

ANNUAL REPORT! 2025



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ANNUAL REPORT 2025



Annual Report 2025

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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Fair, Green & Global Meeting 2025. © Evelien Hogers



People's March at the COP 2025.

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A word from our Executive Director

“Together with our partners, we worked on long-term change, while also responding to urgent crises where women and communities were most at risk”

In 2025, ActionAid Netherlands continued to do what is most needed in times of uncertainty: standing alongside women and movements who are organising for their rights. While the space for civil society continues to shrink and inequalities deepen, women around the world keep pushing for change, often under difficult and unsafe conditions. Our work exists because of their leadership, courage and persistence.

Global solidarity

At the heart of our work lies international solidarity. We may face challenges here, but women and marginalised communities elsewhere often face even greater risks and systemic barriers. From that shared commitment, we challenge injustice together and work to shift power structures that exclude women from decision-making. Our donors are not just supporters; they are part of a global women's rights movement.

Throughout the year, ActionAid Netherlands remained focused on supporting women-led movements and feminist solutions that address the root causes of inequality. Together with our partners, we worked on long-term change, while also responding to urgent crises where women and communities were most at risk.

A crucial pillar of our work in 2025 was the continued support of individual donors. As institutional funding remains under increasing pressure, their commitment provides stability and trust. It enables us to work independently, to stay accountable to the women we work with, and to invest in sustainable, locally led change. We are deeply grateful for this continued solidarity.

Changing reality

The Dutch government under Prime Minister Schoof decided to implement far-reaching cuts to international cooperation. These drastic cuts affect not only women's organisations worldwide, but also the capacity of organisations like ActionAid Netherlands to sustain and expand its work.

“Standing firm in challenging times.”

Anna Timmerman,
Director, ad interim,
ActionAid Netherlands



As a direct result, we were forced to conclude the FGG programme after fifteen years. Many of the powerful initiatives described in this report have now lost crucial financial support. Not because the work was finished, but because funding was withdrawn. This has deeply affected our partners and our organisation. At the end of 2025, we also had to say goodbye to some of our colleagues. We are now a smaller and more agile organisation, which requires sharper choices about where we can have the greatest impact.

In response to these political and financial realities, we sharpened our strategic focus and strengthened our organisational foundations. As part of the international ActionAid federation, we remain embedded in a global movement and are able to continue important parts of our work. Continued and expanded solidarity from individuals and partners will be essential

to ensure that women's movements across the world can keep organising, claiming space and shaping their own futures in the years ahead. Together with women and partners worldwide, we achieved meaningful results. From strengthening youth and feminist leadership to supporting communities affected by conflict and climate injustice, our work in 2025 shows what is possible when women are at the centre of change. In the final months of 2025, preparations were made for a smooth leadership transition. As of January 2026, I have taken over the role of Director ad interim from Laura Klokke. I would like to thank our partners, supporters and colleagues for their continued trust and solidarity, which make this work possible.

Anna Timmerman
Director, ad interim ActionAid Netherlands

1.0 ActionAid in a nutshell



Climate March The Hague. 26 October 2025.



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.

Our DNA ActionAid works towards a feminist, just and green transition into a fair and sustainable world by shifting power and creating system change.

ActionAid International is active in more than **70 countries**



The entire federation works with over **2,000 communities**, local partners and social movements

15 million people work together worldwide through ActionAid.



ActionAid Netherlands (AANL) works with **419 community-based organisations**, networks, movements, communities, feminist organisers, legal networks and human rights and climate activists around the world.



Feminist March. March 2025.

©Vere Maagdenberg

Making a difference

The following examples of our impact are part of our theory of change towards a fair and equal world.

- We have worked with **347 organisations and communities** in the global South (and **7 in the Netherlands**) to join forces and share knowledge, and to strategise together.
- **208 organisations & communities** strengthened their capacities as a result of joint strategising and workshops to improve lobby and advocacy skills.
- **103 organisations & communities** have actively advocated for access to justice towards (local) governments and companies after receiving training.
- The agendas of **26 political parties, corporations and governmental entities** were influenced by our recommendations in Bangladesh, Guatemala, Kenya, South Africa, Uganda, Zimbabwe, Zambia, the Netherlands and at the international level.
- Some examples of the **14 concrete policy or practical changes** that we achieved: the Government of Uganda, after years of legal battle, finally compensated 102 land eviction victims. The beneficiaries, with support from ActionAid, won the legal battle on the eviction that was enforced to make space for Kaweeri coffee, an international subsidiary of the Neuman group from Germany.
- On 27 May 2025, the Government of Bangladesh officially cancelled the land allocation for a proposed **635 megawatt coal-based power plant** in Matarbari by Orion Group after powerful community-led advocacy to prevent further environmental harm, protect rights and push for a transition away from coal toward cleaner energy solutions.
- In Guatemala, **the certification of palm oil production at three mills was permanently suspended** due to human rights violations in the communities, because of ActionAid-supported work with the communities to collect evidence and lobby towards Roundtable on Sustainable Palm Oil to address violations.
- **The government of Bangladesh adopted a new Renewable Energy Policy** with ambitious solar energy targets: 20% by 2030 and 30% by 2040, marking a significant shift in national energy planning toward sustainability.

2025

Highlights & Achievements

March

ActionAid Netherlands played a key role in the organisation of the Feminist March, mobilising more than 20,000 people to call for feminist, inclusive and just policies in the Netherlands.

March

As part of the Co-Mining programme, ActionAid supported the establishment of two women's committees for women working in small-scale artisanal mining in Zambia, strengthening collective organising and leadership.

April

In South Africa, ActionAid partners carried out large-scale trainings and awareness campaigns on gender-based violence in mining-affected communities, addressing structural risks faced by women and girls.

June

ActionAid Netherlands joined the national Rode Lijn campaign in solidarity with Gaza, amplifying calls for accountability, humanitarian access and protection of civilians.

June

Certifications of three palm oil producers linked to human rights violations were withdrawn, contributing to a major German supermarket chain cutting ties with a Guatemalan supplier, as also described on the previous page.

July

A historic ruling by the International Court of Justice confirmed the responsibility of states to take stronger action on climate change, reinforcing long-standing advocacy by ActionAid and its allies for climate accountability.

July

ActionAid supported community-led pressure in Bangladesh that resulted in the cancellation of plans for a new coal-fired power plant, marking an important step towards a just energy transition.

September

The start of our annual Feminist Climate Academy, which continued throughout the year, empowering young people to engage in feminist, decolonial climate action through trainings and public actions.

September

In Bangladesh, the government adopted a new renewable energy policy with ambitious targets, including a goal of generating 30% of energy from renewable sources by 2040, following years of advocacy led by ActionAid and partners.

October

A ceasefire agreement between Israël and Hamas brought a glimmer of hope. This hope, sadly, did not last. The genocide in Gaza is ongoing. ActionAid continued to pressure the international community to do more and aided Palestinians in various ways.

2025

Highlights & Achievements

October

ActionAid Netherlands supported large-scale climate mobilisation in the Netherlands, contributing to a successful climate march that strengthened public calls for climate justice and inclusive policy.

October

ActionAid increased feminist visibility in the Dutch political debate by conducting interviews with parliamentary candidates ahead of the elections, bringing feminist perspectives on climate justice and equality to a wider audience.

November

At COP30, ActionAid achieved an important breakthrough for inclusive climate policy, strengthening recognition of gender justice and the role of frontline communities in climate decision-making.

December

After fifteen years of struggle, communities in Uganda secured compensation for land loss, a major victory documented in the Fair, Green and Global programme's public report.

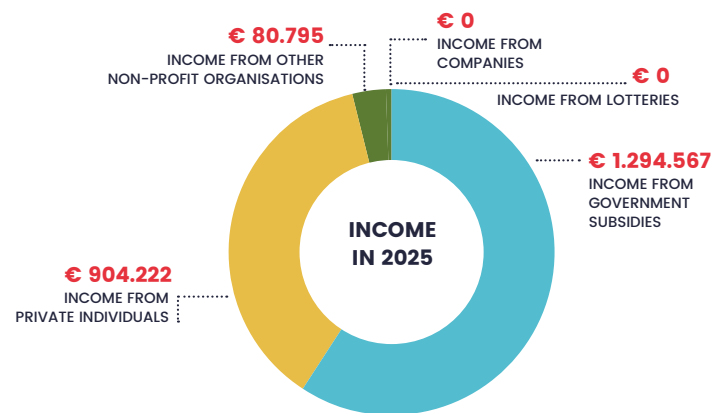


Feminist Climate Academy. Event Pakhuis de Zwijger. 4 november 2025. ©Evelien Hogers

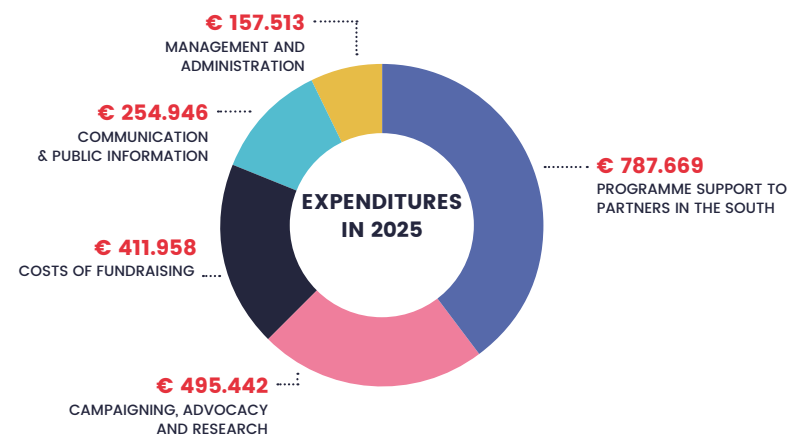


Collaboration Yoni & ActionAid
©ActionAid

KEY FIGURES



TOTAL
€ 2.279.584



TOTAL
€ 2.107.528

2.0 Stories of change



Wissal, a displaced woman from Rafah, has been supported by WEFAQ during the genocide. December 2025. ©ActionAid.





In 2025, ActionAid continued to work towards a feminist, fair and sustainable future, grounded in the leadership of women and local movements. Through campaigns, programmes and partnerships, we focused on addressing structural inequalities, including women’s rights violations in global supply chains and the devastating impact of the climate crisis on women and girls. Across all our work, the voices and priorities of those most affected remained central.

The global context in 2025 remained deeply challenging. Ongoing violent conflict, humanitarian crises, climate-related disasters, shrinking space for civil society activism and the rise of anti-democratic movements continued to disrupt lives and livelihoods worldwide. These overlapping crises once again underscored the need for feminist, rights-based responses and for sustained international solidarity with communities most affected by injustice and inequality.

“Across all our work, the voices and priorities of those most affected remained central.”

Climate Justice

Feminist Climate Academy trains advocates for feminist climate action

In 2025, the Feminist Climate Academy once again trained a new generation of climate justice advocates in the Netherlands. Together with our partner organisations we trained over 120 participants as activists. They studied the climate crisis as a feminist issue rooted in inequality and extractivism, and translated this into concrete action. A key moment was the public event *A Feminist Bid for the Climate Summit* at Pakhuis de Zwijger, organised in the lead-up to the UN climate summit. Through creative actions developed by the participants, from giving nature a voice in politics to amplifying Indigenous perspectives at the summit, the Academy strengthened our advocacy for climate justice and climate finance for communities most affected.

The Feminist Climate Academy trained over 120 activists, equipping a new generation to turn feminist climate analysis into concrete action.



Closing event of the Feminist Climate Academy in Pakhuis de Zwijger. November 2025.
©Evelien Hogers

“Inspiring, connecting and educational. That’s what the Feminist Climate Academy means to me.”

Cleo, participant Feminist Climate Academy

Climate Justice

COP30 delivers breakthrough on inclusive and just climate action

At COP30 in Belém, Brazil, ActionAid and its partners helped secure a major breakthrough on Just Transition, placing people's rights at the centre of global climate policy. Together with a broad coalition of civil society organisations, trade unions, youth and feminist groups, ActionAid pushed for climate action that protects communities rather than deepening inequality. Teams combined inside advocacy with visible public pressure, engaging directly with negotiators while joining protests and people-led actions. The final decision includes concrete safeguards for human rights and the participation of Indigenous peoples, women and marginalised groups, as well as the creation of an authority to oversee implementation. While progress on climate finance remains insufficient, the outcome demonstrates how sustained feminist advocacy can shift global climate negotiations towards justice and inclusion.

A global breakthrough on just transition placed people's rights at the centre of climate policy, driven by sustained feminist advocacy.



Activists call for COP30 to deliver on just transition so that climate action leaves no one behind. November 2025. Belém, Brazil. ©ActionAid

“Women, workers and communities must be given the opportunity to help shape climate plans that may affect them, and to benefit from them.”

Teresa Anderson, Lead on Climate Justice at ActionAid International

Fair Supply Chains

Progress on business and human rights agenda in Guatemala

In Guatemala, ActionAid and its partners made significant progress on the business and human rights agenda by engaging directly with the national government body responsible for participation in the binding UN treaty on business and human rights. Over the course of a week, in-depth dialogues created space for discussing corporate abuses and concrete solutions for the first time. This marked an important breakthrough with immediate short-term impact, as such conversations had previously not been possible in the country. An expert supporting the process ensured a strong feminist perspective, highlighting the protection of the rights of women and Indigenous communities most affected by corporate misconduct.



Elizabeth. Chisec, Alta Verapaz. ©Rafael de Jesús Quinteros Gonzalez/ActionAid

For the first time, direct dialogue with government opened the door to addressing corporate abuses and advancing the business and human rights agenda.

“Many people say palm oil is good, but it only brings unrest.”
Elizabeth

Fair Supply Chains

Access secured for human rights due diligence in Zimbabwe's granite sector

In 2025, ActionAid Netherlands supported a breakthrough in Zimbabwe's granite sector, where access was secured to a quarry for human rights due diligence research. This access was essential for investigating labour conditions within the supply chain and was a key requirement for continuing the project with institutional partners. The breakthrough followed sustained engagement with local partners and stakeholders, enabling independent assessment of practices in the quarry for the first time. This marks an important step towards greater transparency and accountability in global supply chains linked to natural resources.

Access to a closed quarry in Zimbabwe unlocked the first independent investigation into labour conditions in the granite sector.



Fadzai Midzi, from our partner the Zimbabwe Environmental Law Organisation (ZELO).
©Evelien Hogers



Zimbabwe. ©ActionAid

Humanitarian Aid

Ceasefire agreement opens pathway for humanitarian access in Gaza

In October 2025, the announcement of a ceasefire agreement between Israel and Hamas brought a glimmer of hope after two years of genocide. Despite continued breaches of the ceasefire agreement and continued restrictions on humanitarian access, ActionAid, together with local partners, prepared to scale up life-saving assistance. The needs in Gaza remain immense and urgent. We continued to call on the international community to ensure the ceasefire agreement is upheld, grounded in human rights, and full humanitarian access enabled. Our response centres on delivering food, water, medical care and protection, while supporting Palestinian-led recovery efforts that prioritise women, children and displaced communities most affected by the crisis.

Despite severe restrictions on humanitarian access, ActionAid continued to support the people of Gaza.



Wissal, a displaced woman from Rafah, has been supported by WEFAQ during the genocide. December 2025. ©ActionAid.

“Every recovery process must be led by Palestinians, particularly women and young people. They have the right to decide their own future and are best placed to ensure that our support reaches those who need it most.”

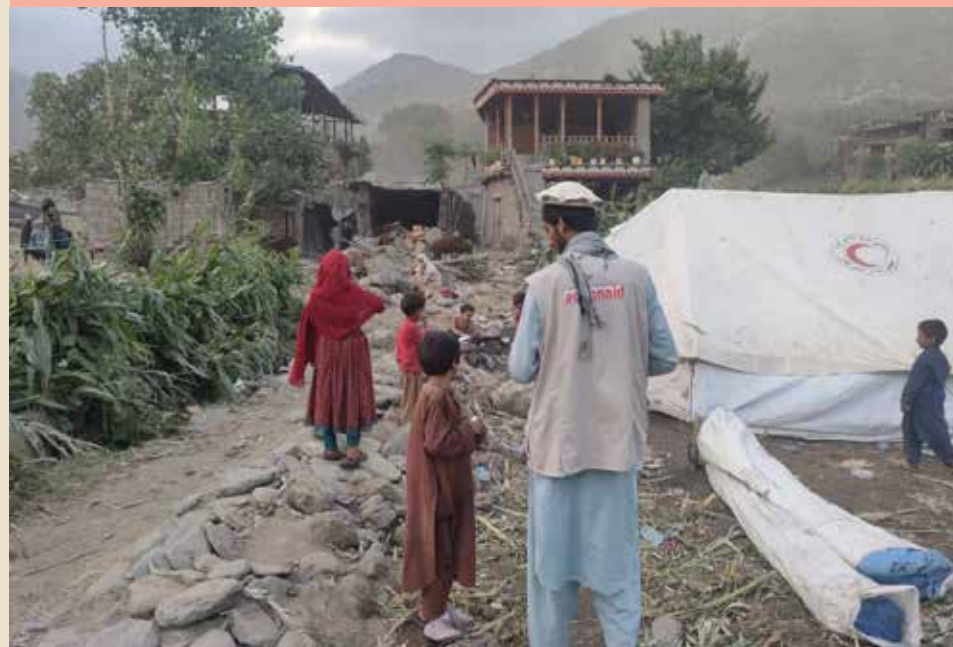
Jamil Sawalmeh, Country Director of ActionAid Palestine

Humanitarian Aid

Emergency aid supports recovery after earthquake in Afghanistan

In 2025, a 6.0 magnitude earthquake struck eastern Afghanistan, causing widespread destruction across the provinces of Kunar, Nangarhar and Laghman. More than 2,200 people were killed and over 14,000 were injured or displaced, with entire villages reduced to rubble. The disaster hit communities already facing severe food insecurity and economic instability. With support from ActionAid Netherlands, ActionAid and its local partners provided emergency assistance, including food, hygiene kits, temporary shelter and cash support, reaching even remote and hard-to-access areas. Women and girls were disproportionately affected and faced additional barriers in accessing aid. The response therefore prioritised women-led households and ensured support was delivered in ways that were accessible and safe for women and girls, helping communities begin to recover in the aftermath of the disaster.

Emergency aid reached thousands after a devastating earthquake, with women and girls prioritised in the response.



ActionAid Afghanistan staff meeting community members in Kunar who have been impacted by the earthquake. Kunar, Afghanistan. September 2025. ©ActionAid

“In crises like these, it is always women and girls who are hardest hit. In Afghanistan, this is even more pronounced.”

Srikanta Misra, Director of ActionAid Afghanistan

3.0 Collective power



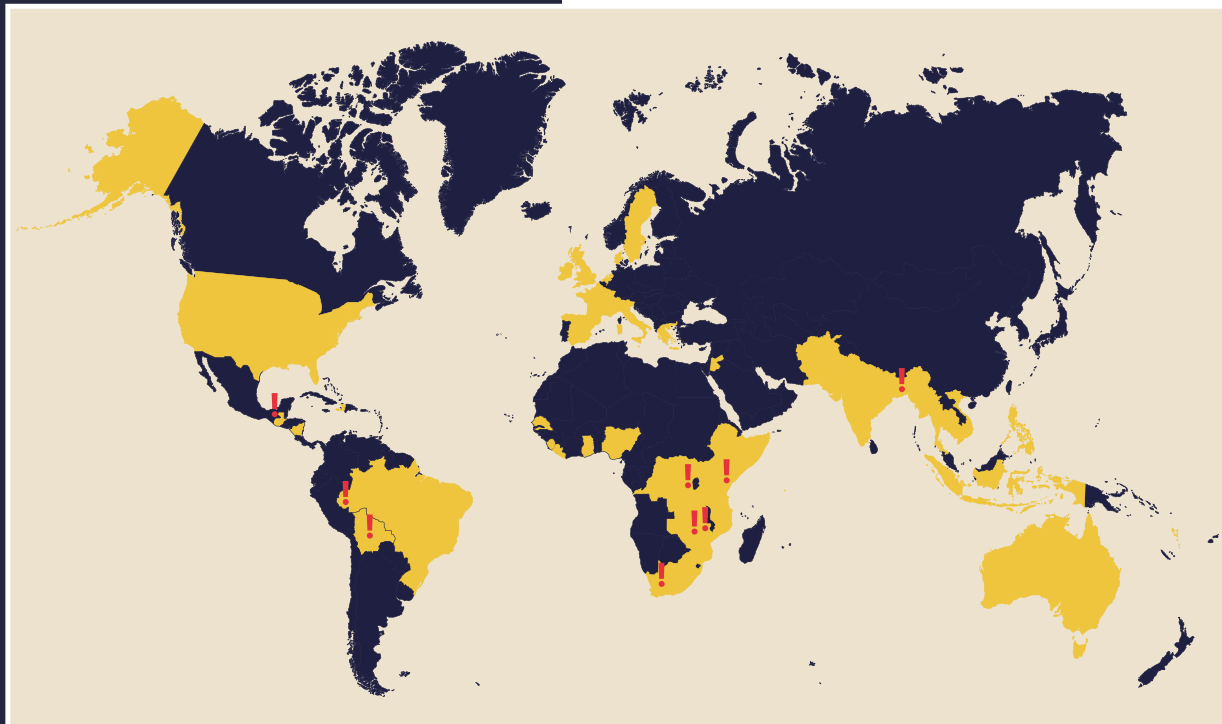
Feminist Climate Academy 2025. ©ActionAid Netherlands.



Collective power

Working with our partners

Partnerships are central to our approach. We work closely with a diverse range of organisations through ongoing dialogue and joint action. Our Fair, Green and Global programme partners are Both ENDS, Clean Clothes Campaign, IT for Change, Milieudefensie, SOMO, 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 Climate Action Network, HandelAnders, Internationale Klimaatcoalitie, MVO Platform, OECD Watch, Partos, Women's Rights and Mining, WO=MEN Dutch Gender Platform and Goede Doelen Nederland. 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 work is rooted in strong partnerships with organisations and communities in the global South. Guided by our human rights-based approach, the lived experiences, knowledge and leadership of these communities are central to everything we do. ActionAid works in solidarity with partners, women and their communities as they organise and claim their rights, taking on a supportive role. Their perspectives and stories

Name organisation	Country/Continent
Prantojon	Bangladesh
Songshoptaque	Bangladesh
Initiative for Right View	Bangladesh
Coordinación de ONG y Cooperativas	Guatemala
Territorial Coordination of Women	Guatemala
Movement of Communities in Defence of Water	Guatemala
Fundación Guillermo Toriello	Guatemala
Centre for Human Rights and Civic Education	Kenya
Malindi Rights Forum	Kenya
Nyarongi Paralegals Network	Kenya
Support Community in Democratic Alliance	Kenya
Taita Taveta Human Rights Watch	Kenya
Action Alliance	Uganda
Network for Public Interest Lawyers	Uganda
Mining Affected Communities United in Action	South Africa
Women Affected by Mining United in Action	South Africa
Zimbabwe Environmental Law Organisation	Zimbabwe

are essential to our advocacy and communication work in the global North.

These partnerships are grounded in mutual accountability and transparency. In practice, this involves regular exchange through online contact, as well as close collaboration in the planning and implementation of joint initiatives.

In 2025, we worked with a wide range of community-based organisations, networks, movements, feminist organisers, legal networks, and human rights and climate activists. The organisations highlighted below received direct financial and strategic support from ActionAid Netherlands.

Our work is rooted in strong partnerships with organisations and communities in the global South.

Nearly 30.000 people supported ActionAid in the Netherlands in 2025

The power of public engagement

The fight for women's rights continues to mobilise people across the Netherlands. In 2025, we experienced strong and diverse public engagement in response to our campaigns, advocacy and public actions. Many supporters share our vision for a just and equal world and actively contribute in different ways.

Nearly 30.000 people supported ActionAid in the Netherlands in 2025, through donations, petition signatures, event participation and subscriptions to our e-newsletters. We are deeply grateful to our ambassador Geraldine Kemper, who once again committed her voice and platform to amplify our message. We also thank the participants of the Feminist Climate Academy, whose creative actions helped draw public attention to climate justice and feminist approaches to climate action.

Public engagement is closely connected to our advocacy work. Throughout the year, we engaged with policymakers, politicians, journalists and allies across the ActionAid Federation, while mobilising thousands of people through campaigns and events. Highlights included the pre-COP climate justice event at Pakhuis de Zwijger and participation in the Rode Lijn action, which increased visibility and sparked public debate, while reaffirming our principled stance on human rights and international justice.

Funding partners & due diligence

In 2025, ActionAid strengthened its approach to partnerships that contribute to systemic change,

combining support from individuals, foundations, institutions and selected corporate partners. All collaborations are assessed against our commitment to human rights, gender equality and climate justice, and reviewed in line with ActionAid's global due diligence policy, which applies across the federation.

The partnerships highlighted below illustrate how ActionAid worked with a diverse set of actors in 2025 to advance climate justice, fair supply chains and women's rights.

Yoni: Menstrual health, Dignity and Public Awareness

Around World Menstrual Hygiene Day, ActionAid partnered with Yoni, a certified B Corp, on the Roodgeval campaign. The collaboration focused on breaking taboos around menstruation while raising awareness about menstrual health and dignity worldwide. Activities included social media campaigns, influencer collaborations, display advertising and a national radio spot, reaching over 410,000 people.

Fair, Green and Global: Accountability in Global Supply chains

In the last year of implementation of the Fair, Green and Global (FGG) programme, ActionAid continued to work with partners to hold companies and governments accountable for human rights and environmental impacts in global supply chains. In 2025, this included high-level results such as the withdrawal of certifications from palm oil producers following documented human rights violations, and



Fair, Green & Global event at Pakhuis de Zwijger.
October 2025. ©ActionAid

increased pressure on international buyers, including European retailers.

FGG advocacy also contributed to major victories in Uganda, where communities affected by land grabbing received long-overdue compensation after years of legal and political struggle, and in Bangladesh, where sustained pressure from communities supported by ActionAid helped halt plans for a new coal-fired power plant and advance ambitious renewable energy targets.

The Fair, Green and Global (FGG) programme, which ran for fifteen years, came to an end in 2025. While activities were phased out during the year, the programme has contributed to significant, long-term impact through strengthening women's rights, community organising and access to justice across multiple countries. These results are documented in the public report *Vijftien jaar vrouwen aan zet – Fair, Green & Global* by ActionAid Netherlands. The programme ended in the context of major budget cuts to development cooperation by the Dutch government under the Schoof administration.

Co-Mining: Advancing Women's Rights in the Energy Transition

ActionAid continued its collaboration with partners in the Co-Mining project in Zambia, supported through the European Partnership for Responsible Minerals (EPRM). 2025 saw important groundwork laid, including the establishment of women's committees representing women working in artisanal and small-scale mining.

Feminist Climate Academy

In 2025, the Feminist Climate Academy (FCA) continued as a key programme focused on climate justice and youth engagement in the Netherlands. FCA 2025 was funded by the Dutch Ministry of Health, Welfare and Sport (Maatschappelijk Diensttijd- Social Service Time), European Union (Erasmus+) and Stichting De Hoorn. The impact of the Feminist Climate Academy and its contribution to ActionAid's advocacy work is further illustrated in Chapter 2: Stories of Change.

Policy makers & politicians

We are in regular dialogue with ministers, members of the Dutch and European Parliament, Dutch embassies in the countries where we work, civil servants and other officials involved in our mission. Through (online) workshops, seminars, roundtables and conferences, we ensure that our voice – and the voices of our partners and communities in the global South – is heard in policy and decision-making spaces.

Media & press

Radio, television and print journalists play a key role in connecting our work to the wider public and to policymakers. ActionAid is a trusted source for journalists due to our thematic expertise and close relationships with partners and activists in the global South. We actively build and maintain these relationships and regularly share research, new perspectives and significant developments.



Fair, Green and Global event at Pakhuis de Zwijger. June 2025. ©ActionAid

ActionAid International

Since 2012, we are 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.

The Fair, Green and Global (FGG) programme, which ran for fifteen years, came to an end in 2025.

4.0 Our organisation



Climate March. Den Haag. October 2025. ©ActionAid



ActionAid Netherlands continues to be a strong and sustainable mission-driven organisation

How we are organised

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

ActionAid Netherlands follows the two-tier governance structure common in the Dutch NGO sector. This means that the executive director also serves as the statutory managing director and board member and is supervised by an independent supervisory board.

Staff & integrity

As 2025 marked the end of the FGG project, funded by the Dutch ministry of Foreign Affairs, ActionAid Netherlands prepared a reorganisation to be ready for a much smaller budget in 2026. Due to the timely reorganisation towards a skilled future-proof core team, ActionAid Netherlands continues to be a strong and sustainable mission driven organisation.

The ActionAid office in Amsterdam employed fifteen staff members (13.8 FTE) at the start of 2025, supported by interns and volunteers. Laura Klokke served as interim director of ActionAid Netherlands from April 2024 until December 2025, guiding the organisation through the FGG phase-out and the accompanying reorganisation. As of January 2026, Anna Timmerman has taken over the role of interim director.

In 2026 ActionAid Netherlands will continue with a smaller staff of eight members (6,9 FTE). We also host colleagues from ActionAid International in our office.

The ActionAid Federation follows 10 feminist leadership principles and has a strict code of conduct. All new staff members and temporary colleagues 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 2025. Additionally, online Sexual Harassment, Exploitation and Abuse (SHEA) and Safeguarding courses were available for all staff within the Federation. The ActionAid staff was included in decision-making through two special personnel meetings.

Governance

Executive director and Supervisory Board

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.

The relationship between the Supervisory Board and the executive director is formally captured in the Articles of Association, the Supervisory Board code, and the management code policies. The Supervisory Board is the employer of the executive director.

In December 2025, Laura Klokke stepped down as interim director at the conclusion of her assignment. The Supervisory Board initiated and conducted a formal recruitment procedure for a new interim executive director, resulting in the appointment of Anna Timmerman as of January 2026.

ActionAid subscribes to the Code of Good Governance for Good Causes (Code Goed Bestuur). The Supervisory Board appoints, evaluates and dismisses the executive director. The remuneration of the executive director is in line with the applicable guidelines and within the limits of the 'Adviesregeling Beloning Directeuren van Goede Doelen'.

The Supervisory Board met in seven formal meetings in 2025 to discuss quarterly reports, organisational developments and the annual accounts, and held 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,

budget and financial report. The Supervisory Board approves the annual plan, multiannual plan and budgets before implementation.

In 2025, the Supervisory Board was closely involved in overseeing the reorganisation process, changes in office housing and decisions related to long-term organisational sustainability. Our Finance and Audit Committee (FAC), consisting of two Supervisory Board members and supported by the executive director and head of operational support, met five times to monitor the organisation's financial position and internal administrative processes. The FAC advises the Supervisory Board on the appointment of the external auditor and discusses annual management letters and reports. The remuneration committee met with the executive director to assess performance. The chair of the Supervisory Board and the executive director held monthly informal meetings.

The ActionAid Federation follows 10 feminist leadership principles and has a strict code of conduct.

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:

Name	Position	Member Since
Karen Lampe	took over from Ans Zwerver as chair in 2025 and is a member of the Finance and Audit Committee, (vice-chair before that).	14 February 2023
Anne van Marwijk	member	1 February 2023
Wietse Potiek	member of the Finance and Audit Committee	1 April 2024
Devika Partiman	member	11 April 2022, until September 2025
Salina Helder	member	1 March 2025
Chihiro Geuzebroek	member	1 October 2025

The members of the Supervisory Board are independent and no conflicts of interest were reported in 2025.



Transparency & accountability

ActionAid Netherlands holds the Central Bureau for 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 2025. 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 responsibly as possible, in line with ActionAid's values and duty of care. In 2025, we continued to use ethical banking providers wherever possible, including ASN Bank and Triodos Bank, while ensuring

that donations from companies were assessed through our company fundraising policy. We monitor travel behaviour to limit environmental impact and raise awareness of our carbon footprint.

Ensuring the best use of resources

Our strategy, "A Feminist Perspective," (2022–2030), aligns with the ActionAid International strategy. Progress is tracked through a monitoring framework and annual action plans based on SMART indicators.

In 2025, we strengthened our organisational focus and prioritisation to maximise our impact. Continuous learning and improvement remain central to our way of working, supported by a feminist PMEL approach. Internal processes are documented in a quality manual, and the Supervisory Board approves long-term policies, annual plans and budgets.

5.0 Feminist leadership



Climate March. Den Haag. October 2025. ©ActionAid.





Afrikadag. November 2025.

©Roos van Trommelen.

An equal and meaningful economy is only possible if the system changes. We can achieve this by making choices based on feminist values, respecting people and nature. This is feminist leadership.

At ActionAid, feminism is not just about fighting gender inequality, it is about fighting all forms of inequality. Through a feminist lens, we look at how unbalanced power relationships and systematic oppression lead to inequality and exploitation. And more importantly, how this can be solved. Women benefit from this approach, and ultimately so do people and the planet at large. We believe that feminist values in politics and the economy will lead to greater (gender) equality, inclusion and sustainability.

We believe in feminist leadership. All over the world, women have less social, economic and political power than men. We work with more than 2.000 communities, mostly women, where we support feminist leadership to protect their rights. Together with these groups, we demand accountability from governments and businesses to ensure lasting change.

Ten principles form the basis of feminist leadership for a healthy climate, equal opportunities and fair power structures. We implement these values in all our work and within all ActionAid organisations worldwide. In collaboration with all ActionAid offices, we have adopted the following 10 principles of feminist leadership that guide the way we work to achieve change:

Feminism is not just about fighting gender inequality, it is about fighting all forms of inequality.

10 feminist leadership principles



1

SELF-AWARENESS

Working towards accepting our vulnerabilities, as well as recognising and valuing our own strengths and those of others.



6

RESPONSIBLE USE OF POWER

Being clear, prompt and transparent in making decisions.



2

SELF-CARE AND CARING FOR OTHERS

Taking care of our own emotional and physical wellbeing and encouraging and supporting others to do the same.



7

ACCOUNTABLE COLLABORATION

Ensuring collective goals are clearly defined and mutually owned. Holding ourselves and others accountable for achieving them.



3

DISMANTLING BIAS

Checking our own and institutional privilege and power, based on advantages we have such as gender, class, race and ability.



8

RESPECTFUL FEEDBACK

Seeking, giving and valuing constructive feedback as an opportunity for two-way learning.



4

INCLUSION

Building diverse teams and responding to different barriers to participation.



9

COURAGE

Giving each other the confidence to try new things. Taking initiative, learning from mistakes and not fearing failure. Trust is the foundation for growth and change.



5

SHARING POWER

Creating a space for others to lead.



10

ZERO TOLERANCE

Calling out any form of discrimination and abuse of power and ensuring our own conduct is free from any kind of harassment and exploitation.

6.0 Financial report



Feminist March. March 2025. ©Vere Maagdenberg.



We focused on safeguarding our organisation's continuity while continuing to deliver our mission.

The financial statements for 2025 have been prepared in accordance with the Dutch Directive 650 for Fundraising Institutions (updated in 2016). On 30 June 2026 the Supervisory Board approved the annual accounts following an audit by Dubois and Co. The auditor's report is included in this annual report.

Financial result 2025

In 2025, ActionAid Netherlands operated in a rapidly changing funding landscape, marked by declining prospects for institutional income and government cuts in development cooperation. Throughout the year, we focused on safeguarding the organisation's financial continuity while continuing to deliver our core mission. As institutional fundraising opportunities decreased, ActionAid made the strategic decision to prepare for the new financial reality. Guided by our feminist principles and our goal to drive systemic change to end poverty, inequality and injustice, ActionAid management concluded that only through significant reductions in FTE and other costs could the organisation continue contributing to our international mission. The reorganisation that started in 2025 allowed the foundation to reduce structural costs and to reallocate resources where they were most needed, while preparing for the anticipated impact of funding cuts in 2026. During 2025, ActionAid had to say goodbye to valued and long-standing staff members who had contributed to our impact for many years. We are very grateful for their immense work for the mission of the ActionAid federation. As a result of the reorganisation and the financial measures, the financial year closed with a surplus of € 174.096.

Continuity reserve

Due to government cuts to development cooperation, the income of ActionAid Netherlands will drop by 81% at the start of 2026. ActionAid took the necessary measures, including a restructuring of the Dutch office and the downsizing and ending of several of our programmes. The new structure and our continuity reserve provide us with the financial flexibility to manage the final stages of the transition in 2026, effectively.

The aim of our reserves policy is to safeguard our financial solvency and ensure the continuity of future activities. According to this policy, the continuity reserve is defined by a minimum of 10% of institutional income (€48.716) and a maximum of six months of total operational costs (which includes all staff costs, office, and facility expenses, totalling €493.007).

The surplus of €174.096 has been added to the continuity reserve resulting in a reserve amount of €906.230. The board has opted for a higher reserve to absorb anticipated financial setbacks in 2026, thereby strengthening ActionAid's overall resilience and financial position.



Feminist Climate Academy Pakhuis
de Zwijger © Evelien Hogers

MDT Grant & Financial provision

In 2024 and 2025, ActionAid received funding for the Feminist Climate Academy project as part of the Maatschappelijke Diensttijd (MDT) programme, a new initiative organised by the Dutch Ministry of Education, Culture and Science (OCW). The Academy was highly successful and, together with our partners, we organised the Feminist Climate Academy for 176 young people. The project has now been completed and a new grant has already been awarded. In 2026, we will once again organise a Feminist Climate Academy together with our partners.

The final determination of the awarded grant for 2024 and 2025 has not yet taken place. Strict reporting requirements and an audit protocol apply to this funding. The auditor's review showed that, during the first year, our administration may not have been fully sufficient in all respects. As this is a new programme, it is difficult to assess how the funding body will weigh the auditor's findings in relation to the audit protocol. In principle, based on these findings, the funding body may decide not to award part or all of the grant. We have therefore made a provision of €100,000 in the event that the grant is not awarded in full.

Risk

Risk management remained an important aspect of our governance in 2025. The Supervisory Board discussed the risk register twice: once during the approval of the annual plan and once mid-year, both in the Finance and Audit Committee and in the full Supervisory Board. The register included

an assessment of probability and impact, as well as mitigation measures taken.

The primary risk in 2025 concerned the organisation's financial sustainability in light of the announced government cuts and the ending of the FGG programme at year-end. Mitigation measures taken in 2025 included reducing structural costs and strengthening financial resilience by not replacing departing staff, exploring new fundraising channels and brand visibility, and preparing and implementing a reorganisation to align the organisation with reduced income levels.

A second risk concerned the shrinking of civic and political space in countries where we operate. This posed risks both to the wellbeing of our colleagues and partners overseas as well as for our compliance with commitments to donors. In 2025, building good relationships with members of parliament, press and embassies and continuously emphasizing the importance of protecting human rights and space for civil society was our key mitigation strategy.

Another 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 2025, these systems continued to be implemented and monitored in line with federation standards. Regular internal audits were conducted by the ActionAid international Global Secretariat across all ActionAid countries.

Future developments

Our focus in 2026 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, in our work 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 fine tune 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 within 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 recognised in the financial statements only when there is sufficient evidence that the legacy has been left to ActionAid and it is probable that the income will be received.
- 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.

*During the 2025 financial year, the foundation changed its accounting policy for the recognition of income from legacies. Previously, income from legacies was recognised when the amount could be measured reliably and receipt was considered sufficiently certain. From 2025 onwards, income from legacies is recognised upon receipt of the funds or upon receipt of the deed of distribution.

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.



Climate March Den Haag.
26 oktober 2025. ©Studio Cici

Allocation Principles

The table on page 42 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 2025 in €		31 December 2024 in €	
Intangible Fixed Assets		463		4.093
Tangible Fixed assets		21.642		33.991
Receivables, prepayments and accrued income	312.168		774.658	
Cash and cash equivalents	1.380.831		984.588	
		1.692.999		1.759.246
Total		1.715.104		1.797.330
LIABILITIES				
Reserves and funds				
Reserves				
• Continuity reserve		906.230		745.336
• Reserve for Programme		-		-
• Designated Fund		13.202		-
Provisions				
• Provisions MDT		100.000		
Long-term liabilities				78.150
Current liabilities				
• Advances received from donors	235.510		26.948	
• Short-term project liabilities	222.145		793.489	
• Payables	238.017		153.407	
		695.672		973.844
Total		1.715.104		1.797.330

Statement of income and expenditure

INCOME	Actual 2025 in €	Plan 2025 in €	Actual 2024 in €
• Income from private individuals	904.222	876.301	933.177
• Income from companies	-	-	13.498
• Income from lotteries	-	-	175.334
• Income from government subsidies	1.294.567	1.563.243	1.568.613
• Income from affiliate non-profit organisations	-	-	92.433
• Income from other non-profit-organisations	80.795	-	42.000
Total income raised	2.279.584	2.439.544	2.825.055
EXPENDITURE			
Spent on Objectives			
• Campaigning, Advocacy & Research	495.442	439.118	477.094
• Communication & Public Information	254.946	243.954	258.106
• Programme Support to Partners in the South	787.669	1.122.190	1.224.479
	1.538.057	1.805.262	1.959.679
Cost of fundraising	411.958	487.909	520.805
Management and administration	157.513	146.373	158.989
Total expenditure	2.107.528	2.439.544	2.639.473
Balance before financial income and expenses	172.056	-	185.581
Financial income/expenses	2.040	-	22.782
Surplus/deficit	174.096	-	208.363
Added to reserves			
• Continuity reserve	160.894	-	208.363
• Reserve for programmes AAI	-	-	-
• Designated fund	13.202	-	-
	174.096	-	208.363

Details of Cost Allocation

	Mission Objectives			Costs of Acquisition		Management & Administration	Actual 2025	Plan 2025	Actual 2024
	Campaigning, Advocacy & Research	Communication & Public Information	Programme Support to Partners in the South	Voluntary fundraising	Government subsidies		TOTAL		
Direct programme costs	109.084	52.196	452.825	7.528	7.683	9.410	638.726	855.736	1.058.210
Own activities	-	9.571	-	149.382	21.990	-	180.943	370.500	300.228
Salary costs incl social security and pension	316.672	158.336	274.449	105.557	79.168	121.389	1.055.571	999.850	1.062.195
Other staff costs									
Property costs	15.727	7.864	13.630	5.242	3.932	6.029	52.424	60.297	68.165
Office and general expenses	49.165	24.582	42.610	16.388	12.291	18.847	163.883	133.561	129.187
Depreciation	4.794	2.397	4.155	1.598	1.199	1.838	15.981	19.000	21.488
Impairment of current assets	-	-	-	-	-	-	-	-	-
Total	495.442	254.946	787.669	285.695	126.263	157.513	2.107.528	2.438.944	2.639.473

Notes to the balance sheet per 31-12-2025

ASSETS		
Intangible Fixed assets	Total 2025 in €	Total 2024 in €
Cost as per January 1	24.200	24.200
Desinvestments	-	-
Investments in 2025	-	-
	24.200	24.200
Depreciation previous years	20.107	15.267
Depreciation desinvestments	-	-
Depreciation 2025	3.630	4.840
Book value per December 31	463	4.093
Book value per January 1	4.093	8.933
Investments 2025	-	-
	4.093	8.933
Depreciation 2025	3.630	4.840
Book value per December 31	463	4.093

Notes to the balance sheet

TANGIBLE FIXED ASSETS				
Intangible Fixed assets	Equipment in €	Computers in €	Total 2025 in €	Total 2024 in €
Cost as per January 1	32.117	34.516	66.633	115.448
Desinvestments	-	-	-	9.039
Investments in 2025	-	-	-	1.606
	32.117	34.516	66.633	108.015
Depreciation previous years	15.942	16.699	32.641	66.265
Depreciation desinvestments	-	-	-	9.039
Depreciation 2025	5.447	6.903	12.350	16.798
Book value per December 31	10.728	10.914	21.642	33.991
Book value per January 1	16.175	17.816	33.991	49.183
Investments 2025	-	-	-	1.606
	16.175	17.816	33.991	50.789
Book value desinvestments				
Depreciation 2025	5.447	6.903	12.350	16.798
Book value per December 31	10.728	10.913	21.642	33.991
All assets are used for operational purposes.				

Notes to the balance sheet

Receivables, prepayments and accrued income	31 December 2025 in €	31 December 2024 in €
Subsidies	228.806	704.345
Receivables AAI	38.075	43.912
Other receivables	10.013	-4.535
Advance payments	35.274	30.396
	312.168	774.658
Details of subsidies to be received		
Subsidies to receive		
RVO TruStone	-	3.348
EPRM	144.081	189.000
Min for OCW-ODT	35.846	-
Min of Foreign Affairs	48.879	511.997
	228.806	704.345
Cash and cash equivalents		
Saving accounts	753.847	842.704
Cash and bank accounts	626.984	141.886
	1.380.831	984.588

Notes to the balance sheet per 31-12-2025

LIABILITIES	Total 2025 in €	Total 2024 in €
Reserves and funds		
Continuity reserve		
Value per January 1	745.336	536.973
Added/withdrawn from	160.894	208.363
Value per December 31	906.230	745.336
Designated Fund		
Value per January 1	-	-
Transferred to restricted programmes	-	-
Added from Restricted Mailing	13.202	-
Value per December 31	13.202	-,-
Reserve for Programmes AAI		
Value per January 1	-	-
Added to	-	-
Withdrawn from	-	-
Value per December 31	-,-	-,-

LONG-TERM LIABILITIES		December 2025 in €	December 2024 in €
Contractual obligations project donors			
EPRM	• ActionAid Zambia	-	17.632
	• SSMAZ	-	54.332
	• ZAM	-	6.186
Total Long-term Liabilities		-	78.150

Notes to the balance sheet per 31-12-2025

CURRENT LIABILITIES		December 2025 in €	December 2024 in €
Advances received from donors			
• Netherlands Enterprise Agency TruStone		13.102	-
• Netherlands Enterprise Agency Black Granite		1.233	-
• Ministry VWS-MDT		221.175	26.948
		235.510	26.948
Contractual obligations project donors			
Short-term project liabilities			
FGG3	ActionAid Bangladesh	-	123.562
	ActionAid General Secretariat	8.773	96.850
	ActionAid Kenya	10.103	104.586
	ActionAid Uganda	1.767	73.060
	ActionAid Zimbabwe	8.004	109.184
	ActionAid Guatemala	8.282	63.824
	Actionaid Zambia	1.578	-
	Macua	4396	-
	Business & HR coordinator 2024	-	37.500
	GS Expenditure	6.348	
		49.251	608.566
NPL "That's mine"	ActionAid South Africa	-	9.119
	ActionAid Macua Wamua	-	24.888
		-	34.007
EPRM	ActionAid Zambia	31.407	26.449
	SSMAZ	96.780	81.499
	ZAM	11.017	9.278
		139.204	117.226
MDT 1.0	WY4CJ	5.330	5.330
	Lowlander Project	4.090	4.090
	Woman engage for a common future	5.730	5.730
	Pakhuis de Zwijger	6.120	6.120
	Nederland maakt impact	12.420	12.420
		33.690	33.690
Total Short-term project Liabilities		222.145	793.489

Notes to the balance sheet per 31-12-2025

CURRENT LIABILITIES	December 2025 in €	December 2024 in €
Payables		
Creditors	11.685	-10.293
Taxation	50.112	45.998
Holiday days	29.267	47.407
Holiday allowances	22.684	35.542
Auditor	26.932	18.427
Restructuring costs	85.520	-
Miscellaneous	11.817	16.326
	238.017	153.407
Total Current Liabilities	695.672	973.844

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
- In 2025 AANL decided to move to another office, Barentszplein 7 in Amsterdam. Contracted with Stichting AidEnvironment
- The rent for 2025 was in total € 50.952,48

Notes to the statement of income and expenditure 2025

INCOME	Actual 2025 in €	Plan 2025 in €	Actual 2024 in €
Income from private individuals			
Regular giving	778.512	814.606	827.622
Appeals	123.710	61.695	92.310
Legacies	2.000	-	13.245
Total income from private individuals	904.222	876.301	933.177
Income from companies			
Appeals	-	-	13.498
Total income from companies	-	-	13.498
Income from Lotteries			
• National Postcode Lottery	-	-	175.334
Total income from Lotteries	-	-	175.334
Income from Government subsidies			
Min.of Foreign Affairs FGG 3	1.228.657	1.155.108	1.055.277
Netherlands Enterprise Agency Black Granite	34.972	168.000	31.994
Netherlands Enterprise Agency TruStone	14.236	-	60.587
Ministry for OCW-MDT	-9.569	85.375	169.852
Netherlands Enterprise Agency EPRM	26.271	154.760	250.903
Total income from government subsidies	1.294.567	1.563.243	1.568.613
Income from other non-profit organisations			
• Stichting Latoer	36.795	-	-
• Stichting De Hoorn	-	-	25.000
• Anna Muntz stichting	8.000	-	7.000
• Oxfam	-	-	10.000
• Nederlands Jeugdinstituut	36.000	-	-
Total income from other non-profit organisations	80.795	-	42.000
Income from affiliate non-profit-organisations			
• ActionAid Intern	-	-	92.433
Income from affiliate non-profit-organisations	-	-	92.433
TOTAL INCOME RAISED	2.279.584	2.439.544	2.825.055

- Income from private individuals and companies are unrestricted.
- Income from Government subsidies and other non-profit organisation are restricted, except for € 8000 from the Anna Muntz Stichting

EXPENDITURE	Actual 2025 in €	Plan 2025 in €	Actual 2024 in €
Salaries, pensions and social security contributions			
Gross salary	678.692	756.891	814.017
Restructuring costs	94.252	-	-
Social security contributions	144.030	135.322	156.603
Pensions	28.478	35.637	36.447
	945.452	927.850	1.007.067
Other personnel costs			
Temporary staff	35.652	-	-
Staff recruitment	4.622	1.000	1.346
Commuting	15.692	20.000	20.458
Other	54.156	51.000	33.324
	110.122	72.000	55.128
Office Rental and Service costs			
Rent incl. service	50.953	60.297	59.200
External storage	324	-	493
Other	1.148	-	8.472
	52.425	60.297	68.165
Office administration and general costs			
ICT support	80.213	55.000	58.607
Legal advice	6.994	5.000	2.236
Auditor	32.772	26.000	24.970
Insurances	2.779	6.000	4.773
Supervisory Board	3.523	8.000	8.100
Other office costs	43.705	40.023	39.117
Hosting AAI	-6.103	-6.462	-8.616
	163.883	133.561	129.187
Depreciation			
Depreciation	15.980	19.000	21.488
	15.980	19.000	21.488
Subsidies and contributions	638.725	855.736	1.058.210
	638.725	855.736	1.058.210
Own Activities			
Impairment of current assets	180.941	370.500	300.228
	180.941	370.500	300.228
Total costs	2.107.528	2.438.944	2.639.473
Balance of financial income and expenses			
Dividend, interest	4.289	-	25.307
Bank costs	-2.249	600	-2.525
Currency loss/gain	-	-	-
Total financial income and expenses	2.040	600	22.782
Surplus	174.096	-	208.363

Notes to the statement of income and expenditure 2025

Subsidies and contributions

Min.of Foreign Affairs FGG III	483.394
Netherlands Enterprise Agency Black Granite	34.972
ActionAid International projects	72.795
ActionAid International contribution	34.322
Netherlands Enterprise Agency TruStone	13
MDT	40.232
EPRM	-27.003
Total	638.725

The following grants have not yet been finally determined by the grant providers: FGG, MDT, EPRM, RVO and TruStone.

Remuneration Director

The average staff volume in full time equivalents (fte) is 13.6 (in 2024:15,7)

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. The Country Director's salary is determined by the board.

2025

Name	L. Klokke
Position	Interim director / Board member
Employment	
Duration	fixed-term
Hours/week	36
Period	01-01-2025/31-12-2025
Remuneration (EUR)	
Annual income	
Gross Salary	€ 81.360
Holiday Allowance	€ 10.597
Year-end Allowance	€ 3.233
Payment of Holiday Days	€ 4.172
Retention Bonus	€ 4.068
Total Income	€ 103.431
Pension	€ 5298
Total 2025	€ 108.729
Individual applicable remuneration maximum	€ 226.000

Remuneration Director 2024

Name	L. Klokke
Position	Directeur / Bestuurder
Employment	determined
Duration	fixed-term
Hours/week	36
Parttime percentage	100
Period	01-04/31-12-2024
Remuneration (EUR)	
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	€ 3.105
Pension	€ 5298
Total 2024	€ 71.211

Remuneration in Relation to Applicable Maximums

For the assessment against the applicable maximums, the actual annual income and total remuneration of the executive management are expressed on the basis of 1 FTE for 12 months. The annual income of Laura Klokke amounted to €99,362 and the total remuneration amounted to €127,207.

Besides the senior officials mentioned above, there were no other employees in 2025 who received remuneration exceeding the individually applicable threshold amount.

ActionAid follows the Advies Regeling Beloning Directeuren van Doelen (VFI, 2011) (Advice remuneration NGO's directors, VFI maximum standard for annual income. This weighted criteria led to a BDS maximum annual income of € 129.292. With this publication we meet with the Law on the Standard on High Top incomes (WNT). This standard for gross salary + pension is max. € 226.000).

Compensation due to termination of employment for top officials

Employee information	L. Klokke
Position(s) upon termination of employment	Interim director / Board member
Employment percentage (part-time factor in fte)	100% (1 fte)
Year in which employment ended	2025
Compensation due to termination of employment	
Agreed compensation due to termination of employment	€ 18.479
Individually applicable maximum	€ 18.479
Total compensation due to termination of employment	€ 18.479
Of which paid in 2025	0
Overpaid and not yet repaid amount	N/A
The amount of the excess and the reason why the excess was not yet permitted	N/A
Explanation regarding the claim due to overpayment	N/A

Individual maximum applicable to termination benefits is max. € 75.000

ActionAid Nederland has established the executive remuneration policy, the level of executive remuneration, and the level of other remuneration components. The policy is updated periodically. The latest evaluation took place on May 1, 2026. In determining the remuneration policy and setting the remuneration for the executive management, ActionAid Nederland follows the Remuneration Scheme for Directors of Charitable Organisations. This scheme provides a maximum standard for annual remuneration based on a set of weighting criteria. The assessment of the situation at ActionAid Nederland was carried out by the Supervisory Board. This resulted in a so-called BSD score of 385.

INDEPENDENT AUDITOR'S REPORT

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

A. Report on the audit of the financial statements 2025 included in the annual report.

Our opinion

We have audited the financial statements 2025 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 2025 and of its result for 2025 in accordance with the 'RJ-Richtlijn 650 Fondsenwervende organisaties' (Guideline for annual reporting 650 'Fundraising Organisations') of the Dutch Accounting Standards Board) and the 2025 Policy rules implementation of the Standards for Remuneration Act (WNT).

The financial statements comprise:

1. the balance sheet as at 31 December 2025;
2. the statement of income and expenditure for 2025; 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 2025. 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.

Compliance with rule against overlapping pursuant to the WNT not audited

In accordance with the 2025 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.

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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 (chapter 1 until chapter 5).

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') and the 2025 Policy rules implementation of the Standards for Remuneration Act (WNT). 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 2025, 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, 10 July 2026

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