individuals</b>	<b>933.177</b>	<b>851.301</b>	<b>985.888</b>
<b>Income from companies</b>			
Regular giving			
Appeals	13.498		16.884
<b>Total income from companies</b>	<b>13.498</b>		<b>16.884</b>
<b>Income from Lotteries</b>			
• National Postcode Lottery	175.334	139.619	210.286
<b>Total income from Lotteries</b>	<b>175.334</b>	<b>139.619</b>	<b>210.286</b>
<b>Income from Government subsidies</b>			
Min.of Foreign Affairs FGG 3	1.055.277	1.265.105	1.566.578
Netherlands Enterprise Agency Black Granite	31.994	100.000	100.498
Netherlands Enterprise Agency Truestone	60.587	48.750	26.000
Ministry for OCW-MDT	169.852	164.000	
Netherlands Enterprise Agency EPRM	250.904		
<b>Total income from government subsidies</b>	<b>1.568.613</b>	<b>1.577.855</b>	<b>1.693.676</b>
<b>Income from other non-profit organisations</b>			
• Elisa Mathilda Fonds		-	3.000
• Stichting De Hoorn	25.000	-	25.000
• Anna Muntz stichting	7.000	-	7.000
• Triodos	-	-	10.000
• Oxfam	10.000	-	-
Actionaid International Deed of Gift	92.433	-	-
<b>Total income from other non-profit organisations</b>	<b>134.433</b>	<b>-</b>	<b>45.000</b>
<b>Total income raised</b>	<b>2.825.055</b>	<b>2.568.775</b>	<b>2.951.734</b>

• Income from private individuals and companies are unrestricted except for € 92.310 restricted mailings

• Income from Government subsidies and other non-profit organisations are restricted except for € 7000 from the Anna Muntz Stichting

<b>EXPENDITURE</b>	<b>Actual 2024 in €</b>	<b>Plan 2024 in €</b>	<b>Actual 2023 in €</b>
<b>Salaries, pensions and social security contributions</b>			
Gross salary	814.017	902.295	1.115.877
Social security contributions	156.603	145.308	187.610
Pensions	36.447	44.344	47.268
	<b>1.007.067</b>	<b>1.091.948</b>	<b>1.350.755</b>
<b>Other personnel costs</b>			
Temporary staff	-	-	12.184
Staff recruitment	1.346	1.000	6.059
Commuting	20.458	10.000	15.468
Other	33.324	54.766	73.973
	<b>55.128</b>	<b>65.766</b>	<b>107.684</b>
<b>Office Rental and Service costs</b>			
Rent incl. service	59.200	57.562	56.433
External storage	493	-	-
Removal costs	-	-	-
Other	8.472	4.000	8.579
	<b>68.165</b>	<b>61.562</b>	<b>65.476</b>
<b>Office administration and general costs</b>			
ICT support	58.607	60.000	63.335
Legal advice	2.236	5.000	20.180
Auditor	24.970	24.970	24.480
Insurances	4.773	6.000	3.412
Supervisory Board	8.100	3.000	7.450
Other office costs	39.117	34.736	39.211
Hosting AAI	-8.616	-8.616	-6.821
	<b>129.186</b>	<b>125.090</b>	<b>151.247</b>
<b>Depreciation</b>			
Depreciation	21.488	20.000	22.820
	<b>21.488</b>	<b>20.000</b>	<b>22.820</b>
Subsidies and contributions	1.058.210	809.146	905.847
	<b>1.058.210</b>	<b>809.146</b>	<b>905.847</b>
Own Activities	300.229	395.864	428.991
	<b>300.229</b>	<b>395.864</b>	<b>428.991</b>
Impairment of current assets	-	-	20.126
	-	-	-
<b>Total costs</b>	<b>2.693.473</b>	<b>2.569.375</b>	<b>3.052.946</b>
<b>Balance of financial income and expenses</b>			
Dividend, interest	25.307	-	3.530
Bank costs	-2.525	600	-1.771
Currency loss/gain	-	-	-
<b>Total financial income and expenses</b>	<b>22.782</b>	<b>600</b>	<b>1.759</b>
<b>EXPENDITURE</b>	<b>208.360</b>	<b>-</b>	<b>-99.453</b>

The table on page 19 explains cost allocations per category of expenditure against major allocation headings such as Campaigning, Advocacy and Research, Communication & Public Information, Programme support to partners in the South, Acquisition of Income and Management and administration. In this table direct and indirect costs are based on time writing by staff. These costs include direct programme costs.

## Details of cost allocation (in €)

	Mission Objectives			Costs of Acquisition		2024	Actual 2024	Plan 2024	Actual 2023
	Campaigning, Advocacy & Research	Communication & Public Information	Programme Support to Partners in the South	Voluntary fundraising	Government subsidies	Management & Administration	TOTAL		
Direct programme costs	92.784	43.483	891.410	9.336	9.528	11.670	1.058.211	809.146	905.847
Own activities	-	22.468	-	254.653	23.108	-	300.299	395.864	428.991
Salary costs incl social security and pension	318.659	159.329	276.171	106.220	79.665	122.152	1.062.196	1.157.713	1.458.438
Other staff costs									
Property costs	20.449	10.225	17.723	6.816	5.112	7.839	68.164	61.562	65.476
Office and general expenses	38.756	19.378	33.588	12.919	9.689	14.856	129.186	125.690	151.247
Depreciation	6.446	3.223	5.587	2.149	1.612	2.471	21.488	20.000	22.820
Impairment of current assets	-	-	-	-	-	-	-	-	20.126
<b>Total</b>	<b>477.094</b>	<b>258.106</b>	<b>1.224.479</b>	<b>392.092</b>	<b>128.714</b>	<b>158.989</b>	<b>2.639.474</b>	<b>2.569.975</b>	<b>3.052.945</b>
	18%	10%	46%	15%	5%	6%			
	18%	10%	43%	18%	6%	7%	1		
Plan 2024	454.297	248.191	1.095.912	452.607	147.732	170.035	2.568.774		
	18%	10%	46%	15%	5%	6%			
Plan 2025	440.956	238.555	1.131.729	362.393	118.964	146.946	2.439.543		



# Notes to the statement of income and expenditure 2024

## Subsidies and contributions

Min.of Foreign Affairs FGG III	361.200
NPL-That's mine	131.128
Netherlands Enterprise Agency Black Granite	16.924
ActionAid International projects	44.938
ActionAid International contribution	42.565
Netherlands Enterprise Agency Truestone	25.058
MDT	120.540
AAI Deed of Gift Social Finance	71.637
EPRM	244.220
<b>Total</b>	<b>1.058.210</b>

# Remuneration Director

The average staff volume in full time equivalents (fte) is 13.7 (in 2023:18)

## Other information

Expenditure for the Supervisory Board (under office administration and general costs) consists of meeting and representation costs.

All Supervisory Board members are unpaid volunteers. No loans, advances or guarantees were given to the executive director nor to any Board member.

### Remuneration Director 2023

Name	M.E Maij
Function	Directeur /Bestuurder
Employment	determined
Duration	
Hours/week	36
Parttime percentage	100
Period	01-01/30-04-2024
<b>Remuneration (EUR)</b>	
Annual Income	
Gross Salary	30.992
Holiday Allowance	7.140
Year-End Allowance	1.323
Payment of Holiday Days	4.020
Total Income	43.475
Taxed Fees	
Pension	2.528
Total 2024	46.003
Total 2023	111.365

### Remuneration Director 2024

Name	Laura Klokke
Function	Directeur /Bestuurder
Employment	determined
Duration	
Hours/week	36
Parttime percentage	100
Period	01-04/31-12-2024
<b>Remuneration (EUR)</b>	
Annual Income	
Gross Salary	60.345
Holiday Allowance	5.480
Year-End Allowance	2.281
Payment of Holiday Days	-
Total Income	68.106
Taxed Fees	
Pension	3.105
Total 2024	71.211

# Notes to the statement of income and expenditure 2024

ActionAid follows the Advies Regeling Beloning Directeuren van Doelen (VFI, 2011) (Advice remuneration NGO's directors, VFI, 2011) maximum standard for annual income. This weighted criteria led to a BDS recalculated gross annual income of; Laura € 86.942, Marit €28.918 and the recalculated maximum total of; Laura € 107.807, Marit € 35.936. With this publication we meet with the Law on the Standard on High Top incomes (WNT). This standard for Gross salary + Pension is max. €214.000)

## 2024

M. E. Maij	
Executive Director	
Period	01-01-2024 t/m 30-04-2024
FTE	1
Employee	yes
<b>Remuneration</b>	
Annual Income	43.475,06
Benefits payable over time	2.528
Maximum salary according to WNT norms	70.749

## 2024

Laura Klokke	
Executive Director	
Period	01-04-2024 t/m 31-12-2024
FTE	1
Employee	yes
<b>Remuneration</b>	
Annual Income	68.106
Benefits payable over time	3.105
<b>Total</b>	<b>71.211</b>
Maximum salary according to WNT norms	160.792

## 2023

M. E. Maij	
Executive Director	
Period	01-01-2023 t/m 31-12-2023
FTE	1
Employee	yes
<b>Remuneration</b>	
Annual Income	103.929
Benefits payable over time	7.436
Maximum salary according to WNT norms	205.000

## INDEPENDENT AUDITOR'S REPORT

To: the supervisory board and the management of Stichting ActionAid.

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

#### Our opinion

We have audited the financial statements 2024 of Stichting ActionAid based in Amsterdam, the Netherlands.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of Stichting ActionAid at 31 December 2024 and of its result for 2024 in accordance with the 'RJ-Richtlijn 650 Fondsenwervende organisaties' (Guideline for annual reporting 650 'Fundraising Organisations') of the Dutch Accounting Standards Board).

The financial statements comprise:

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

#### Basis for our opinion

We conducted our audit in accordance with Dutch law, including the Dutch Standards on Auditing and the Audit Protocol WNT 2024. Our responsibilities under those standards are further described in the 'Our responsibilities for the audit of the financial statements' section of our report.

We are independent of Stichting ActionAid in accordance with 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).

We believe the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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**Compliance with rule against overlapping pursuant to the WNT not audited**

In accordance with the 2024 Audit Protocol under the Standards for Remuneration Act ("WNT"), we have not audited the rule against overlapping as referred to in Section 1.6a of the WNT and Section 5(1)(n/o) of the WNT Implementing Regulations. This means that we have not audited whether an executive senior official exceeds the norm as a result of any positions as executive senior official at other institutions subject to the WNT, and whether the explanation required in this context is correct and complete.

**B. Report on the other information included in the annual report.**

The annual accounts contain other information, in addition to the financial statements and our auditor's report thereon. The other information consists of: Management Board's report.

Based on the following procedures performed, we conclude that the other information is consistent with the financial statements and does not contain material misstatements.

We have read the other information. Based on our knowledge and understanding obtained through our audit of the financial statements or otherwise, we have considered whether the other information contains material misstatements.

By performing these procedures, we comply with the requirements of the Dutch Standard 720. The scope of the procedures performed is substantially less than the scope of those performed in our audit of the financial statements.

Management is responsible for the preparation of the other information, including the Management Board's report in accordance with Guideline for annual reporting 'RJ-Richtlijn 650 Fondsenwervende organisaties' (Guideline for annual reporting 650 'Fundraising Organisations').

**C. Description of responsibilities regarding the financial statements**

**Responsibilities of the supervisory board and the management for the financial statements.**

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the Guideline for annual reporting 'RJ-Richtlijn 650 Fondsenwervende organisaties' (Guideline for annual reporting 650 'Fundraising Organisations'). Furthermore, management is responsible for such internal control as management 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, management is responsible for assessing the foundation's ability to continue as a going concern. Based on the financial reporting framework mentioned, management should prepare the financial statements using the going concern basis of accounting, unless management either intends to liquidate the foundation or to cease operations, or has no realistic alternative but to do so.

Management should disclose events and circumstances that may cast significant doubt on the foundation's ability to continue as a going concern in the financial statements.

The supervisory board is responsible for overseeing the organization's financial reporting process.





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

Our objective is to plan and perform the audit engagement in a manner that allows us to obtain sufficient and appropriate audit evidence for our opinion.

Our audit has been performed with a high, but not absolute, level of assurance, which means we may not detect all material errors and fraud during our audit.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. The materiality affects the nature, timing and extent of our audit procedures and the evaluation of the effect of identified misstatements on our opinion.

We have exercised professional judgement and have maintained professional skepticism throughout the audit, in accordance with Dutch Standards on Auditing and the Audit Protocol WNT 2024, ethical requirements and independence requirements.

Our audit included among others:

- identifying and assessing the risks of material misstatement of the financial statements, whether due to fraud or error, designing and performing audit procedures responsive to those risks, and obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. 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;
- obtaining 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 the entity's internal control;
- evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management;
- concluding on the appropriateness of management's use of the going concern basis of accounting, and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the foundation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause a foundation to cease to continue as a going concern.
- evaluating the overall presentation, structure and content of the financial statements, including the disclosures; and
- evaluating whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.



We communicate with the supervisory board and the management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant findings in internal control that we identify during our audit.

Amsterdam, 3 June 2025

Dubois & Co. Registeraccountants

G. Visser RA

A. Koek RA



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