

2024

ANNUAL REPORT

PRELIMINARY
VERSION



Save the Children

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VOORWOORD

Het jaar 2024 liet grote onrust zien. Nieuwe conflicten braken in meerdere landen uit, bestaande crises laaiden op en klimaat gerelateerde rampen vermenigvuldigden zich. Het gebrek aan respect voor het internationaal humanitair recht en de daaropvolgende aanvallen op ziekenhuizen, hulpverleners, journalisten en burgers leidden tot een ongekend hoog dodental wereldwijd. Het aantal mensen dat door conflicten, rampen en vervolging gedwongen hun huis moest ontvluchten, steeg naar ongekende hoogten. Ook hulpverleners waren niet meer veilig, ruim 280 hulpverleners verloren hun leven in 2024. Een onacceptabel nieuw record ten gevolge van een gebrek aan respect voor het internationaal humanitair recht. Tegelijkertijd kondigden regeringen, ook de onze, bezuinigingen aan op hulpbudgetten die de komende jaren tot ongekende tekorten zullen leiden.

Toch slaagden we er in onze hulpverlening en ondersteuning aan kinderen en hun families wereldwijd voort te zetten en zelfs uit te breiden met behulp van ons eigen Global Humanitarian Fund. Het binnenlandse programma voor kinderen in Nederland ontwikkelde zich sterk. We schaalden de hulp aan kinderen in asielzoekerscentra op en verbreedden onze partnerschappen. Met behulp van onze mastertrainers breidden we het 'TeamUp Global' programma wereldwijd uit, in samenwerking met Warchild. Zo kunnen we TeamUp in steeds meer landen uitrollen.

Hoewel we de ruimte voor het maatschappelijk middenveld zagen krimpen, bleven en blijven we vechten om de stem van kinderen te laten horen, wanneer en waar dat het meest nodig is. We hielden overheden en internationale organisaties nauw in de gaten opdat zij de rechten van kinderen beschermen en daarnaar handelen. We mobiliseerden de publieke opinie en riepen de Nederlandse regering ter verantwoording over het uitblijven van een rode lijn met betrekking tot de escalerende conflicten in het Midden-Oosten. Ondertussen lagen onze collega's in de brandhaarden onder vuur tijdens de uitvoering van hun levensreddende werk. We pleitten voortdurend voor naleving van het internationale recht om kinderen en hun families te beschermen en hulpverleners veilig hun werk te laten doen.

Mijn grote dank gaat uit naar onze donateurs voor hun financiële steun en aandacht voor ons werk. Ten slotte ook een woord van dank aan alle medewerkers van Save the Children, die hun werk blijven doen onder moeilijke omstandigheden en die zich dagelijks inzetten om de levens van kinderen te helpen verbeteren. De uitdagingen waarvoor we dagelijks staan houden ons scherp. Want onze droom is en blijft een kindvriendelijke wereld, waar ieder kind tot bloei kan komen en wij niet meer nodig zijn.



Pim Kraan

CEO Save the Children Nederland



Chapter 1

OUR IDENTITY AND WAYS OF WORKING

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In northern Lebanon, Save the Children staff visited a shelter. Not only to bring hygiene kits to the residents, but also to bring smiles to children through sports and games.





Save the Children

**ALLES
OM HET LEVEN
VAN EEN KIND
TE VERBETEREN**



In 2024

SAVE THE CHILDREN NETHERLANDS REACHED

1,314,252

PEOPLE



385,860

Girls (0-18)
directly reached



360,580

Boys (0-18)
directly reached

57% CHILDREN



43 % ADULTS



160,381

Men (above 18)
directly reached



407,431

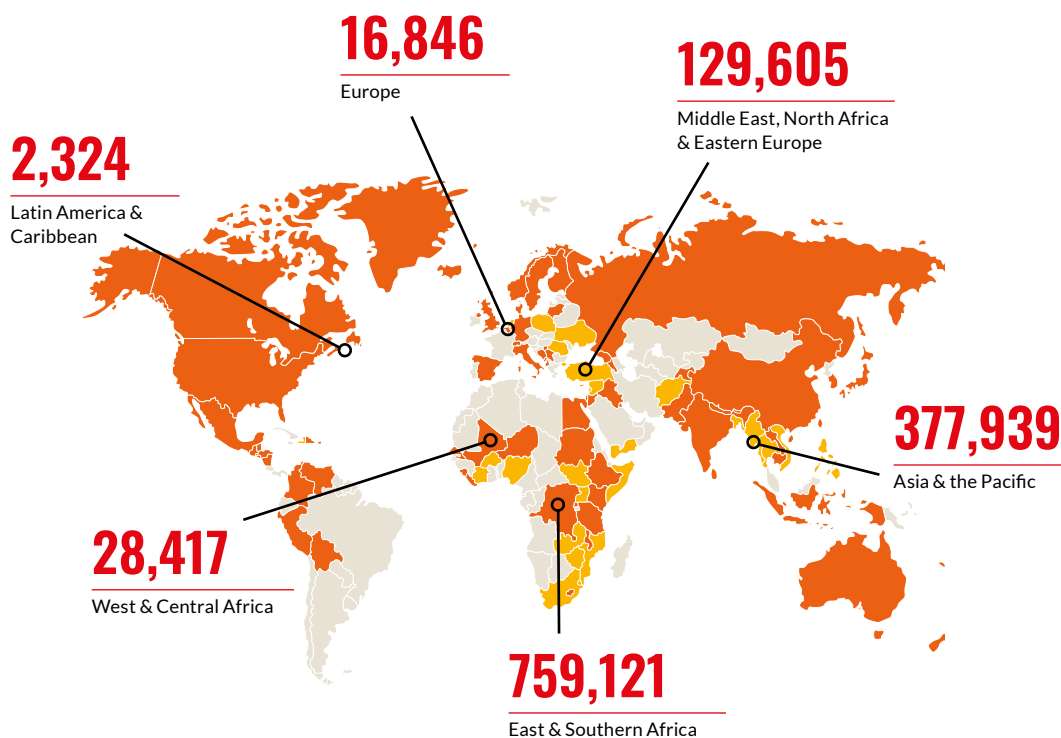
Women (above 18)
directly reached



Our founder Eglantyne Jebb

1.1 Child Rights, Survive, Learn, Be Protected

British woman Eglantyne Jebb founded Save the Children in 1919 and drafted the Declaration of the Rights of the Child (1923), which later formed the basis for the 1989 United Nations Convention on the Rights of the Child. Stichting Redt de Kinderen, established in the Netherlands in 1981, became Save the Children Netherlands in 1993. In 2024, we continued to align our programmes and activities with children's rights. With over 100 years of expertise, we are the world's first and leading independent children's rights organisation, changing lives and our shared future.



Vision and mission

Children are the future generation of leaders, carers, entrepreneurs and consumers and every child deserves a chance for a bright future, around the world and in the Netherlands. Good health, education and safe shelter are essential for this. Save the Children protects children's rights worldwide and intervenes when these rights are violated. We work to improve children's lives and thus our society's future, not just in crises but every day, unconditionally.

Organisation

Save the Children operates in more than 110 countries, primarily through our local relief workers and partner organisations. We are there where needs are highest, providing humanitarian support and sustainable solutions. We support vulnerable children with medical care, nutritious food and safe housing. We work toward creating a future in which no child dies from preventable diseases, and in which every child receives an education and is protected from violence.

Save the Children advocates for children's rights through influencing laws and policies.

For example, in 2024 we sponsored the Child Rights Manifesto and engaged future Members of the European Parliament in the Netherlands to become Child Rights Champions, promoting better legislation for children at the European and national level.



- Save the Children International (SCI) is active in about 110 countries
- Save the Children Netherlands (SCNL) has programmes in about 28 countries

Strategy & breakthroughs worldwide

Despite recent unprecedented progress, millions of children still face challenges in surviving and reaching their potential, making our mission as urgent and relevant as ever. Guided by the Ambition for Children 2030 Global Strategy, Save the Children aims to transform children's lives and secure lasting change by inspiring breakthroughs in the way the world treats children. Save the Children Netherlands is dedicated to ensuring that by 2030, all children survive, learn and are protected, with emphasis on the most deprived and marginalised children.



SURVIVE

By 2030, no child will die from preventable causes before their fifth birthday.

Save the Children is dedicated to ensuring that no child dies from preventable causes before their fifth birthday. In 2024, our health and nutrition programmes provided essential medical care to children in need, ensuring they have a healthy start in life. During conflicts and disasters, such as those in Myanmar, Sudan, Haiti and Gaza, Save the Children and its local partners provided immediate life-saving assistance to the children who need it the most.

LEARN

By 2030, all children will receive quality basic education.

Save the Children believes that every child deserves access to quality education, irrespective of their circumstances. In 2024, we worked with parents, schools, community and partner organisations to ensure that all children, especially those in conflict and crisis-affected areas, have the opportunity to learn and attend school safely. Our education programmes focus on literacy, numeracy, and life skills, thus empowering children to realise their full potential and break the cycle of poverty.

BE PROTECTED

By 2030, violence against children will no longer be tolerated.

Save the Children is committed to protecting children from violence, abuse, and exploitation. We collaborate with communities, governments and partners to create safe environments where children can thrive. In 2024, our child protection programmes addressed issues such as child labour, trafficking and early marriage. Additionally, we provide Mental Health and PsychoSocial Support (MHPSS) to help children cope with distressing events and build resilience, ensuring that every child grows up free from harm and with the opportunity to reach their full potential.

People reached by Save the Children Netherlands in 2024 per breakthrough

1,010,135

SURVIVE



112,015

LEARN



192,102

BE PROTECTED





1.2 Working in accordance with humanitarian principles

Save the Children's aims are to prevent child deaths across the world from avoidable causes, create access to quality education, protect children from harm, and uphold their rights. Despite rising challenges and dangers, particularly in 2024 – the deadliest year on record for humanitarian workers – we strive to ensure humanitarian principles are upheld. Denial of access to and disregard for international humanitarian law – universally accepted rules designed to keep civilians and aid workers safe in times of conflict – are increasingly threatening our mission and thus our ability to operate with credibility and legitimacy. Our role is to provide life-saving services to children and their families, meet their basic needs, and advocate for the protection of humanitarian space to enable principled humanitarian action without undue interference or instrumentalization by host authorities, non-state actors and member states

International humanitarian law establishes fundamental principles to mitigate the impact of armed conflicts and safeguard civilians and aid workers. These include humanity, distinction, proportionality and military necessity. Subsequently, the United Nations adopted humanity, impartiality, independence and neutrality as key principles for humanitarian operations. Save the Children is committed to promoting and implementing these four humanitarian principles, specifically:

- **Humanity:**
Save the Children's humanitarian action is guided by the imperative to save lives, protect children and their families, alleviate suffering, restore dignity, and support the recovery process
- **Impartiality:**
Save the Children's humanitarian action is based solely on needs, without discrimination based on nationality, race, gender, religious belief, class or political opinions.
- **Independence:**
Save the Children's humanitarian action is conducted with operational independence, guaranteeing that our activities remain separate from political, economic, military or other agendas.
- **Neutrality:**
Save the Children's humanitarian efforts strive to maintain operational neutrality, avoiding alignment with any sides in conflicts or involvement in political, racial, religious or ideological disputes that could impede our provision of assistance.

Lobby and Advocacy

Advocacy is vital to our commitment to humanitarian action and principles. As global needs grow, we acknowledge that material assistance alone cannot bring lasting, transformative change for children and their families. Save the Children defines advocacy as organised activities to influence policies and practices for lasting changes for children's lives based on direct work with them, their families and their communities. Effective advocacy ensures we can deliver quality assistance in the hardest-to-reach communities. Without advocacy, humanitarian agencies fail to address underlying issues affecting children's rights and miss opportunities for systemic change and delivering sustainable solutions to children and families in humanitarian crises.

Our work in Gaza is an example of our principled ways of working.

In 2024 we continued to provide life-saving support to children affected by the conflict, funded by the Ministry of Foreign Affairs (through the Dutch Relief Alliance) and private donors. While maintaining neutrality, Save the Children advocated against child rights violations. We campaigned through public and private channels for a permanent ceasefire, unhindered humanitarian access, aid-worker safety and adherence to International Humanitarian Law, addressing the impact of conflict on children. Our efforts resulted in focused attention to issues specifically affecting children in human rights and accountability mechanisms.



1.3 Our Strategy

Our three global breakthroughs for 2030 are for every child to 'survive, learn and be protected'. In 2024, Save the Children NL contributed to these global developments through our fundraising, programmes, advocacy and communications.

Globally and at the local level, we focus on the quality of our implementation, on the geographical presence required to reach the most deprived and marginalised children, and on improving our collaborative efforts for children. Through our contribution to the Global Humanitarian Fund for children, we continue to contribute directly to quality, reach and impact for children in crises of various kinds, whether known, forgotten or in between.

Strategic refresh

In 2024, Save the Children Netherlands undertook a strategic refresh as part of the Fit for Future exercise within the Save the Children movement. This initiative led to a concentrated focus on four primary goals: **climate and nutrition, children in acute crises, children on the move, and sexual and reproductive health and rights, along with mental well-being.** However, due to budget reductions and increased costs associated with our international programming, we had to scale down our international program portfolio by 30%.

We continued to actively contribute to the implementation of the Grand Bargain commitments in 2024 by integrating sustainability and localisation into our humanitarian work stream, accompanied by an ambitious and realistic work plan. Our focus on sustainability and climate, along with the necessary adaptations to our work, resulted in more climate inclusion in our programmes, and methods of implementation.

Save the Children is part of the Humanitarian-Development-Peace Nexus Initiative designed to inform the organisation's thinking, policy and practice around the nexus. Save the Children Netherlands is also a member of the Save the Children International Management Committee and sponsors the global humanitarian work stream. We reviewed our activities through the lens of children's rights and apply evidence-based common approaches wherever possible while also investing in innovation. We embrace opportunities to learn and are accountable to the children who are our final beneficiaries. Work to strengthen our Thought Leadership on our prioritised themes continued in 2024.

We emphasised the importance of protecting children in conflict and humanitarian crises and supporting international humanitarian law principles. We addressed issues regarding children's rights in asylum centres in the Netherlands and promoted the support for children's and young people's mental health and well-being. To enhance our effectiveness in increasing influence and income, we took further steps to align our marketing, advocacy, and communications objectives with our approach to engaging the Dutch public.

The well-being of our staff, organisational culture and balanced growth remain key areas of investment. Activities for 2024 were planned carefully to ensure a balanced growth path.

Brand position in the Netherlands

In 2024, as part of the Global Strategy Refresh, the decision was taken to adapt an overall global positioning across the Save the Children Association. In the Netherlands, therefore, we postponed some planned work and focused on our brand positioning, updating our identity, personality and brand and

content guidelines. In 2025, we will unveil a new strategy focusing on lasting change for children, highlighting our efforts in The Netherlands and Europe.

Save the Children uses the BrandAlchemy methodology annually to measure brand awareness, appreciation and loyalty, which are consolidated into a weighted brand equity score and ranking. The survey is conducted every January, reflecting developments from the previous year. The January 2025 results reveal a decrease in performance, with Save the Children moving from 45th to 51st place in the overall ranking of nonprofit brands. This decline is attributed to a noticeable decline in prompted awareness and a slight reduction in appreciation. As part of the roll out of new positioning in 2025, we will also sharpen our marketing and communications KPIs and activities to more actively increase brand familiarity and trust as well as consistency, reach and impact of our earned media. These activities should also lead to an increase in awareness and appreciation.

In addition to the preparations for the new brand positioning, an 'always on' brand tracker was introduced to more actively measure and manage performance.



1.4 Localisation

Communities and local and national actors are best positioned to promote and defend children's rights and meet their needs, as they bring specific skills, knowledge, access, and a deep understanding of the local context. We believe that shifting power, resources, capacity, and ownership to these actors leads to more timely, appropriate and effective interventions for children, and therefore fulfills their rights.

In 2024, SCNL—led by the Localisation Working Group—continued to focus on four priority areas to drive our localisation efforts: funding, capacity strengthening, visibility and advocacy, and internal awareness. We continued to share indirect cost recovery (ICR) with our partners and conducted a large scoping exercise to identify Youth Lead Organisations for strategic long-term partnerships. We partnered with 85 local actors in 48% of our projects, a slight decrease from 2022- 2023. The budget allocated to partners in these projects rose slightly compared to 2023, with 29.9% allocated to local partners, exceeding our Grand Bargain commitment. The percentage of our total budget (including projects not implemented with partners) shared with local partners increased to 21%, and an additional 2.4% was dedicated to capacity strengthening activities.

Feedback from partners is vital for advancing our localisation efforts and fostering truly equitable partnerships. An annual survey conducted among our partners revealed that 75% (up from 67% in 2023) of partners feel like equal partners. Nevertheless, we need to do more, and act quicker, to improve their experiences of working with us. Partners share the need to speed up our improvements in engagement and want more involvement in programme design and strategy development, appropriate levels and flexibility of funding, and fair representation and accreditation.

WE HAVE
WORKED WITH

85

LOCAL ACTORS



48%

of the projects
implemented with
local partners

29.9%

of total budget for
local partners

2.4%

of budget going towards
capacity strengthening
of local partners



© Action Against Hunger

Nutrition programme Right2Grow

Save the Children's Right2Grow programme supports the participation and representation of local partner organisations in international policy discussions. In 2024, partners from Ethiopia, Mali, Uganda and South Sudan advocated for greater accountability of national and international actors in improving nutrition outcomes for children. At the annual African Heads of State meeting in Addis Abeba, Ethiopian and South Sudanese partners called for increased transparency and budget data access for civil society so they can track nutrition spending and thus ensure sufficient allocation of funding for community needs.

Similarly, at the World Water Forum in Bali, our Malian partner CN-CIEPA (National Coalition for Drinking Water and Sanitation) demonstrated how collaboration between local civil society organisations and state authorities resulted in the incorporation of the right to water in the country's constitution. Engaging local partners in regional and global policy discussions strengthened their ties with national authorities, resulting in initiatives like Uganda's National Nutrition Dialogue between Right2Grow partners and the Office of the Prime Minister, where the government and civil society jointly planned commitments for the 2025 Nutrition for Growth summit in Paris.

More programmes

Funded by the Dutch Embassy in Dhaka, Strengthening Women's Organization Capacity for Championing Women's Rights (SWOCCHAR) is a four-year programme aimed at strengthening the technical, institutional, and influencing capacity, as well as strengthening the collective voice and action of women-led organisations (WLOs) in Bangladesh. In 2024, an advisory committee was formed and, together with the Save the Children team, eight local women-led organisations were selected through a call for expression of interest from more than 80 applications. The chosen organisations represent various focuses: feminist movement-based, rights-based focusing on women's empowerment, GBV, and adolescent girls' issues, defending the rights of women and children with disabilities, and women-led economic rights. Led by a local consultant team, these local organisations underwent an organisational capacity assessment to identify gaps and needs. They subsequently developed an organisational capacity development plan which will be implemented in the coming years.

Gaza

In Gaza, we collaborated with Juzoor for Health and Social Development (Juzoor) and Teacher Creativity Center (TCC) to deliver child protection and mental health services in an acute crisis context. Our partners played an essential role in providing timely and contextually relevant support to vulnerable children and families. Their established community relationships allowed for effective outreach and engagement, ensuring that support reached the most affected populations, particularly in North Gaza.



1.5 Participation

We believe in the power of children and young people; they have the ability to change the world. Being actively involved and experiencing that voicing their opinion is meaningful increases their self-confidence and empowers them as influencers and drivers of change.

As a children's rights organisation, Save the Children Netherlands regards child and youth participation as a crucial and valuable part of our approach and mindset. Not only is child and youth participation a fundamental right; the opinions of children and young people result in more effective, valuable and democratic policies, programmes and projects.

By listening carefully, we learn what children and young people care about and how we can support them. Wherever possible, we give children and young people, especially those affected by inequality and discrimination, the space and opportunity to participate in all their diversity and in an equal way.

Save the Children Netherlands has defined its own objectives and strategy for achieving our aims: to increase the degree and quality of children and young people's participation in decision-making processes, especially for those affected by inequality and discrimination.

Article 12 of the UN Convention on the Rights of the Child establishes the right of children to be involved in decisions that affect them, both as individuals and as a group. This right to be heard and taken seriously is one of the fundamental principles of the Convention. It is not only a stand-alone right, but the Committee on the Rights of the Child has identified Article 12 as one of the four general principles. In other words, it should be considered when implementing all other rights and as one of the general measures for implementing the UNCRC.¹

¹ UN Committee on the Rights of the Child (2009). General Comment No. 12 (2009): The right of the child to be heard, CRC/C/GC/12. Geneva: United Nations.



Official hand over booklet
'Regeerakkoord in Kindertaal'



Activities in 2024

For children to have a say and be involved in making policy and budget decisions, as required by the Convention on the Rights of the Child, they must first be able to understand what these are about. That is why Save the Children Netherlands, at the request of the Ministry of Health, Welfare and Sport, made the newly elected government's programme available in child-friendly language, and developed a teaching package so that all primary schools in the Netherlands could start working with the government programme.

Youth participation

As a member of the Coalition for Children's Rights (*Kinderrechtencollectief*), we organise each year, together with UNICEF Netherlands and the Ministry of Health, Welfare and Sport, the National Children's Rights Dialogue between children, children's rights organisations and civil servants, to discuss government actions on the latest Concluding Observations of the Children's Rights Committee in Geneva. The basis for this dialogue is the annual publication of Children's Rights in Action, an online monitor which reviews the extent to which the recommendations of the UNCRC are being implemented. We are the moderator on the topic of child and youth participation and write this chapter of the publication.

Participants at a Hot and Happening event

Together with the Dutch National Youth Council (NJR) and the Association of Netherlands Municipalities (VNG), we head the Child and Youth Participation Alliance. Consisting of 14 different organisations this alliance aims to strengthen the extent, quality and inclusiveness of child and youth participation at national, regional and particularly local level. The aims of the alliance are to cooperate where possible, share and disseminate knowledge with each other and make knowledge more transparent and accessible.

"I thought it was special that we were allowed to give advice to the municipality. It felt good to be really heard."

Speaking Minds Trajectory,
Municipality of Beverwijk, Wang

Involvement

Save the Children Netherlands's youth ambassadors (*jongerenambassadeurs*) programme is intended to stimulate the involvement of different groups of young people in decision-making processes on child rights themes and to equip decision-makers and administrators to contribute to this. By linking personal missions to child rights themes, youth ambassadors organise activities in which different groups of young people, decision-makers and administrators are brought together. An important aspect of the project is that the youth ambassadors shape the project activities themselves as much as possible. The youth ambassadors also work together with staff from Save the Children Netherlands. During our learning day in 2024, they gave a workshop on what it is like to be part of an organisation as a young person and explained what you should and should not do to involve young people in your work.

Speaking Minds

Speaking Minds is a recognised method developed by Save the Children in 2016, involving young people at vocational schools in a meaningful way in municipal and provincial policies. In 2024, 568 young people across the Netherlands made their voices heard in their local municipalities. It was also the year when the total number of young people to have participated in Speaking Minds topped 2,000.

*"I am proud of our ideas.
It's nice that the municipality
listens and wants to do
something with our advice."*

Speaking Minds Trajectory,
Municipality of Beverwijk
Michelle

Themes such as poverty and debt and mental health remain the most relevant topics for municipalities to ask young people's opinions on.

In 2024, the first Speaking Minds Climate trajectory started under the Hot & Happening project in the municipalities of Goeree-Overflakkee, Utrecht and Emmen. A youth 'think tank' started working for the municipality of Utrecht, which resulted in five climate project proposals. They came up with surprising recommendations such as making shared bicycles available to all vocational secondary schools in Utrecht.

Speaking Minds
participants in action

1.6 Internal Reporting

Each member organisation and Save the Children International submit their annual income and expenditure reports to the Save the Children Association. The Association publishes these results in the global accountability report. The Association's annual accounts are approved at the Members'

Meeting. Save the Children International provides accountability through an annual report and yearly accounts and, as is done in the Netherlands, these are audited by an independent accountant and approved in an auditor's report. These documents are published on the international website.



Chapter 2

OUR WORK FOR CHILDREN

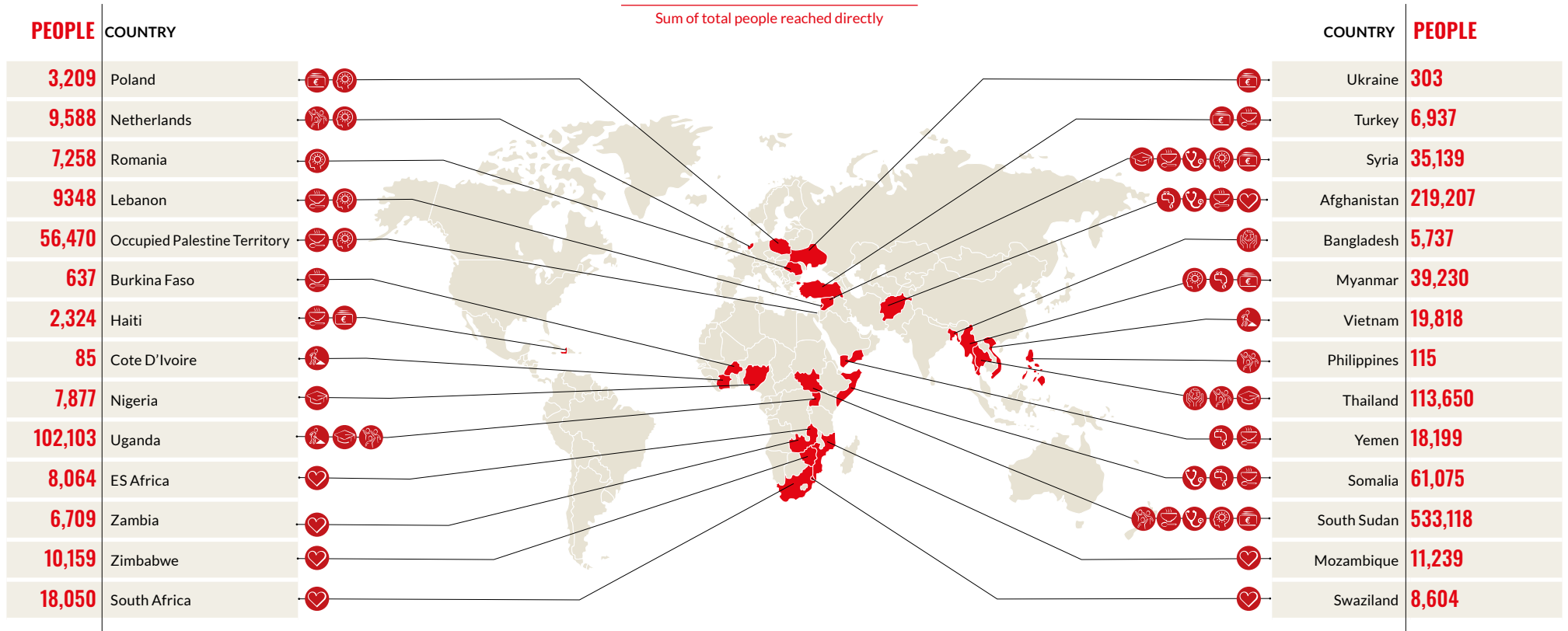
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In a refugee camp in North-East Syria, Masa and her children received a winter kit from Save the Children. Now they have blankets and clothes to keep warm.



1,314,252

Sum of total people reached directly



Food
Security
and
Nutrition
(FSN)



(Adolescent)
Sexual and
Reproductive
Health and
Rights (ASRRH)



Environmental
Sustainability
and Climate
Change
(ESCC)



Mental
Health and
Psychosocial
Support
(MHPSS)



Youth
Empowerment
(YE)



Education



Child Labour



Cash
Assistance)



Water,
Sanitation
and Hygiene
(WASH)



Health



1,314,252

TOTAL PEOPLE
reached directly



744,064

HUMANITARIAN:
people reached directly



570,188

DEVELOPMENT;
people reached directly

2.1

CHILDREN IN ACUTE CRISES

**744,064****HUMANITARIAN:**
people reached directly

Humanitarian needs have surged dramatically due to conflict, climate change and economic collapse, resulting in nearly 300 million people requiring assistance in 2024 – a 270% increase in a decade. One in five children live in or flee conflict, facing severe protection risks such as violence, exploitation and death. Nearly all affected children experience lasting psychological distress. In 2024, Save the Children continued to provide humanitarian support in areas with urgent needs, both in acute and protracted circumstances, aiming to meet immediate lifesaving needs and build resilience. Furthermore, in 2024 efforts were made to strengthen cooperation between civil society and international legal mechanisms to address accountability for grave crimes against children.



Our humanitarian impact worldwide

In 2024, Save the Children provided humanitarian support in 17 countries including Gaza, Afghanistan, South Sudan, Yemen, Myanmar, Syria and Egypt, reaching a total of 320,057 people. In Myanmar, as part of the Dutch Relief Alliance (DRA), we collaborated with Ar Yone Oo Social Development Organization to support nearly 8,000 individuals in 15 villages with cash and protection services. This included case management support for nearly 200 children affected by the conflict, who were referred to appropriate service providers within healthcare and education.

In Afghanistan, with funding from the European Union and in partnership with Just for Afghan Capacity and Knowledge (JACK), we established three health facilities across Nangarhar and Kunar provinces. These were equipped with delivery rooms and WASH facilities and are fully operational. A total

of 115,221 primary healthcare consultations were performed and 18,151 children under the age of five received treatment for malaria, diarrhoea and acute respiratory infections.

In 2024, we contributed \$399K.000 to the Save the Children Global Humanitarian Fund. Save the Children International allocated USD 58.9 million within an average of three days to 71 countries to address immediate life-saving needs, anticipate crises and support our localisation agenda. More information on the use of [the SCI humanitarian funds can be found here](#).

Humanitarian impact lobby and advocacy

Save the Children strengthened its efforts to establish an accountability hub for children in The Hague. Our strategic location in the city known for international peace and justice, alongside the presence of key global

courts, offers significant opportunities to advocate for child rights within international justice frameworks. To enhance accountability for grave violations affecting children, we foster collaboration and exchange among civil society actors, academia and international accountability mechanisms in The Hague. In November, we organised a meeting of high-level experts from international NGOs, the International Criminal Court, the UN Committee on the Rights of the Child, Leiden University, the International Institute of Social Studies, and various governments. Drawing on the diverse range of experiences and expertise, we explored ways to advance children's rights internationally and strengthen accountability mechanisms in The Hague.

In Gaza, including input from our local partners was crucial in our efforts to advocate for humanitarian aid access and safety for our aid workers there. Together with the Dutch Relief Alliance, we trained and supported our local partners to strengthen their humanitarian negotiation skills and diplomacy. We also developed key messages for the Dutch government to address the humanitarian crisis in Gaza. Furthermore, we organised two policy roundtables with the Humanitarian Knowledge Platform Kuno.

We had monthly meetings at the Dutch Ministry of Foreign Affairs, to update them on the situation in Gaza, in addition to sharing bi-monthly updates. We also had three meetings on Afghanistan over the course of the year and shared two extra updates, as well as three briefings on Ukraine.

In May, the director of the Save the Children Afghan Country office visited the Netherlands and met with the Ministry of Foreign Affairs, partner organisations and led a Kuno learning session, which resulted in the approval of a project proposal.

2024 Ended with us providing input for a resolution passed by the Dutch Parliament to establish an ambassador for children in conflict areas.



Jean Paul (3) - who previously had cholera - learns how to wash his hands at his home in a camp for displaced people in Burundi

Noor's Story

Since the start of the war in Gaza, nine-year-old Noor had been experiencing continuous fear and shyness, especially after her family had to relocate from Beit Hanoun to Deir al-Balah and then to Rafah due to repeated Israeli bombings. When her mother attended a group counselling session, she asked if Noor could enrol in activities provided by the Teacher Creativity Centre, as she was worried about her.

When Noor joined the group counselling sessions, specialist Jamal Abu Mustafa noticed that she was reluctant to express herself and showed signs of stress, including fear and shyness. During the discussion about fear, Noor seemed hesitant to talk about her feelings.

Noor was encouraged to participate in the art therapy and group games activities. Over time, she began to speak more about her fears, particularly how the sound of explosions brought back negative memories of the family's repeated displacement. The specialist noted that Noor had developed coping mechanisms such as clasp her hands together when she felt scared, to give her a sense of security.

After several sessions, Noor started to express her feelings more, and her interest in drawing and colouring developed. Her mother noted that Noor's behaviour improved significantly after attending the group counselling sessions. Noor began to talk more openly about her feelings with her family and was able to form new friendships with other children in the group counselling sessions. Despite the ongoing conflict, Noor's sessions were a success and have significantly enhanced her psychological and social well-being.



KUNO

Save the Children worked together with KUNO, the Dutch Platform for Humanitarian Knowledge Exchange, to organise reflection sessions on humanitarian responses in Gaza and Afghanistan. Two expert meetings were held to discuss the challenges and opportunities for humanitarian action in Gaza and the role of Dutch NGOs. Our Palestinian partners in Gaza participated online, enabling us to have rich discussions on the needs and priorities in addressing the humanitarian crisis and how to mobilise political support for these efforts.

SHO

In the event of major disasters, 11 relief organisations in the Netherlands collaborate under the name Giro555 / Samenwerkende Hulporganisaties (SHO). In 2024 Save the Children implemented humanitarian responses in Ukraine and Syria and Turkey with SHO funding.



In Gaza, 17,500 children participated in psychosocial support activities organised by our partners Juzoor and the Teacher Creativity Centre. These activities included drawing, music, physical games, and the provision of recreational materials such as paper, colours, balls and ropes. The goal was to improve cooperation and peaceful interactions among children, enhance

their motivation to play, promote positive attitudes toward others, and build positive expectations for the future. Additionally, the sessions aimed to raise awareness about self-protection and the protection of peers. The recreational activities were designed to bring joy, provide stress relief, and improve the well-being of the children.



CHILDREN ON THE MOVE

In March 2024, we paid a working visit to Egypt to gain a better understanding of the risks faced by children on the move. This visit garnered additional attention due to the European Union's recent migration agreement with the Egyptian authorities. We subsequently shared our observations with relevant media outlets including NOS. In April, we were invited to participate in a round table expert meeting for the Dutch House of Representatives Committee on Asylum and Migration, where we presented our recommendations on migration cooperation.

In the summer, we concluded a project with the Dutch embassy which provided additional support to Sudanese refugees arriving in the south of Egypt. The project included a study on the risks children face on their journey between Sudan and Egypt. We hope to be able to replicate this study in other areas where Save the Children works with child refugees and where the EU seeks cooperation, such as Lebanon and the Western Balkans.

Save the Children participates twice a year in consultations with the Special Envoy for Migration of the Dutch Ministry of Foreign Affairs.



Children from Myanmar in a camp in Bangladesh. Save the Children's MPCAC is where they make friends by playing football

CHILDREN AND THE CLIMATE CRISIS

**67,892**

PEOPLE REACHED

**6**

projects

**2**

countries

The climate crisis is reshaping our world at an unprecedented pace, with profound and far-reaching consequences for children's rights and their futures. While children bear the least responsibility for climate change, they are disproportionately affected by its impacts. From extreme weather events to food insecurity and displacement, the climate crisis threatens their health, education and safety. We recognise that integrating a comprehensive climate perspective into our work is not just a priority – it is an imperative. In 2024, we intensified our efforts to address the escalating climate challenges facing vulnerable communities worldwide, ensuring that children remain at the heart of our programming, advocacy and operational strategies.



Our climate impact in the Netherlands

Hot & Happening: Child Climate Champions reversing Climate Change

Running from August 2024 to January 2026, the Hot & Happening project seeks to enhance children's direct involvement in climate and environmental decision-making.

The initiative aims to increase their meaningful participation in decision-making processes at local, national and European levels. The project promotes children's engagement alongside community members and decision-makers across five European countries, including the Netherlands and the EU headquarters in Brussels.



© Guido Hansman

Our climate impact worldwide

CINTALAM Project: Empowering Youth-Led Climate Action in Southern Thailand

The CINTALAM project aims to empower civil society organisations so they can support youth-led climate action in the provinces of Pattani, Yala, Narathiwat, and Songkhla in southern Thailand. This region is particularly vulnerable to climate change, with increased storms, typhoons and monsoons disrupting infrastructure, health and agriculture. Children and youth are among the most affected. CINTALAM adopts a gender-conscious approach, addressing existing inequalities that limit women's participation in climate action. The project offers civil society organisations training in technical and management skills, enabling them to better support youth-led initiatives.

South Sudan Joint Response (SSJR): Building Resilience in Crisis

The South Sudan Joint Response (SSJR) programme addresses the urgent humanitarian needs of a country where 75% of the population require aid due to displacement, food insecurity and violence. We participate in a consortium of organisations working to provide immediate relief while building long-term resilience against climate change and other challenges. The programme supports child-led Disaster Risk Reduction (DRR) activities, by establishing DRR clubs in schools to ensure that children take the lead in the DRR activities. We also established community DRR Committees in consultation with community leadership structures to ensure ownership. These committees and clubs have been trained and now raise awareness on climate change, early warning, and disaster preparedness to enable the communities to respond to climate-induced shocks, thereby reducing impact and building disaster resilience. We have also trained farmers on climate smart agricultural production.

Climate impact of our Lobby and Advocacy

We share knowledge and build partnerships with key humanitarian platforms and international climate adaptation networks. Together we amplify our impact and promote collective action. In November, we provided support to the People's Hub, which served as a venue for young climate activists to meet and share experiences and ideas during the session presented to the International Court of Justice by the Pacific Islands Students Fighting Climate Change.



© Janus van den Eijnden

Examples of our achievements

Hot & Happening:
The aim is to increase children and young people's knowledge and awareness of climate issues through interactive sessions, guest speakers, field visits and games. Approximately 1,450 persons will participate in sessions and events throughout the programme.

Children will create action plans with recommendations on how to address effects of climate change and then implement the best plans. Children will advocate for the recommendations at local, national and EU level, lobbying decision-makers. We also aim to reach 40,000 persons indirectly via various media channels.

2.4

FOOD & NUTRITION SECURITY


546,442

PEOPLE REACHED


15

projects


17

countries

Food and nutrition security are core components of our humanitarian and development programming. Enabling food and nutrition security is essential for maintaining the well-being of the population, particularly for children, as it helps to ensure dietary diversity, physical growth, improved educational outcomes, and economic prosperity.

We provide emergency assistance and long-term development programmes to strengthen food security, livelihoods and resilience in areas affected by conflict, climate change, and natural disasters, in countries including South Sudan, Uganda, Bangladesh and Burkina Faso.

We address both immediate and long-term nutrition solutions. In the short term, we provide treatment for malnourished children in clinics, offer lifesaving support, and improve children's diets to prevent malnutrition. For long-term solutions, we engage



© Action Against Hunger

with local authorities and communities to align health and food systems with nutritional needs. We build the capacity of local actors to enhance nutrition and food security interventions, advocate for their right to food security, and support the development of nutrition and food security policies at all government levels to ensure the sustainability of our interventions.

Our added value lies in establishing conditions that enable children to develop and reach their full potential, leveraging our expertise in implementing interventions that reduce wasting and stunting, and fostering effective collaboration with local and national authorities to embed the results of our efforts.

Food and nutrition impact worldwide

2024 Marked the fourth year of the Right2Grow (R2G) programme. We consolidated capacity building in local CSOs and strengthened advocacy tasks based on budget monitoring, expenditure tracking for WASH and nutrition services at community level. Collaborating with partners in six countries, we urged governments to strengthen their nutrition commitments for the 2025 Nutrition4Growth summit. In countries including Uganda and Bangladesh, this led to constructive dialogues with the Prime Minister's Office and Ministries of Health and Agriculture, where R2G partners came up with concrete recommendations for new multi-year commitments.

In Bangladesh, we launched the Child Profile Estimates and Costing Module tool at national and local level, and trained partners to use the tool at community level. Using the tool for nutritional screening enabled us to start identifying budgets required for improving nutrition services.

In Burkina Faso, we coordinate the consortium of partners, perform advocacy through RESONUT, and provide support to local CSOs in implementing budget monitoring and expenditure tracking (BMET) for annual nutrition budgets. Despite security challenges in project areas, collaboration with local partners enables us to maintain access and continue activities; we support lobbying and advocacy efforts by using mobile journalism to collect evidence and play a political and strategic role in encouraging a multisector approach to nutrition.

In South Sudan, ongoing changes, driven by conflict, drought and flooding, have hampered or delayed activities. Nonetheless, in 2024, we led efforts at national level to conduct dialogues between government and local representatives. South Sudan's official National Nutrition Policy was completed

based on input from Right2Grow partners and will be launched in early 2025. Support for the WASH Caucus progressed, particularly in terms of legislation and involving parliamentarians, resulting in a 500% increase in the WASH budget.

The Humanitarian Development Peace nexus project (part of the Dutch Relief Alliance, DRA) in South Sudan made progress, establishing several committees, farmer groups and cooperative marketing, which will allow for improved livelihoods, food security and climate smart agriculture. The project includes training on farming techniques and crop diversification, community-led seed banks,

community tool-sharing, rotating savings and credit associations, vocational training and business support, and awareness of good feeding practices.

Most of the DRA projects (in Gaza, Haiti, Myanmar, South Sudan, Sudan and Yemen) include a food security component, which consists of supplying inputs for local agriculture production and/or livelihood support in the form of cash for the worst affected households and communities. Other DRA and European Commission on Humanitarian Aid (ECHO) projects focus on prevention and treatment of malnutrition (Afghanistan, South Sudan).



2.5

MENTAL HEALTH AND PSYCHO-SOCIAL SUPPORT



89,778

PEOPLE REACHED



14

projects



13

countries

TeamUp (TU) enhances the psychosocial well-being of children aged 6-17 by offering structured TU play and movement activities to 13,500 children during the project period.

All project activities are aimed at improving the quality of the reception and asylum system for refugee children, accompanied or unaccompanied. TU is available to all children and supports them in coping with distressing experiences. Children who need more help are referred through COA (the Central Agency for the Reception of Asylum Seekers) to specialised services.

Integrating Mental Health and Psychosocial Support (MHPSS) into our programmes enhances the well-being, coping abilities and mental health of both children and adults. This integration improves their capacity to manage stress, solve problems, improve relationships, regain focus, develop and thrive. As children and adults become more self-sufficient, they can better engage with and benefit from our programmes.



Framework

Save the Children bases its work on the Socio Ecological Framework, which considers children within the context of their families, communities and wider society. This framework recognises the role each layer plays in mitigating risk, promoting protection and supporting the healthy development and well-being of children.

Our goal is to assist children affected by conflict and crises both internationally and within the Netherlands. We also focus on children at higher risk of social exclusion due to the vulnerable contexts in which they live. These situations can be very stressful. Save the Children provides programmes for children

“The person who invented TeamUp did this so that children can be together. We also do our own TeamUp ourselves, which is why we are so close together and that is why we do everything together. Whatever happens, we forgive each other and continue.”

Syrian girl, 11 years old

and caregivers that contribute to their resilience in managing difficult situations and emotions, while also enhancing their self-confidence, social connectedness and overall well-being. International and Dutch programmes complement and enhance each other through the lessons learned.

MHPSS impact in the Netherlands

TeamUp@School

In 2024, TeamUp reached a total of 8,862 children: 6,081 in reception centres and 2,781 at school. An impact evaluation found that TeamUp promotes children's social connectedness and awareness. The report concludes that through sports and game activities, children learn to make friends, resolve conflicts constructively and interact positively with peers from different cultures. These skills help them to better understand others and cope with their challenging living conditions in the reception centres. Additionally, a process evaluation assessed the quality of TeamUp's implementation in reception centres with the aim of supporting decision-making and programme development.

In September 2024 we started to extend TeamUp@School to regular primary and secondary education, beyond newcomers' education. We began with a pilot project in Leidschendam, involving primary schoolchildren in one neighbourhood and one secondary school. Early 2024 saw the start of a train-the-trainer trajectory to train dedicated trainers within schools, enabling scalability and ensuring the quality and continuity of TeamUp in the Dutch education system. A total of 2,781 children participated in TeamUp@School.

We co-founded and chaired the MHPSS Community of Practice in the Netherlands. This community includes representatives from NGOs, government bodies and research institutes working on MHPSS internationally, who collaborate to share exchange their knowledge and experiences.



TeamUp reached a total of

8,862

CHILDREN



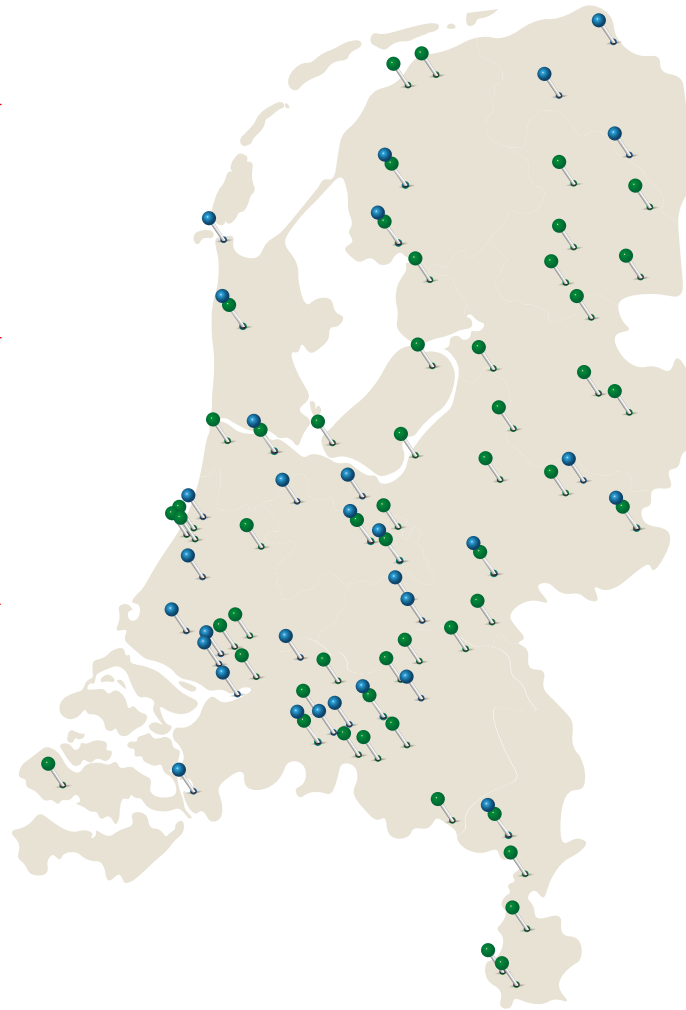
2,781

reached via TeamUp at school



6,081

reached via TeamUp at shelter locations



Locations TeamUp at Shelter Locations

- | | |
|----------------------|-----------------|
| • Almelo | • Leersum |
| • Almere | • Leeuwarden |
| • Amsterdam | • Leusden |
| • Apeldoorn | • Luttelgeest |
| • Arnhem | • Maastricht |
| • Assen | • Middelburg |
| • Baexem | • Nijmegen |
| • Balk | • Noordwijk |
| • Bodegraven | • Oegstgeest |
| • Budel | • Oirschot |
| • Burgum | • Oisterwijk |
| • Cadier en Keer | • Oosterhout |
| • Dronten | • Oss |
| • Echt | • Rosmalen |
| • Eindhoven | • Rotterdam |
| • Emmen | • 's Gravendeel |
| • Gilze | • Schalkhaar |
| • Grave | • Sneek |
| • Hardenberg | • Sweikhuizen |
| • Harderwijk | • Ter Appel |
| • Heerhugowaard | • Waalwijk |
| • Helmond | • Winterswijk |
| • Hengelo | • Zeist |
| • Hoogeveen | • Zutphen |
| • Katwijk | • Zwelloo |
| • Krimpen a/d IJssel | • Zwolle |

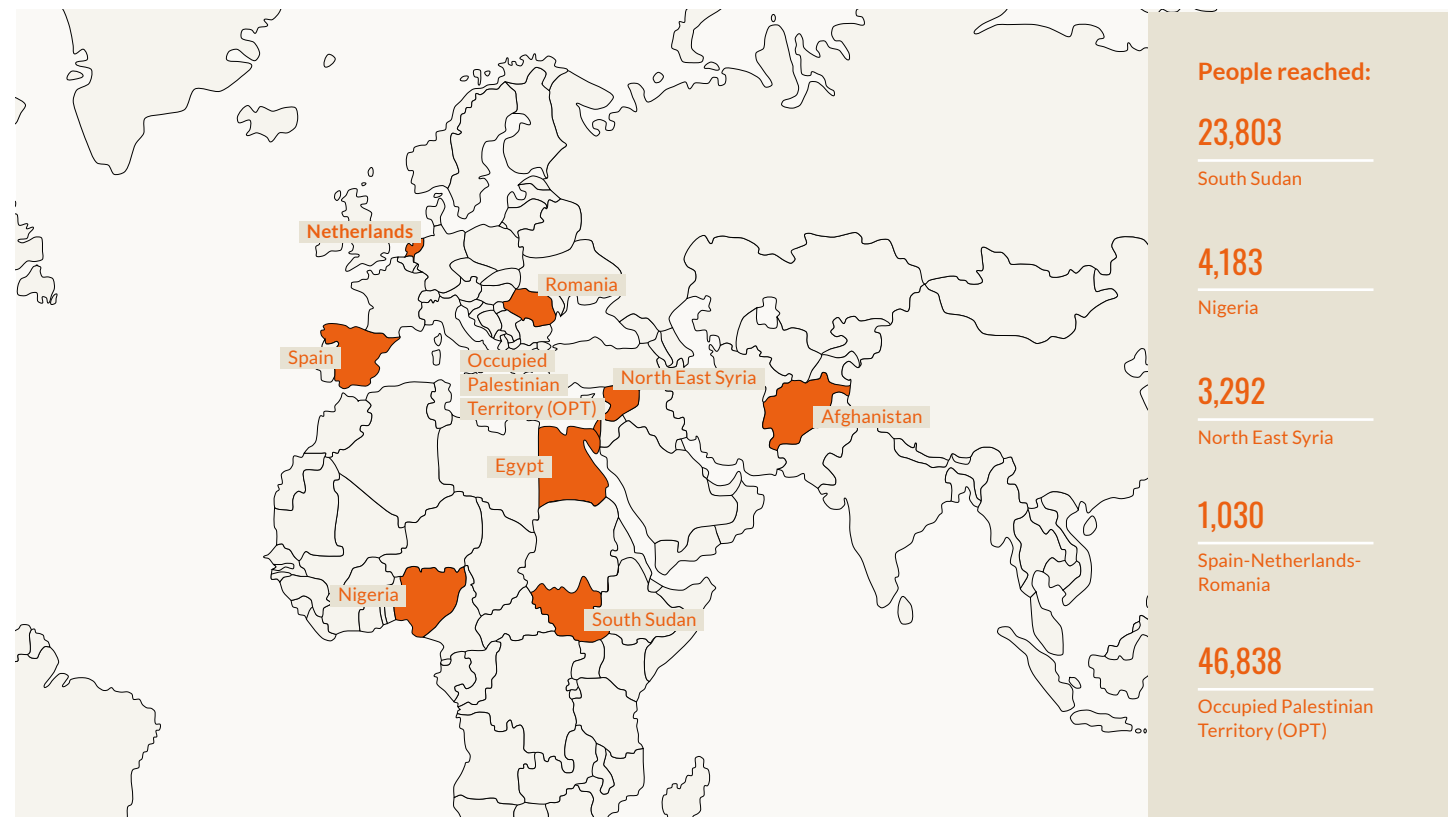


Locations TeamUp at School

- | | |
|------------------|-------------------|
| • Amsterdam | • Lochem |
| • Arnhem | • Maasdam |
| • Baexem | • Maassluis |
| • Balk | • Mijdrecht |
| • Bergen op Zoom | • Noordwijkerhout |
| • Bussum | • Oisterwijk |
| • Culemborg | • Schiedam |
| • Delfzijl | • Sneek |
| • Den Helder | • Stadskanaal |
| • Eelde | • Tiel |
| • Gilze | • Tilburg |
| • Goirle | • Veghel |
| • Gorinchem | • Vlaardingen |
| • Groningen | • Winterswijk |
| • Haarlem | • Zeist |
| • Heerhugowaard | • Zoetermeer |
| • Leersum | |

MHPSS impact worldwide

Save the Children took part in a Mental Health Psychosocial Support (MHPSS) panel at the International Conference on Children's Rights, organised by the Government of Belgium, UNICEF and Plan. We informed policymakers about MHPSS and shared international approaches to support children and families.



In these countries we provide MHPSS:

EGYPT

TeamUp, Healing and Education through the Arts (HEART).

NIGERIA

Basic counselling, referral to Save the Children psychologists through Child Help Desks. Safe Families common approach. Teacher training on Child Protection (CP) and MHPSS.

SOUTH SUDAN

Peer-to-peer support for teachers, Social and Emotional Learning (SEL), Psychological First Aid (PFA); Child Friendly Spaces (CFS), HEART facilitators; TeamUp.

OCCUPIED PALESTINIAN TERRITORY (OPT)

(OPT): Staff care, Psychosocial support (PSS) awareness and training.

NORTH EAST SYRIA

Child and Youth clubs, Life Skills Plus Programme for caregivers and adolescents, HEART, I Support My Friends, vocational training for adolescents, Child Protection Case Management, Safe Families for caregivers and adolescents, Caregiver support sessions.

AFGHANISTAN

Education in Emergencies (EiE) Interventions, train teachers on (Social and Emotional Learning (SEL), Psychological First Aid (PFA), Teacher Well-being, Safe Identification and Referral (SIR); Psycho-Social) PS support, Thinking Healthy and Building Brains Approach at healthcare services.

SPAIN-ROMANIA-NETHERLANDS

MHPSS programming through Nationale Nederlanden.

Lobby and Advocacy impact on MHPSS

Our lobbying and advocacy efforts for MHPSS focus on persuading stakeholders to prioritise MHPSS in all themes, interventions and programmes targeting children affected by crises and conflict. Our goal is to improve the quality and expand the reach of our MHPSS service delivery.

“Before TeamUp I played a lot on my phone and slept badly, and I had no social contacts. In TeamUp I learned to make new friends. I can stay outside my room more and I am not always on my phone.”

14-year-old boy from Iraq

To achieve this, we undertook the following:

- We participated in the Working Group Kind in AZC (Children in Asylum Seekers' Centres) and the Kinderrechtencollectief (Coalition for Children's Rights) to advocate for better living conditions for children in asylum seekers' centres and emergency asylum shelters. We provided input to politicians, engaged with the Central Agency for the Reception of Asylum Seekers (COA), and urged the Ministry of Justice and Security and the Ministry of Asylum and Migration to provide structural MHPSS for displaced Ukrainian children.
- In February, we organised a visit by Volt Member of parliament Marieke Koekoek to observe a TeamUp activity at an emergency asylum shelter in Rotterdam.
- In April, we attended a mental health meet-up organised by the Ministry of Public Health, Science and Sports, where we highlighted the challenges that children with a migration background face in accessing MHPSS services.

- In April, we attended a briefing on MHPSS in Gaza at the Dutch Ministry of Foreign Affairs, where our report Trapped and Scarred was discussed.
- In May, at the World Health Assembly in Geneva, we co-hosted a side event with the Dutch and Ukrainian Permanent Missions to the UN on the MHPSS resolution for emergencies. The World Health Assembly subsequently adopted the resolution. In September, we held our annual TeamUp Day, which was attended by 90 participants from partner organisations, ministries, expert and advocacy groups.
- In summer 2024, at the request of the Research Council for Security (OVV), we provided input on children's living conditions in shelters.
- In September, we launched a petition calling for better living conditions, including structural MHPSS, for children in emergency shelter locations, garnering over 17,000 signatures.
- In October 2024, together with the working group Kind in AZC, we published a report on the MHPSS accessibility across all levels of the pyramid for children in asylum shelter locations. The report was presented to a diverse group of stakeholders and has since been used as a reference by policymakers and health experts.
- We contributed to the drafting of resolutions in Parliament concerning children residing in asylum shelters. In September and October, two resolutions were passed, calling upon the Minister to improve the living conditions for these children and ensure their access to educational and healthcare facilities by the year's end.
- Since its inception, we have been an active participant in the global Inter-Agency Standing Committee (IASC) MHPSS Advocacy Working Group. This group strives to improve the effectiveness of collective humanitarian advocacy efforts. The IASC is the longest-standing and highest-level humanitarian coordination forum within the United Nations system.

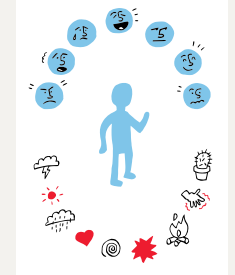
A visit of Marieke Koekoek at an emergency asylum shelter in Rotterdam





MHPSS reports

A 2024 impact evaluation of TeamUp in asylum seekers' reception centres revealed that the programme promotes children's social connectedness and awareness. Through the TeamUp sports and game activities, children learn to make friends, resolve conflicts constructively and interact positively with other children from different cultures. These skills contribute to their ability to understand others and cope with their challenging living conditions in the reception centres. [The impact evaluation report](#) was presented to evaluation practitioners and donors at the European Evaluation Society 2024 in Rimini during two workshops and was well received by the 50 attendees. In addition, an article detailing the impact evaluation results was submitted to an academic journal and is expected to be published in 2025.



Support, Structure and Stability

[This report](#) by Save the Children intern Marjolein van der Kuil, based on information collected by the Working Group Kind in AZC and with input from children and professionals from shelters, examines the organisation of care for children in asylum reception. The study involved interviews with 51 network partners. All interviewed professionals highlighted the importance of structure and stability for children's development, noting that these elements are lacking in asylum reception. Marjolein van der Kuil presented her research findings at workshops, conferences and panels, prompting discussions about the implementation of her recommendations.



SEXUAL REPRODUCTION HEALTH AND RIGHTS



64,150

PEOPLE REACHED



4

projects



4

countries

In many low- and middle-income countries in which we work, adolescent sexuality is often highly stigmatised due to prevalent social norms, leaving adolescents with inadequate support systems to navigate this complex period of life. Adolescents lack access to comprehensive information about their bodies, health, sexuality and rights. When adolescents do seek health services they are often treated with disrespect and stigmatised. Adolescents often lack the power, agency, and means in their relationships, homes, and communities to stand up for their own health and rights.

Due to prevalent gender inequitable norms and values, adolescent girls in particular are rarely the decision-makers about their own bodies and life choices. Therefore, many girls do not know how and/or do not have the means to manage their menstruation in a hygienic, healthy and dignified fashion, and adolescents are vulnerable to early, coerced, and forced sex, child, early and forced marriage (CEFM), and other forms of sexual- and gender-based violence (SGBV).



Sharon Dube, a 21-year-old student at Mbhokojweni High School in Eswatini, faced tremendous stigma and discrimination after being diagnosed HIV positive, as a result of which she experienced extreme mental distress and attempted suicide. Sharon's mother often used derogatory language towards her, making her feel unwanted and vulnerable. Sharon's mother also disowned her, contributing to her feelings of depression and hopelessness.

The Comprehensive Sexual Education sessions at Sharon's school addressed the stigma and discrimination faced by people living with HIV. Sharon shared her struggles with one of the facilitators, who encouraged her to seek psychosocial support and to work on repairing her strained relationship with her mother. Sharon credits the sessions and the ongoing support for empowering her to manage her condition, deal with discrimination at all levels, and approach life with positivity and hope.

Our SRHR impact worldwide

In 2024 Save the Children Netherlands implemented two key multi-annual regional programs on adolescent SRHR: the Adolescent in Transition in West Africa (ATWA) program in the Sahel region, and the SRHR/HIV Knows No Border (KNB) program in the Southern African region.

The Adolescent in Transition in West Africa (ATWA) program, which ran from December 2019 to March 2024, was funded by the Dutch Ministry of Foreign Affairs through its embassy in Niger. It provided culturally-adapted sexuality education to very young and older adolescents, and improved adolescents' access to SRH services in the Liptako Gourma area of Mali, Niger and Burkina Faso. The region is characterized by conservative attitudes towards adolescents' SRHR, and puberty and emergent sexuality are shrouded in secrecy for many adolescents.

The program was implemented through intensive stakeholder engagement and partnerships at all levels, including the Ministries of Education and Health and decentralized services, community partners (such as school management committees, traditional and religious leaders, adolescents), and with eight local NGOs, two research agencies, and two social enterprises. Three major events occurred in the program period: the Covid-19 crisis, the security crisis, and military coups in all three countries. Despite the profound impact of these events on program implementation, the program was able to reach its goals to: 1) Improve sexual and reproductive health and rights and gender equality knowledge, intent, and behaviors among adolescents; and 2) Health facilities offer quality adolescent responsive SRH services that are used by adolescent girls and boys.

Program strategies included: SRH education in primary and secondary schools by teachers; peer education; menstrual hygiene management promotion (including i.a. the construction and rehabilitation of latrines and water points, and the production and distribution of reusable sanitary pads by local manufacturers); group-based SRH activities for out of school adolescents; community engagement; improving SRH services for adolescents, and; developing adolescent-competency among health service providers. SRH service use by adolescents increased in all three countries. In Mali by 39% from 2021 to 2023; in Burkina Faso by 11% from 2021 to 2023; and in Niger by 43% from 2022 to 2023.

A final external evaluation measured significant increases on indicators assessing adolescents' SRHR knowledge, attitudes and beliefs, self-efficacy, and behavioral intentions. The evaluation and lessons learned in the program were presented to SRHR specialists in an expert meeting organized by the Ministry of Foreign Affairs.

More details can be found in [ATWA's evaluation brief](#)



**KEY ACHIEVEMENTS,
(ATWA) PROGRAM:**

539,084

adolescents that
received SRH education

2,405

SCHOOLS
involved



9,283

TEACHERS

trained and supported
with advice, support,
and supervision

564

MENTORS

trained and supported
with advice, support,
and supervision



2,600

HEALTH WORKERS

trained and provided
with supportive
supervision on youth
friendly SRH services

510

health centers
included



Improving SRHR rights

We co-implement the SRHR-HIV 'Knows No Borders' (KNB) programme together with the International Organization for Migration (IOM) in six Southern African countries: Eswatini, Malawi, Mozambique, South Africa, Zambia and Zimbabwe. Funded by the Netherlands Ministry of Foreign Trade and Development Cooperation, through the Dutch embassy in Mozambique, the objective of the programme is to improve sexual and reproductive health and rights (SRHR) and HIV outcomes for vulnerable young people aged 10 to 29, including migrants and sex workers in migration-affected communities. Many of these populations face barriers to accessing youth-friendly SRHR and HIV information and services due to stigma, discrimination and financial constraints. Migrants' vulnerabilities are exacerbated because they often lack support systems.

The programme is designed to contribute to three pathways: promoting healthy choices, increasing access to SRHR-HIV/GBV/support services, and creating an enabling legal and policy environment for SRHR-HIV/GBV services. The programme focuses on ensuring that the target groups:

- Practise safe sexual behaviours and have greater autonomy over their HIV and SRHR choices.
- Gain increased access to and use of quality SRHR-HIV and support services.
- Benefit from progressive changes in socio-cultural norms, policy reforms and implementation that address their SRHR-HIV rights and needs.

In 2024 Change Agents provided 77,410 individuals with SRHR education, including education on sexuality, HIV/AIDS, STIs, pregnancy and contraception in all the countries except Malawi, where IOM is implementing the programme.

The programme trained and supported service providers who offered responsive SRHR-HIV, SGBV, and related services. In total, 8,442 young vulnerable individuals, migrants and sex workers accessed essential SRHR and HIV services, including contraception, STI screening, HIV testing, psychosocial support and other social services. In addition, 207 people received training in entrepreneurship, financial literacy and vocational skills.

To foster an enabling environment, 725 policymakers, community leaders, religious figures and traditional leaders at national and regional levels were sensitised on migration, SRHR and SGBV and how these affect adolescents and youth most impacted by exclusion and discrimination.

The KNB consortium collaborated with six local partner organisations and various ministries and decentralised services, including health, education, youth/social affairs, home affairs, immigration and police, National Aids Councils, traditional and religious leaders, UN agencies (UNFPA, UN Women, UNHCR) and the University of Witwatersrand.



KEY ACHIEVEMENTS (KNB) PROGRAM:

6



COUNTRIES: Eswatini, Malawi, Mozambique, South Africa, Zambia and Zimbabwe.

77,410

individuals with SRHR education, including education on sexuality, HIV/AIDS, STIs, pregnancy and contraception

8,442

young vulnerable individuals supported with service

207

people received training in entrepreneurship, financial literacy and vocational skills.

725

policymakers, community leaders, religious figures and traditional leaders were sensitised

2.7 Key Performance Indicators

KPI	Target for 2024	Achievement in 2024	Description
DOMESTIC PROGRAMME			
Funding secured for domestic projects till 2027	€7m	€7m	All funding requested is secured for 2025 - 2027
Beneficiaries reached	8,000	9,482	This includes 6,081 children in asylum centres, 2,781 children in schools, 620 youth participating in the Speaking Minds programme.
INTERNATIONAL PROGRAMME			
Funding secured for institutional projects	€22.6m	€48.3m	Despite donors reducing their budgets for international assistance, Save the Children was able to exceed its fundraising target for international programmes.
Proposal success rate	25%	72%	Of all project proposals developed and submitted to donors, 72% ended up being awarded funding.
% of needed co-financing covered by restricted funding	70%	71%	Some donors require Save the Children to co-finance the projects we implement. We managed to cover 71% of the co-financing requirements through restricted funding, while 29% was derived from unrestricted resource (e.g. monthly donations by the Dutch public).
Locally led implementation budget	25%	21%	Save the Children partnered with 85 local actors in 48% of our projects. The budget allocated to these partners was 29.9% of the total budget, exceeding our Grand Bargain commitment. The proportion of our total budget (including projects not implemented with partners) shared with local partners was 21%.
Locally led capacity strengthening	3%	2.4%	2.4% of the budget available for international programming was used to strengthen the capacities of local partner organisations.
Beneficiaries reached	1,500,000	1,314,252	The total beneficiaries reached included 746,440 children.
LOBBY AND ADVOCACY			
Thought Leadership MHPSS workplan	100%	100%	The plan for MHPSS was developed and implemented as intended.
Thought Leadership Youth Empowerment workplan	100%	Not applicable	Our activities on youth empowerment were incorporated in our MHPSS and Climate plans. Hence, no separate plan was developed for youth empowerment.
Thought Leadership Children and the Climate Crisis workplan	100%	30%	Our plan for Children and the Climate Crisis was delayed due to lack of internal capacity. This plan will be finalised and implemented in 2025.



PROJECT LISTS

Chimau (13) lives with her family on a farm in Zambia, but drought has hit them hard and food is scarce. She ate only one meal a day and felt too tired and weak to go to school. Save the Children delivered nutritious food to her family, enabling Chimau to return to school.

3.1 International Programmes - Humanitarian Programmes

COUNTRY	PROJECT DESCRIPTION	DONOR	DURATION	BUDGET
Afghanistan	Afghanistan Herat Earthquakes 2023	Trusts and Foundations	1 November 2023 to 31 March 2024	€ 200,000
Afghanistan	Emergency health, nutrition, education, and child protection response in high need areas of Afghanistan	ECHO - European Civil Protection and Humanitarian Aid Operations (European Commission)	1 May 2022 to 30 April 2024	€ 12,077,632
Afghanistan	DRA joint response 2024-2026	Cordaid Nederland	1 January 2024 to 31 December 2026	€ 4,147,021
Afghanistan	Afghanistan HIP-2024	ECHO - European Civil Protection and Humanitarian Aid Operations (European Commission)	1 July 2024 to 30 June 2026	€ 5,000,000
Afghanistan	Afghanistan HIP-2024 match award	Nederlandse Postcode Loterij	1 July 2024 to 31 December 2024	€ 93,132
Egypt	TeamUp Egypt and Master Trainer	Weeshuis der Doopsgezinden	1 November 2023 to 31 October 2024	€ 100,000
Egypt	Protective environment and strengthened capacity to provide meaningful multi-sectoral support for refugees, asylum-seekers and vulnerable migrants	Royal Netherlands Embassy Egypt	15 August 2024 to 14 February 2026	€ 1,500,000
Global	Save the Children Netherlands 2024 contribution to the global Humanitarian Fund (SCI's main source of humanitarian flexible funding)	Actual Expenditure 2024	1 January 2024 to 31 December 2024	€ 389,624
Global	Dutch MFA contribution to START network 2019-2023	MFA Netherlands	1 October 2019 to 31 December 2023	€ 13,845,908
Global	Humanitarian Advocacy for Children	Nederlandse Postcode Loterij	1 January 2024 to 31 December 2024	€ 385,587
Global	TeamUp Global trajectories	Save the Children Internal funds	1 August 2024 to 30 September 2025	€ 16,581
Global	ERC 2024 - Strengthening Humanitarian Access for Children in Conflict	ECHO - European Civil Protection and Humanitarian Aid Operations (European Commission)	15 October 2024 to 14 June 2026	€ 700,000
Global	TeamUp Global training trajectories	Save the Children Internal funds	6 September 2023 to 30 June 2025	€ 46,501
Haiti	DRA Haiti AJR 2024	Stichting Tearfund Nederland	29 April 2024 to 28 October 2024	€ 480,435
Lebanon	Child protection response 2023	Trusts and Foundations	1 October 2023 to 31 January 2024	€ 200,000
Lebanon	Response to Escalations in South Lebanon	Trusts and Foundations	1 April 2024 to 30 September 2024	€ 300,000
Lebanon	Response to Escalations in Conflict	Trusts and Foundations	1 November 2024 to 30 April 2025	€ 300,000
Myanmar	Myanmar Cyclone Mocha Acute Joint Response 2023	CARE Nederland	26 May 2023 to 25 January 2024	€ 480,507
Myanmar	DRA Myanmar 2024	Stichting Tearfund Nederland	7 June 2024 to 6 December 2024	€ 483,587
Nigeria	ECHO HIP-2024 Nigeria	ECHO - European Civil Protection and Humanitarian Aid Operations (European Commission)	1 May 2024 to 30 April 2026	€ 900,000
Nigeria	ECHO HIP-2024 Nigeria Match Award	SC Netherlands various donors Restricted	1 May 2024 to 30 April 2026	€ 25,000
Occupied Palestine Territory	Acute Joint Resonse for Gaza Crisis 2023	WarChild Netherlands	14 October 2023 to 13 October 2024	€ 1,283,946
Occupied Palestine Territory	Nomow; nurturing Development for children in the oPt	Bernard van Leer Foundation	20 December 2024 to 30 June 2025	€ 200,000
Poland	Together in Action for Ukraine Regional Response - Poland	SHO	28 February 2022 to 28 February 2025	€ 3,028,129
Romania	Together in Action for Ukraine Regional Response - Romania	SHO	1 January 2024 to 30 June 2024	€ 187,291
Somalia	Somalia flooding Acute Joint Response 2023	Oxfam Novib	19 December 2023 to 18 June 2024	€ 480,150
South Sudan	Integrated Health and nutrition support in Abyei Special Administrative Area (ECHO HIP 2023)	ECHO - European Civil Protection and Humanitarian Aid Operations (European Commission)	1 April 2023 to 31 March 2025	€ 3,783,784
South Sudan	Whiteflag Pilot	SC Netherlands various donors Restricted	1 May 2023 to 31 May 2024	€ 35,000

South Sudan	South Sudan DRA Joint Response 2024-2026	Stichting Red een Kind	1 January 2024 to 31 December 2026	€ 3,277,354
Sudan	Sudan Crisis Acute Joint Response 2023	Plan International Nederland	13 June 2023 to 12 February 2024	€ 435,717
Sudan	DRA Sudan Crisis 2024	Plan International Nederland	7 July 2024 to 31 January 2025	€ 480,598
Syria	Earthquake Response 2023 - Syria	SHO	7 February 2023 to 6 February 2025	€ 4,752,938
Syria	MHPSS in North Easy Syria: Phase 2	Institutional donor	1 January 2024 to 31 December 2025	€ 1,250,000
Thailand	THA NO ECHO HIP 2022 - DP and CP in the Deep South	ECHO - European Civil Protection and Humanitarian Aid Operations (European Commission)	1 July 2022 to 30 June 2024	€ 1,081,081
The Caribbean Netherlands	TeamUp Caribbean	UNICEF Nederland	1 August 2024 to 31 December 2025	€ 147,575
Turkey	Earthquake Response 2023 - Turkey	SHO	7 February 2023 to 6 February 2025	€ 4,947,403
Uganda	INCLUDE III Uganda: INnovative and inCLUusive accelerated eDucation programme for refugee and host community children - phase 3	ECHO - European Civil Protection and Humanitarian Aid Operations (European Commission)	1 March 2023 to 28 February 2025	€ 5,000,000
Ukraine	Together in Action for Ukraine - Ukraine	SHO	28 February 2022 to 28 February 2025	€ 7,159,031
Yemen	Design of Information Management Platform	SC Netherlands various donors Restricted	6 November 2023 to 30 April 2024	€ 7,400
Yemen	Yemen DRA Joint Response 2024-2026	CARE Nederland	1 January 2024 to 31 December 2026	€ 3,139,772

3.2 International Programmes - Development Programmes

COUNTRY	PROJECT DESCRIPTION	DONOR	DURATION	BUDGET
Afghanistan	Security and Rule of Law 2024 -2026	MFA Netherlands, RNE Afghanistan	1 December 2024 to 1 December 2026	€ 7,500,000
Bangladesh	Power of Voices Right2Grow Alliance: enhance capacity of CSOs and local communities to claim their rights and access to WASH services and the right Nutrition in Bangladesh	Stichting The Hunger Project	1 January 2021 to 31 December 2025	€ 360,468
Bangladesh	Strengthening Women's Organization Capacity for Championing Women's Rights	Royal Netherlands Embassy Bangladesh	1 October 2023 to 30 September 2027	€ 2,000,000
Bangladesh	People's Adaptation Plans for Inclusive Climate Smart Cities	Global Center on Adaptation	15 June 2024 to 14 June 2025	€ 250,000
Burkina Faso	Power of Voices Right2Grow Alliance: enhance capacity of CSOs and local communities to claim their rights and access to WASH services and the right Nutrition in Burkina Faso	Stichting The Hunger Project	1 January 2021 to 31 December 2025	€ 1,602,852
Burkina Faso	Adolescent Transition in West Africa (ATWA): Sexual Reproductive Health Rights programme in Burkina Faso	Royal Netherlands Embassy Mali	1 December 2019 to 31 March 2024	€ 7,444,695
Cote D'Ivoire	Work: No Child's Business: programme to contribute to ending all forms of child labour by 2025 in Cote D'Ivoire	Stichting Hivos	1 July 2019 to 31 December 2024	€ 1,896,764
Eswatini	HIV SRHR KNOWS NO BORDERS!	IOM - International Organisation for Migration	1 May 2024 to 31 December 2026	€ 429,701
Global	Work: No Child's Business: programme to contribute to ending all forms of child labour by 2025 - Global	Stichting Hivos	1 July 2019 to 31 December 2024	€ 1,800,596
Global	Power of Voices Right2Grow Alliance: enhance capacity of CSOs and local communities to claim their rights and access to WASH services and the right Nutrition - global	Stichting The Hunger Project	1 January 2021 to 31 December 2025	€ 1,997,986
Global	Adolescent Transition in West Africa (ATWA): Sexual Reproductive Health Rights programme - Global	Royal Netherlands Embassy Mali	1 December 2019 to 31 March 2024	€ 1,547,069

Global	Improving mental health and psychosocial well being - main award	NN Group	15 August 2024 to 31 October 2025	€ 82,722
Global	STEPS Cards	Bernard van Leer Foundation	16 December 2024 to 31 December 2025	€ 96,000
India	Work: No Child's Business: programme to contribute to ending all forms of child labour by 2025 in India	Stichting Hivos	1 July 2019 to 31 December 2024	€ 2,207,970
India	New Horizons PLUS	GSRD Foundation	1 June 2022 to 31 May 2024	€ 150,000
Jordan	Work: No Child's Business: programme to contribute to ending all forms of child labour by 2025 in Jordan	Stichting Hivos	1 July 2019 to 31 December 2024	€ 1,654,064
Mali	Work: No Child's Business: programme to contribute to ending all forms of child labour by 2025 in Mali	Stichting Hivos	1 July 2019 to 31 December 2024	€ 1,746,090
Mali	Adolescent Transition in West Africa (ATWA): Sexual Reproductive Health Rights programme in Mali	Royal Netherlands Embassy Mali	1 December 2019 to 31 March 2024	€ 11,429,411
Mozambique	HIV SRHR KNOWS NO BORDERS! Phase 2: HIV and SRH rights for young vulnerable people (YVP) including migrants and sex workers living in migration affected communities in Southern Africa – Mozambique	IOM - International Organisation for Migration	1 January 2021 to 31 December 2026	€ 1,366,910
Netherlands	Improving Mental Health and Psycho-social Wellbeing	NN Group	1 September 2024 to 31 December 2025	€ 137,500
Niger	Adolescent Transition in West Africa (ATWA): Sexual Reproductive Health Rights programme in Niger	Royal Netherlands Embassy Mali	1 December 2019 to 31 March 2024	€ 6,578,825
Nigeria	Education and Youth Empowerment in North West Nigeria	Plan International Ireland	1 July 2024 to 30 June 2027	€ 3,962,617
Philippines	Supporting an Enabling Atmosphere for Children and Youth Network for peace building Goals (SENANG)	EU Foreign Policy Instruments	1 January 2023 to 31 December 2025	€ 277,586
Philippines	Healthy Start in Life for Premature and Low Birth Weight Babies	Philips Electronics	1 September 2024 to 30 November 2026	€ 506,480
Romania	Improving Mental Health and Psychosocial Wellbeing	NN Group	15 July 2024 to 31 October 2025	€ 339,724
South Africa	HIV SRHR KNOWS NO BORDERS! Phase 2: HIV and SRH rights for young vulnerable people (YVP) including migrants and sex workers living in migration affected communities in Southern Africa – South Africa	IOM - International Organisation for Migration	1 January 2021 to 31 December 2026	€ 1,052,886
South Sudan	Power of Voices Right2Grow Alliance: enhance capacity of CSOs and local communities to claim their rights and access to WASH services and the right Nutrition in South Sudan	Stichting The Hunger Project	1 January 2021 to 31 December 2025	€ 3,684,968
South Sudan	Community Driven Rural Development (CDRD)	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)	1 December 2023 to 30 September 2024	€ 350,000
South Sudan	Building Resilient Communities: Empowering South Sudan for Peace and Prosperity: Lead component	INTPA - International Partnerships (European Commission)	1 February 2024 to 31 January 2027	€ 4,550,934
South Sudan	Building Resilient Communities: Empowering South Sudan for Peace and Prosperity: program component	INTPA - International Partnerships (European Commission)	1 February 2024 to 31 January 2027	€ 1,749,066
Southern Africa (regional)	HIV SRHR KNOWS NO BORDERS! Phase 2: HIV and SRH rights for young vulnerable people (YVP) including migrants and sex workers living in migration affected communities in Southern Africa – Regional	IOM - International Organisation for Migration	1 January 2021 to 31 December 2026	€ 1,934,908
Spain	Improving Mental Health and Psychosocial Wellbeing	NN Group	15 July 2024 to 31 October 2025	€ 220,053
Swaziland	HIV SRHR KNOWS NO BORDERS! Phase 2: HIV and SRH rights for young vulnerable people (YVP) including migrants and sex workers living in migration affected communities in Southern Africa – Eswatini	IOM - International Organisation for Migration	1 January 2021 to 31 December 2026	€ 875,916

Thailand	Support to encamped Myanmar refugees	Humanity and Inclusion	1 January 2023 to 31 December 2025	€ 321,271
Thailand	Basic Education Support towards Transition (BEST) - Phase VI	INTPA - International Partnerships (European Commission)	1 March 2023 to 28 February 2026	€ 3,333,333
Thailand	Supporting an Enabling Atmosphere for Children and Youth Network for peace building Goals (SENANG)	EU Foreign Policy Instruments	1 January 2023 to 31 December 2025	€ 833,524
Thailand	Creating an INclusive and TrAnsformative youth- Led climate Action Movement (CINTALAM)	INTPA - International Partnerships (European Commission)	1 February 2024 to 31 January 2027	€ 900,000
Uganda	Work: No Child's Business: programme to contribute to ending all forms of child labour by 2025 in Uganda	Stichting Hivos	1 July 2019 to 31 December 2024	€ 1,412,749
Uganda	Response to Increased Environmental Degradation and Promotion of Alternative Energy Sources in Refugee Hosting Districts (RED)	INTPA - International Partnerships (European Commission)	4 January 2021 to 31 December 2024	€ 6,000,000
Vietnam	Work: No Child's Business: programme to contribute to ending all forms of child labour by 2025 in Vietnam	Stichting Hivos	1 July 2019 to 31 December 2024	€ 1,755,679
Yemen	Juvenile Justice	Nederlandse Postcode Loterij	1 February 2024 to 31 July 2025	€ 500,000
Zambia	HIV SRHR KNOWS NO BORDERS! Phase 2: HIV and SRH rights for young vulnerable people (YVP) including migrants and sex workers living in migration affected communities in Southern Africa – Zambia	IOM - International Organisation for Migration	1 January 2021 to 31 December 2026	€ 819,380
Zimbabwe	HIV SRHR KNOWS NO BORDERS! Phase 2: HIV and SRH rights for young vulnerable people (YVP) including migrants and sex workers living in migration affected communities in Southern Africa – Zimbabwe	IOM - International Organisation for Migration	1 October 2023 to 31 December 2026	€ 350,000

3.3 National Programmes

COUNTRY	PROJECT DESCRIPTION	DONOR	DURATION	BUDGET
Netherlands	Speaking Minds (general support)	VSB	1 sep 2022 - 31 aug 2025	€ 150,000
Netherlands	Speaking Minds (general support)	Fonds 21	1 sep 2023 - 31 aug 2024	€ 100,000
Netherlands	Speaking Minds (general support)	Fonds 21	1 sep 2024 - 31 aug 2025	€ 80,000
Netherlands	Speaking Minds - trajectories	Municipalities	1 jun 2023 - 31 aug 2024	€ 262,025
Netherlands	Speaking Minds	Various donors	1 sept 2024 - 31 dec 2025	€ 54,000
Netherlands	Speaking Minds - trajectories	Municipalities	1 sept 2024 - 31 dec 2025	€ 300,000
Netherlands	Hot & Happening	Directorate-General for Justice and Consumers of the European Commission	1 aug 2024 - 31 jan 2026	€ 131,737
Netherlands	Regeerakkoord in Kindertaal	Dutch Ministry of Health, Welfare and Sport	1 sept 2024 - 30 nov 2024	€ 39,825
Netherlands	Research Project: 'getting out of debt earlier: what works?'	ZonMW	1 may 2020 - 30 apr 2024	€ 37,972
Netherlands	TU reception centers: Children on the move for better wellbeing	Ministry of Social Affairs and Employment	1 jan 2022 - 31 dec 2024	€ 4,817,172
Netherlands	TU reception centers: AMIF co-funding	Ministry of Justice and Security	1 jan 2022 - 31 dec 2024	€ 535,241
Netherlands	TU reception centers: Additional budget to cover ineligible costs	Ministry of Justice and Security	1 jan 2022 - 31 dec 2024	€ 460,180
Netherlands	TU at School V	Various donors	1 sep 2023 - 31 aug 2024	€ 487,243
Netherlands	TU at School VI - trajectories	Schools	1 sept 2024 - 31 dec 2025	€ 112,000
Netherlands	TU at School VI	Nationale Nederlanden	1 sept 2024 - 31 dec 2025	€ 137,500
Netherlands	TU at School VI	Various Donors	1 sept 2024 - 31 dec 2025	566,500

Chapter 4

OUR PARTNERSHIPS AND RESOURCES

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Cihan (11) from Turkey is hearing impaired and lost his home in the 2023 earthquakes. His mother could not afford the cochlear implants needed. Save the Children provided the implants. Now Cihan communicates better than ever.



4.1 Institutional Donors and Partnerships

Institutional Fundraising

In 2024, institutional fundraising secured over €46 million in new funding for international programming, supporting more than 20 new humanitarian and

development projects across Africa, the Middle East, and Asia. These funds, sourced from Dutch ministries and embassies, the Dutch Relief Alliance (DRA), and the European Union, have enabled us to deliver impactful humanitarian and development programmes in partnership with local and international actors strengthening resilience and improving outcomes for children.



€46m

**INSTITUTIONAL
FUNDRAISING**

Dutch Ministry of Foreign Affairs (MFA)

Collaboration with Dutch embassies expanded our presence in the Middle East, securing new funding for Afghanistan, Egypt, and Syria. In Afghanistan, €7.5 million was allocated to promote stability and strengthen essential services for returnees, nomadic populations, and host communities in remote provinces, reaching over 102,000 children and caregivers. In Egypt, €1.5 million was dedicated to enhancing protection, mental health services, education in emergencies, and basic services for forcibly displaced Sudanese people and host communities. Meanwhile, €1.2 million in funding for Northeast Syria will provide psychosocial support to children and caregivers affected by armed conflict.

MFA's Department for Social Development has been a long-standing strategic partner of our five-year nutrition programme, Right2Grow, which aims to reduce chronic malnutrition by advocating for stronger policies and budget transparency at the local level. In its final year, the project marked key achievements, including the launch of the Child Profile Estimates and Costing Model

tool, which enabled local and regional governments in Bangladesh to increase budgets for child nutrition, water, sanitation, and hygiene (WASH). Similarly, in Burkina Faso, civil society organisations used this tool to track and influence budget expenditures at the commune level. Advocacy efforts supported by the programme also led to a four-fold increase in WASH funding for 2024/2025 in South Sudan.

Five-year funding from MFA's Department for Sustainable Economic Development has played a crucial role in tackling the root causes of child labor in Ivory Coast, Jordan, Mali, Uganda, and Vietnam. In its final year, the Work: No Child's Business programme received an additional €600,000 for a responsible phase out and to achieve key results of the project's public-private partnerships, resulting in the inclusion of children's rights in the newly adopted EU Corporate Sustainability Due Diligence Directive, which now requires companies to assess human rights and environmental risks across their value chains, reinforcing efforts to prevent child labour.

Dutch Relief Alliance

Since 2015, Save the Children has been a key member of the Dutch Relief Alliance (DRA), a coalition of 14 humanitarian organizations working together to save lives, alleviate suffering, restore dignity, and build resilience. Funded by and in partnership with the MFA Department for Stabilization and Humanitarian Aid, the DRA has enabled us to channel more than €14.5 million toward responding to major global crises, launching new interventions in Haiti, Myanmar, and Sudan while continuing operations in Gaza, South Sudan, Afghanistan, and Yemen. In Gaza, over 40,000 internally displaced persons received multi-purpose cash assistance, winterization and hygiene kits, protection services, and mental health and psychosocial support. Efforts to strengthen localization within the DRA framework also progressed, with increased funding directed to local partners and equitable cost recovery mechanisms.





European Union

The European Union remains a key partner in delivering both lifesaving humanitarian aid and long-term development cooperation, with new funding of €20.7 million secured in 2024.

The Directorate General for European Civil Protection and Humanitarian Aid Operations (DG ECHO) contributed a total of €8.4 million to our critical emergency response programmes. In Afghanistan, €5 million of this funding facilitated primary healthcare and acute malnutrition treatment, and integrated child protection, WASH and psychosocial support through mobile health teams, reaching 85,000 children and caregivers. In South Sudan, €1.2 million in funding ensured access to primary healthcare and malnutrition treatment for nearly 21,000 children. In Nigeria, crisis-affected children and adolescents, including those with disabilities and out-of-school teenage mothers, were enrolled in an accelerated learning programme to catch up and continue their education even in emergencies. In Thailand, Save the Children and its local partners continued efforts to integrate disaster preparedness and child protection, reducing risks and minimising harm to children during emergencies. Committed to building knowledge within the humanitarian sector, in partnership with the Centre on Armed Groups and Fight for Humanity, we have launched a research initiative to examine barriers to humanitarian access, their impact on children in armed conflict, and best practices. The findings will inform policy and legal advocacy to enhance humanitarian access and ensure lifesaving assistance reaches affected populations during conflicts.

EU development funds have contributed over €12.3 million to our work through the Directorate General for International Partnerships (DG INTPA), the EU Trust Fund for Africa, and the Service for Foreign Policy Instruments. More than €6 million has been

dedicated to address the root causes of conflict in South Sudan while fostering good governance and trust between communities, building sustainable economies, and improving basic services. Our new €4 million project in Nigeria will empower marginalised youth by developing social and life skills and creating green job opportunities for resilient, prosperous communities. EU funding has also facilitated community initiatives to prevent environmental degradation in Uganda's refugee-hosting districts. With EU support, we have been able to strengthen youth-led climate action in Thailand and the Philippines, as well as provide education and protection services for refugees at the Thai-Myanmar border. The team successfully secured €1.1 million to launch a new project tackling child labour in Laos, set to begin in 2025.

International Organization for Migration (IOM)

In collaboration with the International Organization for Migration (IOM) and with funding from the Dutch Embassy in Mozambique, Save the Children advanced the second phase of the Knows No Borders programme. Implemented in Eswatini, Malawi, Mozambique, South Africa, Zambia and Zimbabwe, the programme focuses on protecting young people and migrants from HIV and related health risks, with a strong emphasis on cross-border interventions. It promotes healthy choices, improves access to services, and fosters an enabling environment by engaging Change Agents to deliver information through home visits, community dialogues, and small group sessions at youth centres. Working with Ministries of Health and local partners, the programme strengthens referral systems and delivers integrated health and psychosocial support through mobile and community-based clinics.

For our domestic programme, three-year funding from the European Asylum, Migration and Integration Fund (AMIF) through the Ministry of Social Affairs and Employment and co-funding and additional funding from the Ministry of Justice and Security enabled the continued implementation of TeamUp at reception centres across the Netherlands. TeamUp is a movement-based intervention that aims to improve the psychosocial well-being of children aged between 6 and 17. In its final year, Save the Children worked on a proposal for a follow-up project that would extend the project's duration by another three years.

Close relations with other ministries resulted in short-term projects including the publication of the new government programme (Regeerakkoord) in child-friendly language, which was commissioned by the Ministry of Health, Welfare and Sport.

Partnerships

Save the Children recognises the high potential in strengthening its partnership with the European Union for its work in the Netherlands and other countries in Europe. In 2024 we continued to work with the other European Save the Children members to improve our relations with and visibility in the European Union.

The European Union is also a key partner when it comes to strengthening our work in the Netherlands. In 2024, we secured funding from the European Commission's Directorate-General for Justice and Consumers for the Hot & Happening project. The project is implemented in the Netherlands, Sweden, Lithuania, Albania and Romania and focuses on engaging young people and policymakers around climate change at local, national and European level. The project will run until January 2027.

Strong partnerships with municipalities across the Netherlands are key to our domestic programme, and we are continuously seeking to reach out to more municipalities. This is especially the case for Speaking Minds, which focuses on supporting vocationally educated young people to engage with local policymakers around themes that impact their lives. Municipalities pay for the services of Save the Children and can choose between a regular trajectory, implemented entirely by Save the Children trainers, or a train-the-trainer trajectory, in which local youth workers are trained to become a local Speaking Minds trainer.

4.2 Private Sector Marketing, Fundraising and Partnerships

Save the Children's private sector strategy is focused largely on broadening and diversifying our base of support and engagement within Dutch society, and generating predictable, flexible and strategically aligned funding to respond quickly and appropriately around the world, wherever and however children need the most support, for short-term interventions and also lasting, structural improvements. In our external communications, we base our work – as do all Save the Children offices around the world – on global agreements and priorities mapped out in our Global Funding and Global Engagement Frameworks. Both frameworks were reviewed and updated in 2024 as part of our global Strategy Refresh.

Strategy refresh

Following the strategy refresh, we also finalised our new multi-year Private Marketing, Fundraising and Engagement strategy and operational plan for Save the Children in the Dutch market. Save the Children has grown in market maturity from a 'start up' phase (beginning most private sector fundraising activities in 2016) to a 'scale up' phase (expanding and intensifying our activities in 2020). We are now entering a 'mature' phase, which requires us to continue to nurture and grow our existing base of more than 250,000 supporters and partners, while also diversifying by investing more in giving propositions and funding streams that will continue to drive both accelerated and steady growth. Our ambitions for growth are not solely financial. Income and influence are central to our theory of change, and both are drivers of impact. We therefore also made a start on reorganising the Marketing department so it becomes fit-for-purpose to achieve the income and influence objectives that we have identified and prioritised for the next five years. This process will continue in 2025.



4.2.1. Individual donors

Following the evaluation of our two pilot campaigns, Save the Survivors and Save the Imagination in 2022 and 2023 respectively, we worked to translate the 'cross channel' and content learnings from the pilots into our core marketing and fundraising business model, while continuing to execute and optimise our direct marketing basics. We also made a one-time extra investment in Face-to-Face acquisition to ensure that we can maintain our donor base while making substantial shifts in our infrastructure and ways of working. We therefore ended the year with marginal growth in our active donor base and income from individual donors and continued but minimal growth in legacy income.

As a member of the Direct Dialogue Marketing Association (DDMA) we adhere to its codes of conduct for all major fundraising and direct marketing activities. We also maintain our Privacy guarantee quality certification and comply with the rules of the Dutch opt-out service Postfilter and the Do Not Call register.

4.2.2. Companies, Foundations & Trusts

Partnerships with companies, trusts and foundations are vital for Save the Children. The impact of these long-term – often very sustainable and innovative – partnerships can improve the lives and futures of children in different ways and through different routes than Save the Children programmes can do alone. We are proud to work with many supporters of our mission, from SMEs to multinationals, from new family foundations to banks' charity desks. Every partnership is welcome and much appreciated.

Our partners include IKEA Group, Philips, VSB Fonds, Fonds 21, NN Group, Van Leer Foundation, UNIQLO and H&M.



Our partnership with Van Leer Foundation

A grant from the Van Leer Foundation will be used to develop behavioural insights cards.

Such cards originally designed for businesses have already been used by Early Childhood Care and Development (ECCD) projects, but in the current project we will also create cards specifically designed for ECCD advocates, advisors, decision-makers and service providers to address systemic bottlenecks to delivering effective and efficient ECCD programmes. These cards will allow more of our programmes to use behavioural science understanding to redesign and optimise their ECCD systems and services.

Mental Well-being across Europe: our partnership with the NN Group

Children and young people show remarkable resilience, despite the challenges so many of them face. But they must have the opportunity to express their feelings and process traumatic experiences. Many need extra support and guidance to break the harmful cycle that is so often passed from one generation to the next. The international financial services company NN launched two new mental well-being programmes in 2024 and chose to partner with SOS Children's Villages and Save the Children for these, because both organisations run mental health programmes in countries where NN is located. We tailor our programmes to local needs in every country where we work, and these new joint programmes will reach 40,000 young people and their caregivers and teachers during 2025.

Supporting mothers and premature babies: our latest project with the Philips Foundation

Premature birth and low birth weight are major causes of infant mortality and disability. In the summer of 2024, Philips and Save the Children launched a joint two-year project in the Metro Manila area of the Philippines to improve coordination between the clinics where women give birth to premature babies and their patients. Mothers often disappear from the health system after giving birth, making it impossible to monitor the development of their babies, a problem not only found in the Philippines. Philips ultrasound technology is being used, and Save the Children is working closely with several clinics and local government in the target area to ensure the project has a lasting impact.

4.2.3. National Postcode Lottery

We are very proud of our long-lasting partnership with the Dutch Postcode Lottery, part of the Postcode Lottery Group. They have been supporting Save the Children since 2002 and as we are one of their multi-year partners we receive an annual contribution of €900,000. The partnership with the Dutch Postcode Lottery is built on mutual trust and communication, and a strong joint vision on doing good: in our case it is about improving the lives of many children. This annual contribution is unearmarked, evidence of the Lottery's trust in our organisation and our expertise on children's rights.

In 2024, we received additional funding from the Dutch Postcode Lottery to assist children in conflict areas. This unexpected but very welcome grant of € 800,000 enabled us to extend support to many children affected by global crises. We used the contribution to support projects in Afghanistan, the Middle East and North Africa region, and to strengthen our national and international advocacy work, which places children's rights at the core of our activities. Additionally, we were honoured to be invited as the keynote speaker at the Lottery's annual partner day, where we presented our brand transformation story.

The achievements of the Dutch Postcode Lottery are made possible by the contribution of its participants. Their involvement enables the Postcode Lottery to support numerous charitable organisations. We extend our sincere thanks to all participants for their invaluable support.

4.3 Withdrawal from SHO

In 2024, Save the Children withdrew from the Samenwerkende Hulporganisaties/Giro555 coalition (SHO). The decision was taken after three years of discussion with the coalition partners about changing the SHO statutes. The SHO governance agreement conflicts

with the global Save the Children Association's governance agreement to collectively centralise our fundraising for humanitarian crises via our global Humanitarian Fund.

We started discussions by exploring the model used by the UK Disasters Emergency Committee (DEC, the UK equivalent of Giro555) and proposed this approach to the SHO board. The DEC model allows participants to continue non-campaign related activities and 'co-brand' coalition fundraising activities via their existing channels and instruments. Without this type of agreement, Save the Children Netherlands would not be able to participate in fundraising for our global Humanitarian Fund. This fund is established as an innovative and transformational global mechanism to pool resources (in terms of income and costs) and allow for fast and flexible deployment of resources to local staff and partners in affected communities. The structure of this fund is also essential to achieving localisation ambitions of Save the Children and the broader humanitarian and development sectors.

Our wish was to continue to participate in project-restricted fundraising for specific humanitarian crises alongside raising flexible funding for less visible humanitarian crises. Unfortunately, we were unable to convince SHO to make the changes to its governance agreement that would have been necessary to introduce the new model. We deeply regret our departure from the coalition but believe this is in the best interest for our work with and for children, given our specific role and the value added we provide in our field of operation and that of our peers.

We remain committed to supporting our colleagues in the SHO coalition so that every campaign is a success and achieves as much collective impact as possible.

At the time of our SHO withdrawal we still participated in two active actions: 'Together in action for Ukraine' and 'Support to earthquake victims'. We will continue to implement these actions until the actions are officially closed.

FINANCIAL SHO REPORT	UKRAINE ACTION		EARTHQUAKE RESPONSE	
Amounts in the tables are based on actual receipts and expenditures	2024	TO YEAR END 2024	2024	TO YEAR END 2024
Income				
Public donations ("giro 555")	7.393	13.222.682	414.290	10.114.631
Interest	0	0	0	0
Total Income	7.393	13.222.682	414.290	10.114.631
Cost of preparation and coordination				
ICR	-518	-925.588	-29.000	-708.024
Total available for activities	6.875	12.297.094	385.290	9.406.607
Expense				
Local expense				
- Support through implementing partners	0	0	0	0
- Support through international umbrella organisation	456.344	12.294.691	4.050.150	8.333.566
- Support directly through the participant	0	0	0	0
Total expense	456.344	12.294.691	4.050.150	8.333.566

4.4 Key Performance Indicators: Our Position in Dutch Society

KPI DESCRIPTION	BASELINE	STATUS	GOAL	RESULT
Share of voice (vs. four benchmarks) on focus theme's	No baseline available, as reporting instrument is still being developed	Reporting formats in development	By the end of 2024, SCNL is able to measure and manage our share of voice on key themes and media moments.	Partial success: We have set up the tools to measure our share of voice across social media, and by theme. We have set up data and reporting architecture to measure share of voice across paid and owned media, but not by theme, and reporting is not yet automated. This step will be completed in 2025.
Number of active supporters	End of 2023 estimate: 239,000 financial supporters 220,000 non-financial supporters		By the end of 2024, STC has grown its financial supporter base by 10% and its non-financial supporter base by 20%	We did not achieve this goal. Our financial supporter base grew by 5% (12,000 new donors) and our non-financial supporter base grew by 6% (14,000 new supporters). We concluded in 2024 that existing marketing and fundraising tactics will only deliver marginal growth, and that other tactics are needed to accelerate income and impact for children. These have been incorporated into the new multi-annual Marketing strategy.
Change in brand 'familiarity'	2022 IPSOS Measurement: 17% of those who have heard of STC know it 'very well' or 'somewhat' well	Currently only available in (semi)-annual tracker, always-on tracker will be introduced in 2024	By the end of 2024 'familiarity' has grown to at least 25%	Always-on tracker was developed in 2024 and will go live January 2025. According to IPSOS measurement, our familiarity only grew from 17% to 18% in 2025. A new brand strategy has been developed and will be implemented in 2025.
Reach x frequency / Monthly Owned-Earned - Paid - Shared media (OEPS)	No baseline available, as reporting instrument still being developed	Reporting formats in development	In 2024, STC reaches an average of 90% of the Dutch public 12x per month	At the time of this annual report, we lack sufficient information for complete reporting. However, the estimated total earned media reach was over 2 billion 'opportunities to see' / potential impressions, valued at approx. €4.6 million. Further refining and implementing of these KPIs will continue in 2025.



Chapter 5

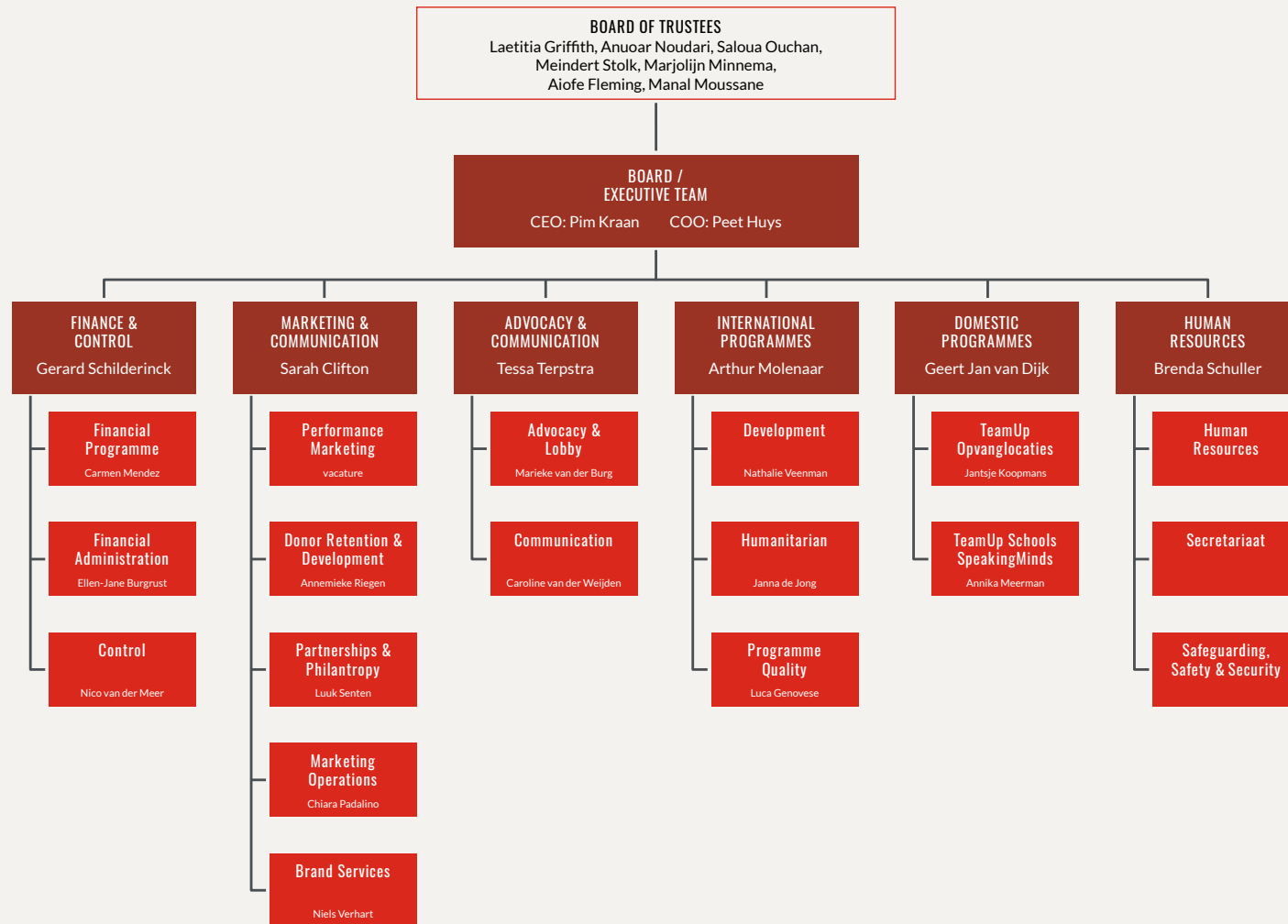
OUR INTERNAL RESOURCES AND ORGANISATION

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The combination of climate change and rising sea levels with the cutting down of mangroves for firewood and digging mud near the shore to build houses has caused flood threats for Alfred's (15) village in Sierra Leone. Save the Children helped the community to protect the village. Now Alfred feels safer and can once again enjoy spending time with his best friends.



5.1 Organogram



5.2 Human Resources

2024 Was an eventful year for our organisation. Geopolitical developments had an impact on staff, but fortunately did not diminish their enthusiasm for work. This is crucial because we need to future-proof our organisation, ensuring it has a strong foundation to continue operating stably in the long term. In response to the new financial reality and our long-term global agreements on localisation, we tightened up results and operations this year.

As of December 31, 2024, we had 160 employees (143,37 FTE). Given developments, we decided not to renew several fixed-term contracts and let go of these employees. In comparison, at year-end 2023, the organisation had 166 employees (148.89 FTE).

Absenteeism in 2024 was 7.7%. We did not achieve the 6% norm because several employees had long-term illnesses. This is expected to decrease again in 2025.



HR team

Understaffing of the HR team was relegated to the past with the arrival of an HR officer and an HR manager, meaning that we now have a full-strength team.

During 2024, the team reorganised the basic HR documentation. All personal employee files were inventoried; missing documents were completed or updated according to retention schedule guidelines. Furthermore, time was devoted to ordering all absenteeism data, allowing for better absenteeism management. The system was cleaned up, and absentee data is now kept up to date so that departmental reports are readily available.

Pay rise and adjustment to the 36-hour work week

Save the Children Netherlands's job structure complies with the collective labour agreement for state employees (CAO Rijk) for remuneration. At the beginning of the year, we were confronted with a salary increase of 8.5%, plus an increase of €50 for each step on the pay scale. This represented an unexpectedly high cost, especially since it had to be implemented right at the start of a new collective bargaining agreement. To maintain the health and stability of the organisation, we were forced to propose a reduction in working hours in addition to the pay rise. The reduction in working hours was accepted unanimously, a clear expression of the feeling of solidarity among all employees, for which they are to be congratulated.

New ADP leave registration

In late 2024, we prepared to switch to a new leave registration system starting January 1, 2025. We will use the ADP system, which we already use for payroll processing. The ADP system allows for more flexible leave (hours per day instead of days) and work patterns on a four-week basis. Individual work patterns were entered into the system, and balances from previous years converted and added. This increased flexibility is intended to enhance our appeal as an employer.

Preparations for updating the job structure

In 2025 we intend to update all employee job profiles in accordance with the functions as they are currently performed. In anticipation of this process, the HR advisors made an inventory of all filled job positions, the relationship between various positions, and whether the team leader job profile needs to be made more general or specific. The managers of all departments were asked for their views on how best to update the functions within the existing job structure.

Marketing department

The Marketing department was redesigned in 2024. To support this process, which involved layoffs, HR assisted the manager, team leaders and staff with the creation of a redundancy plan and a redeployment plan.

Recruitment and selection for new positions started in late December and will continue through 2025.

Team Leaders

The new HR manager convened a joint meeting where all team leaders got together for the first time and got to know each other better. Experiences were shared and challenges in being a team leader were discussed. Training wishes were also inventoried. This resulted in the design and offering of a Leadership training program that will be rolled out in 2025.

5.3 Communications

Thought Leadership

Thought Leadership will be central to our communications starting in 2025. Preparatory work in 2024 identified children's rights as the primary theme, reflecting Save the Children's role in founding and monitoring the UN Convention on the Rights of the Child. Our Thought Leadership 'theme house' will focus on sub-themes important to stakeholders, sharing knowledge, offering innovative insights, and putting them into practice. This will position us as a reliable, guiding partner. The themes will be identified, elaborated and integrated into our communication strategy in January 2025.

Brand support and public relations

In 2024, we received tremendous support from the cultural sector. The pop group 'Goldband' and 'PIP Den Haag club' also used their musical talent to raise money for our Children's Emergency Relief Fund, contributing a total of €100,000 through their campaign 'Het Glazen Hok', which generated significant media attention.

Through the initiative 'Photography for Good', photographers successfully raised funds on two occasions for Save the Children by offering a special collection of photographs for sale. In total, 'Photography for Good' generated €32,716 in support of our cause.

The singer Claude was one of this year's Ambassadors of Freedom. He created a short documentary for the National Committee for 4 and 5 May, about his time in an asylum seekers' centre in the Netherlands. As part of this project, he visited our TeamUp programme which offers sports and play activities to support migrant children.



Our ambassador, journalist and TV presenter Nadia Moussaid, visited our office in Egypt, where she spoke with Palestinian refugees who had fled Gaza. Nadia shared their stories with the Dutch public on the talk show Bar LaaT. We also posted videos of their experiences on our social media channels.

Rock band KANE handed over a check for €250,000 for our Children's Emergency Fund (Kindernoodfonds), which included all proceeds from their song 'War Ends Today', which was specially written for Save the Children.





Publicity stunts

To generate more free media attention and raise the public's awareness about important aspects of Save the Children's work, we organised several publicity stunts.

Amsterdam, Dam Square:

Ten red suitcases symbolised and highlighted the devastating impact of natural disasters and violence on children.

Amsterdam, Schiphol Airport: Fourteen colleagues carried red display signs with messages like 'Flights out of Gaza cancelled' to draw travellers' attention during the summer holiday peak.

The Hague, Dutch Parliament:

Speaking out about the consequences of the shelter crisis and the impact it has on children every day, we stood with a big banner proclaiming 'Don't be surprised'. In the run-up to the Parliamentary debate on the agreement for the newly elected coalition, we wanted to get the message across that no children should be left homeless.





More publicity stunts

- Amersfoort, 'De Koperhorst care home':**
 To celebrate 100 years of Children's Rights, we brought young children to join the elderly residents where they talked about children's rights, played children's rights bingo and shared a special children's rights cake.
- The Hague, Christmas Market:**
 In December we erected a Save the Children Christmas tree, decorated with empty plates. To draw attention to the millions of children in the world suffering from hunger, Her Royal Highness Princess Viktória de Bourbon de Parme, together with local primary school children, symbolically filled the empty plates at the launch of our fundraising campaign.



Joining forces

To ensure as much news and social media attention as possible for our messages, we also teamed up with other organisations on several occasions.

- Together with eleven Dutch aid and human rights organisations, we raised the alarm about the famine in Gaza. We banged wooden spoons against pots across from the Dutch Parliament, making sure the Council of Ministers could hear us loud and clear.
- On International Humanitarian Aid Day, we honoured aid workers who had lost their lives in Gaza by placing 287 roses and a memorial wreath opposite the Prime Minister's office in The Hague.
- On October 13, we co-organised a 'Stop the Violence in Gaza' demonstration on Dam Square in Amsterdam with seven other organisations. Our ambassador, Nadia Moussaid, was among the speakers at the event.
- We also joined with eight humanitarian organisations to highlight one of the largest and most overlooked crises of our time, projecting the message #KeepEyesOnSudan onto the facade of the Stedelijk Museum in Amsterdam.

Donor gatherings

We hosted two donor gatherings at our office in The Hague, welcoming donors from all over the country. We offered them a behind-the-scenes tour so they could learn about our work and meet Save the Children staff. The reactions were very positive, one visitor commented, 'This day made it really clear to me how important your work is, and you radiate your passion for it'.

Internal communications

Effective internal communication helps to align goals, prevent misunderstandings, and foster cooperation in the workplace. In 2024, we set ourselves the challenge of preparing for the imminent changes, worldwide and in the Netherlands.

In the Netherlands, these economic changes required us to make adjustments in response to:

- the rate of growth of our net private fundraising;
- salary increases;
- prospect of cuts in the development aid budget.

A comprehensive process was initiated to anticipate future developments with the objective of achieving the same impact for children at a reduced cost. This involved a strategic refresh and the downsizing of our international programmes. The result was a 10% reduction in our workforce, primarily achieved

through natural attrition and the reallocation of functions and tasks. Concurrently, the Marketing department began updating the marketing strategy.

Staff members were informed of the planned measures and their personal implications through various channels. These included management announcements, departmental meetings, personal conversations, organisation-wide meetings, internal newsletters, and frequent consultations with the Works Council. Internal communication, facilitated by HR, was conducted as transparently and clearly as possible.



5.4 Corporate Social Responsibility

2024 Was a turbulent and challenging year for Save the Children Netherlands. The Corporate Social Responsibility (CSR) team also went through unexpected changes, which delayed some activities. Despite these challenges, we made progress on our CSR objectives and can look back on a stable year overall.

It was three years since we implemented a target ceiling for flights and introduced limitations on train travel to a maximum of 12 hours. An important new development in 2024 was the decision that all staff should prioritise train travel, and this contributed significantly to reducing our CO2 emissions.

The societal and governance aspects of CSR are fully embedded within the organisation and are integrated into its ISO9001 certification, ensuring alignment with broader quality and responsibility standards.

Progress of the identified objectives and activities:

ACTIVITY	KPI	2022	2023	2024
REDUCE CO2 EMISSIONS RESPONSIBLE PURCHASING POLICY REDUCTION IN ENERGY CONSUMPTION				
Fewer international air flights per FTE	10% reduction per year	# flights per FTE = 0.47, an increase of > 1146% compared to 2021. This was due to resumption of travel after the COVID-19 lockdowns. # flights per FTE is however much lower than the baseline in 2019 (1.4 flights per FTE).	70 flights / 149 FTE = 0.47	182 flights/ 142 FTE = 1.28 per FTE In 2024, # flights per FTE increased. Following the COVID period, the standard for the number of flights was set very strictly, which affected the quality of international programme work. SCNL therefore decided to permit more flights.
CO2 compensation for travel by plane	CO2 emissions based on 2019 carbon baseline are offset	SCNL compensated 127 tons of CO2 via a biogas project implemented by Hivos in Kenya, amounting to 74% of our carbon emissions in our 2019 baseline.	SCNL stated its intent to do CO2 compensation via SCI's investment projects.	SCNL will compensate the CO2 emitted in 2024.
Use of public transport for commuter journeys is more encouraged	90% of employees travel by public transport or bicycle, unless unreasonable in individual cases	SCNL piloted NS business cards. Rolling out the business cards in 2023 will allow SCNL to measure CO2 emissions from commuting by train. Commuting by car will be discouraged following the new commuting policy.	SCNL rolled out NS business cards.	All SCNL staff use public trains in the Netherlands, which runs on green energy. Exceptions are granted by MT on a case-by-case basis upon specific requests.
More use of Ecosia search engine is encouraged.	By end of 2021, 90% of SCNL staff uses Ecosia as a standard search engine	64% of the respondents have installed Ecosia as a search engine and 32% use this as their main search engine.	Everybody is familiar with Ecosia and 39% use Ecosia every time they search on the internet.	Everybody is familiar with Ecosia and 41% use Ecosia every time they search on the internet, while 35% have installed Ecosia but use it sometimes as a search engine.
Awareness of energy consumption elevator use.	In 2021, 75% of SCNL staff will use the stairs more often than in previous years.	16% use the stairs most of the time, 36% use the stairs half the time and 48% use the stairs 2 out of 10 times.	11% always use the stairs and 65% sometimes do this. 24% never use the stairs.	12% always use the stairs, while 70% use them sometimes. 18% never use the stairs.
REDUCE THE QUANTITY OF WASTE THROUGH DIGITISATION AND RECYCLING				
Separation of waste	At the end of 2021, all SCNL employees consciously separate plastic, paper and residual waste.	SCNL installed separate waste bins for plastic, paper, green waste and other waste in the office. Their use was introduced at a general staff meeting.	97% of staff separate their waste in the office.	With waste management being monitored and no complaints received, waste separation is well integrated into SCNL's work culture.
POSITION SCNL AS KEY CSR ACTOR				
Participation in Global Sustainable Energy System (GSES) project related to CSR				SCNL has participated in the GSES platform initiative to share and network with other NGOs on CSR-related topics.

5.5 Diversity, Equity and Inclusion

Save the Children is committed to creating an inclusive, effective, and representative organisational culture, encouraging equity and diversity among its employees and eliminating all forms of discrimination. A culture of Diversity, Equity and Inclusion (DEI) is actively promoted in our workplace and supported by an internal working group. We organise regular meetings titled Courageous Conversations, where we engage staff and create dialogue on topics such as unconscious bias, racism, sexual diversity and intercultural communication. We organised and celebrated diversity week in October with different activities to create awareness and share experiences. A DEI policy was developed and translated and was subsequently approved by the Workers Council and the Board of Directors. Several human resource procedures, including vacancy texts and our Code of Conduct were adjusted to address issues pertaining to diversity and inclusion in the organisation. Save the Children Netherlands signed the Diversity Charter of the Social Economic Council (SER) and reports on its achievements. All onboarding employees receive an interactive, creative Diversity Card training to understand DEI on a personal level and on the work floor, which empowers employees to contribute to diversity and inclusion in the workplace. The working group developed an action plan that will be carried out in 2025.

5.6 Works Council

The Works Council represents employees and fosters constructive dialogue with our Board of Directors. The team consists of seven employees from several departments and focuses on a variety of topics including organisational restructuring, HR processes, employee well-being and working

conditions at the office. The Works Council believes that Save the Children must be a place of work where our employees feel free to express themselves and feel fulfilled by working on our mission of positively impacting as many children and their families as possible.

The annual plan for 2024 focused on two themes: increasing the connectedness between the organisation and its employees, and looking out for the well-being of all our employees.

2024 Proved to be a dynamic year for the Works Council. While we had a heavy caseload and were engaged in difficult decision-making processes, we were also able to represent our employees in the best way possible. Balancing the needs of our employees with adopting a pragmatic approach to the necessary measures taken by our Board of Directors was challenging and successful.

The Works Council played a proactive role in addressing the needs and concerns of our employees and advising the Board of Directors on strategic decisions. This resulted in plans being carried out with a more human-centred approach and that, where applicable, were tailored to the needs of our employees. We achieved notable results in two important areas in 2024, namely, discussions with the Board of Directors on the necessary salary increase that flowed out of union negotiations with the Government and

the right to advise on the restructuring of the Marketing department. Both cases were complex, but agreement with the Board of Directors was reached in both cases. We feel confident that our organisation can continue its important mission to support children in need globally.

5.7 IT and Data Protection

Security of privacy-sensitive data of beneficiaries, donors and staff is a top priority for Save the Children. We adhere strictly to the General Data Protection Regulation (GDPR) and monitor our IT systems closely. This involves securing systems against intrusions and regularly raising awareness among all employees, as well as continuously searching for data leaks, including those on the 'dark web'.





5.8 Monitoring, Evaluation, Accountability, Learning (MEAL)

In 2024, our work on MEAL was carried out by four dedicated staff members and encompassed various activities across our programmes, operations and processes. Our key organisational learning activity was the fifth annual Learning Day, during which staff took part in workshops on topics such as Artificial Intelligence, mental well-being and youth participation from the perspective of our youth ambassadors. Sessions were led by our own staff and external experts, fostering peer learning and discussions.

In our international programme

Save the Children Netherlands conducted final evaluations for two joint response projects in Afghanistan and South Sudan, the Improved Employability of Host and Refugee Youth in Lebanon project, the RED project in Uganda, the ATWA project and the Work: No Child's Business (WNCB) programme. A mid-term review was completed for the RED project in Uganda, as was a third-party monitoring exercise for the

Afghanistan ECHO HIP project, which enabled teams to adapt project activities to better suit the needs of people we serve. SCNL also contributed to a research paper for the WNCB programme, highlighting efforts to influence social norms around child labour.

In our domestic programme

For Speaking Minds, an external participative evaluation started at the end 2024, with results expected in Q2 2025. The 2024 annual learning session on results and feedback from participating youth and others were used to improve project activities. Project results were shared with those involved in Speaking Mind projects and also made public.

The Hot & Happening project on climate gathered data from children, policymakers and community members in five European countries including the Netherlands.

For TeamUp in asylum seekers' centres, an external impact evaluation report was finalised. The evaluation used participatory methods and an overall contribution analysis approach, which assessed TeamUp's contribution as well as other factors that promote the psychosocial well-being of children in reception centres. The report concludes that TeamUp contributes to children's psychosocial well-being by promoting their social connectedness and social awareness. As children engage in the TeamUp sports and game activities, they learn to make friends, resolve conflicts in a constructive way, and deal positively with other children from different cultures. These skills help them better understand others and deal with their challenging living conditions in the reception centres.

The impact evaluation report was presented to evaluation practitioners and donors during two workshops at the European Evaluation Society

2024 in Rimini. These were well received among the 50 workshop attendees. In addition, an article was submitted to an academic journal about the impact evaluation results and is expected to be published in 2025.

A process evaluation was performed throughout 2024, with the aim of evaluating the quality of implementation of TeamUp in reception centres and to provide information for decision-making and further development of the programme in the future. The report is due early 2025.

5.9 Quality and Certificates

As expected, our existing quality management certificates ISO 9001 and ISO 9001-Partos were granted again in 2024. And our Erkend Goed Doel (Recognised Good Cause) certification from Centraal Bureau Fondsenwerving (CBF) was also renewed.

Save the Children is recognised by the Dutch tax administration as a public benefit organisation (ANBI status). Save the Children Netherlands and ECHO (the humanitarian emergency department of the European Commission) continue to team up in the Framework Partnership Agreement (FPA).

We are pleased to announce that Save the Children Netherlands once again meets the International Aid Transparency Initiative (IATI) standard for transparent reporting of humanitarian spending. This compliance is a requirement for all entities receiving financing from the Dutch Ministry of Foreign Affairs.

We also meet the Core Humanitarian Standard on Quality and Accountability, which ensures the quality of the humanitarian aid we provide. Furthermore, Save the Children is an independent signatory to the Grand Bargain, a set of agreements between donors and aid organisations (NGOs and UN organisations) concerning multi-year, predictable funding and the effectiveness of aid.

5.10 Safeguarding and Integrity

As a children's rights organisation, we demand the highest level of integrity and professionalism from all our staff, partners and other representatives. We have a zero-tolerance policy regarding child abuse and exploitation. We investigate all allegations of possible abuse and harm and adopt a clear victim-centred and child-friendly approach.

Every potential new employee receives a check to see if there have been any issues around sexual exploitation, abuse and harassment (SEAH), in accordance with the Inter-Agency Misconduct Disclosure Scheme guidelines. In addition, a Certificate of Good Conduct (VOG) must be provided upon joining the organisation, and this must be reapplied for every three years. All employees also sign our Code of Conduct.

Strengthened safeguarding regulations

We extended our safeguarding in 2024 to include:

- In-depth safeguarding refresher training for all departments to support staff in recognising and addressing safeguarding risks in their work areas;
- Appointment of Safeguarding Focal Points within all teams, including specific Safeguarding Focal Points for domestic projects, to strengthen safeguarding awareness and support;
- Introduction of an external Child Safeguarding Policy so that partners and stakeholders better understand and adhere to our standards and expectations;
- Launch of a child-friendly reporting page where children can self-report an unwanted experience;
- Broader safeguarding awareness within Save the Children Netherlands, for example through the development of child-friendly materials such as posters and animations to better communicate the guidelines;

- Making more safeguarding materials available in the office and at project locations;
- Support in the development of the Child and Youth Participation Policy so that children and youth can participate in our programmes safely and effectively;
- Strengthening risk assessments by increasing awareness raising and support for risk assessments within projects and introducing a digitised risk assessment system for improved monitoring and reporting.

Safety and security

Save the Children Netherlands is committed to minimising security risks for employees and supporting them in the best possible way. We operate a risk management system in which threats are continuously identified, analysed and managed. This system is based on Save the Children International's (SCI) risk appetite model, which defines the maximum acceptable risk for each threat category.

In 2024, geopolitical instability, particularly in the Middle East and Africa, remained a challenge. We further strengthened our measures to ensure employee safety and maximise our impact.

Strengthening of safety and security measures

In 2024, Save the Children Netherlands further improved its safety and security strategy and introduced the following initiatives:

- Introduction of the Travel Approval Request (TAR) system;
- Safety review by Save the Children International (SCI) of all travel requests;
- Verification that all travellers have done proper safety training;
- Assessing security conditions at destination location;
- Only trips that are considered safe will be approved.



- Appointment of new travel agency, which better aligns with our safety and sustainability objectives, operates more efficiently and supports employees in safe and responsible travel planning.
- Review and assurance of all safety plans, policies and procedures, to ensure that all measures remain up to date. At the same time, we remain committed to reducing our carbon emissions.
- Further optimisation of pre-departure briefings to include a personal risk profile for travelling employees and the provision of tailored advice on health, environmental, economic, social and safety risks.
- Deepening of a security-conscious work culture, in which employees and managers actively contribute to an organisation-wide awareness of safety and security. This includes compliance with relevant policies and procedures and successful completion of mandatory online Safety and Security-training and face-to-face HEAT-training.

Safeguarding incident report

In 2024, 22 safeguarding concerns were reported in the Netherlands: 18 were child related, were 4 staff/colleague related.

In our funded programmes funded we reported 21 International safeguarding concerns:

- 9 in Afghanistan
- 1 in Somalia
- 1 in South Sudan
- 5 in Syria
- 1 in Thailand
- 4 in Uganda.

Compared to 2023, the number of reports remained the same at the international level and decreased slightly at the national level. We consider this a largely positive sign that our awareness campaigns and trainings continue to have an effect.

In 2024 we continued to extend the Safeguarding team which now consists of:

- 1 Safeguarding Coordinator
- 3 Safeguarding Focal Points for national projects
- 1 Safeguarding Focal Point for international projects
- In addition, we employ two confidential advisors and one integrity officer
- With these additional measures, we are taking further steps to ensure a safe environment for children and youth, both within our organisation and the communities where we work.

Risk management

Save the Children Netherlands applies risk management at different levels. The mitigation of risks at organisational level is based on a risk appetite model established by Save the Children International. Risks are continuously monitored by a dedicated international group, where the focus is on health, safety and security of people, programme delivery and impact, aid diversion, child safeguarding, information security, and fraud, bribery and corruption. Where necessary, appropriate measures are taken.

For employee safety, Save the Children has designed a comprehensive safety management system. Privacy-related risks are mitigated by strictly applying the requirements resulting from the General Data Protection Regulation (GDPR).



Chapter 6

FINANCIAL REVIEW AND OUTLOOK

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Marko (8) fled the war in Ukraine with his mother and now lives in Romania. Because of all the turmoil, he missed school. His mother enrolled him at a Save the Children hub, where he took catch-up classes, played and made friends. This has helped him get used to his new environment.



6.1 Economic developments

In 2024, various global economic developments affected development cooperation and humanitarian aid. Many countries faced high inflation and economic uncertainty, leading to increased costs of living and heightened poverty. For instance, Nigeria's inflation rate reached 20%, while Ethiopia's inflation rose to 30-35%. Climate-change related extreme weather events, such as droughts (Afghanistan, Ethiopia and Somalia), floods (Bangladesh, India and Nigeria), and hurricanes (Haiti and the Philippines), have resulted in food shortages and displacement. Geopolitical conflicts and political instability in regions like the Middle East and Africa (Gaza, Sudan and Yemen) also contributed to a rise in the number of refugees and displaced persons.



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These developments highlight the need for increased humanitarian aid and development cooperation to reduce child mortality, improve basic education, and eradicate violence against children and young adults. However, recent political shifts in the Netherlands, Europe, and the United States, where government policies are taking on an increasingly nationalistic character, may limit governmental grants and financial support for these efforts from 2025 onward.

6.2 Financial Policy

The financial policy of Save the Children Netherlands focuses on funding strategic goals both currently and in the future, while maintaining a stable and robust financial position to absorb financial shocks and ensure the continuity of the organisation. We work continuously to ensure the optimal balance between these two financial objectives.

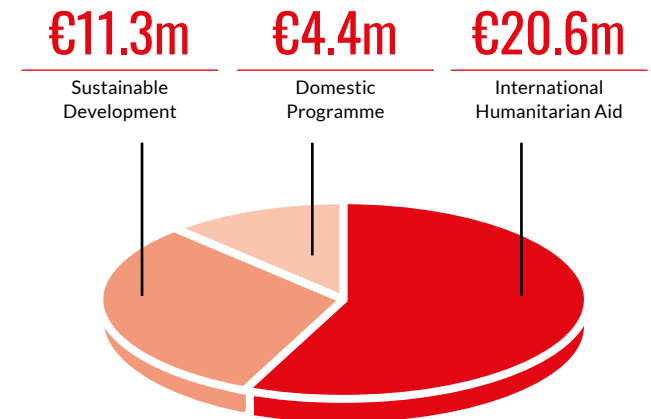
6.3 Developments in the charity environment

The landscape of charitable giving in the Netherlands is undergoing rapid change. Increasingly, individual donors prefer to allocate their contributions to specific areas of work rather than make general donations. Additionally, the methods of approaching interested parties and individual donors are evolving. There is a shift from traditional face-to-face interactions and television advertisements to communication via the internet and streaming services.

These changes require Save the Children Netherlands to adjust its communications strategy toward potential individual donors and develop donation formats that cater to their preferences. These adjustments will take time to implement and will incur costs in the coming years. Concurrently, expenses related to

communication are rising. Consequently, we will temporarily have to reduce our programming to achieve the long-term objectives.

6.4 Programming expenditures



Expenditure on objectives

Expenditures on objectives are divided into two main categories: 1) improving the living conditions and future prospects of children and young people in difficulty, and 2) conducting advocacy and awareness activities for the benefit of these children and young people.

Efforts to enhance living conditions and future prospects are undertaken through both domestic and international programming. The latter includes humanitarian aid and sustainable development initiatives. In 2024, Save the Children Netherlands allocated €36 million to these programmes, which is 20% less than the budgeted €45 million. This reduction is part of our measures to address financial challenges.

6.5 Investments in fundraising

Over the year, the cost of fundraising activities increased significantly. To maintain income from regular and one-time donors, it was necessary to exceed the fundraising budget by 9%. Simultaneously, greater emphasis on legacies and relationships with corporate foundations resulted in higher-than-budgeted income. The Dutch Postcode Lottery, a long-term supporter, granted Save the Children Netherlands an additional contribution of €800,000 for 2024, which was spent on humanitarian aid. Furthermore, Nationale Nederlanden awarded Save the Children Netherlands €1 million for a global psycho-social programme.



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6.6 Organisational costs

Despite the upward pressure on salaries, we managed to keep management and administration expenses slightly below budget, with a total expenditure of €2.7 million.

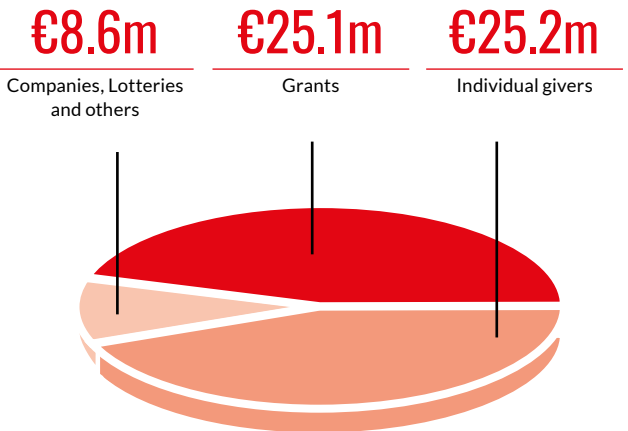
Funding

Our primary sources of income are donations from individual contributors and government grants. These two funding streams account for 90% of the total income, which amounts to €56.2 million.

Breakdown of expenditure on objectives, fundraising, management and administration

Save the Children Netherlands aims to allocate at least 85 percent of total expenses towards its objectives. This target was nearly reached in 2024 and exceeded in 2023. The Central Bureau of Fundraising (CBF) requires that the three-year average for spending on objectives must be at least 70 percent. Save the Children Netherlands successfully meets this requirement with an average of 89 percent.

Revenue



	ACTUAL 2024	BUDGET 2024	ACTUAL 2023
Expense on objectives as a percentage of total expenses	84%	87%	91%
Fundraising expense as a percentage of total expenses	11%	9%	6%
Management and administration expense as a percentage of total expenses	5%	4%	3%
	100%	100%	100%
Expense on objectives as a percentage of total expenses (three-year average)	89%		91%



Outlook for 2025

In line with the planning and control cycle, the budget process is completed in November and approval of the budget by the Supervisory Board takes place in December. The budget was approved by the Supervisory Board on December 6, 2024. The budget takes into account a temporary reduction in the international programme volume in order to make room for fundraising and thus create a financial fit-for-future basis.

EUR X 1,000	BUDGET 2025
REVENUES	51,292
Revenues own fundraising	24,850
Income from loteries	1,900
Income from government grants	24,168
Other income	374

EXPENDITURES	53,083
Spent on objectives	44,344
Improving children's life and future	32,944
- Humanitarian aid	15,735
- Sustainable development	12,494
- Domestic programme	4,714
Awareness raising	11,400
Fundraising activities	5,931
Management & Administration	2,807
FINANCIAL REVENUES	52

RESULT	-1,739
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In early 2025, there will be a noticeable global decrease in USAID funding, impacting Save the Children International's programming and structure. This reduction will also affect Save the Children Netherlands's international programming. During the first quarter of 2025, the situation will be reviewed, and adjustments may need to be made to the 2025 annual plan and budget.

SUPERVISORY BOARD

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Eight years ago, Nabi and Rashid's family had to leave their village in Afghanistan when the water supply dried up. Now Save the Children has built a new solar power system that pumps more than 25,000 litres of water a day. The boys are back in their village, and their family has started farming again.



The Supervisory Board is made up of independent members who oversee and advise on the following main aspects of the organisation:

- the multi-annual strategy;
- the annual plan and the budget;
- the yearly account and the annual report;
- periodic reports from the directors.

Furthermore, in 2024 the Supervisory Board paid particular attention to the following subjects:

- International and Domestic programmes
- Fundraising
- Integrity and child safeguarding
- Visibility, social media and reputation
- Management and organisational development
- Succession planning
- Professionalisation in relation to the growth of the organisation
- Benchmark remuneration research
- Power of attorney arrangement
- Risk identification and risk management
- Systems implementation (IT)
- Investment policy
- International developments regarding SCA/SCI (operating expenses and operations in the global organisation; developments in the organisation and in the organisation's field of activity; the system of accountability to the member organisations, and the international governance structure)

Save the Children does not grant loans, advances or guarantees to members of the Supervisory Board. The junior board members however received a stipend. Five (online) meetings were held. In addition to the planned meetings, the Board Chair is in regular contact with the directors regarding the organisation. The directors also seek advice from the Board members regularly.

7.1 Supervisory Board Report

The Board notes that despite numerous challenges, the organisation remained stable in 2024, and that it was able to provide the aid to meet organisational objectives. It took more effort to stabilise our fundraising levels, particularly for unrestricted donations. Adjustments were needed during the year to balance out funding sources and maintain proper levels of independence.

It proved even more challenging to reach populations in need and uphold international humanitarian law. The Board values the role that Save the Children Netherlands plays within Dutch society and in its interactions with the Government, consistently advocating for the importance of Children's rights, especially in conflict zones.

In the regular meetings, the Board discussed the progress made in the key programmes and themes in Save the Children, as well as progress on fundraising. The Supervisory Board continued to start their regular meetings with an employee presentation on a particular activity in the field, to focus on the impact that our work has on children.

The Supervisory Board sets the risk appetite and Risk Matrix for the organisation and sees to it that this is enforced and maintained. The Board also ensures that certifications for CBF Keurmerk Erkend Goed Doel, ISO/Partos and MVO are renewed and that requirements for the Member Accountability frame are met. The board engaged in the annual consultation of the COO and the management team and held the annual performance review with the CEO. Concerning governance and the four-eyes-principle, the Supervisory Board also applies the regulations for the Board of Directors (Directiereglement) and Authorisation matrix.

As in previous years, the members of the Supervisory Board were very involved in the organisation in 2024, providing advice during the regular consultation meetings on the themes of Culture and Organisation.

The Board discussed and approved the annual plan for 2024. The Board also had two meetings with the Works Council, in which an exchange of views took place on issues including organisation structure and work/life balance. One of the Board Members (Saloua Ouchan) acted as a focal point for the confidential counsellor for misconduct issues. The Board Members regularly represent Save the Children at events such as the Goed Geld Gala of the Dutch Postcode Lottery and international meetings of the Save the Children Alliance. In 2024, the chair's attendance at various (online) international meetings ensured the continued involvement of Save the Children. The Save the Children Association Members' Meeting was conducted online and was attended by the Board Chair and the CEO.

The Board has two subcommittees. The Audit Committee focuses on the financial aspects of planning, risk and accountability. The Remuneration Committee is responsible for determining all elements of the remuneration of the Chief Executive Officer.

7.2 Remuneration of the Management Board

Save the Children NL has a statutory CEO and a non-statutory COO, appointed by the Supervisory Board. Together, the CEO and the COO form the Save the Children Netherlands Management Board. Following the advice of the Remuneration Committee, the Supervisory Board adopted its remuneration policy, which is in accordance with the CBF's Regulation concerning remuneration of directors of charitable organisations (see www.goededoelennederland.nl). The policy states the level of pay and other remuneration components for executives, including the CEO. The policy is reviewed and updated periodically and was last reviewed in 2024. The COO's remuneration is subject to Save the Children NL's General Terms of Employment, 2024.

The CBF regulation uses benchmarking to determine a maximum annual salary norm. The Remuneration Committee performed the benchmarking for the remuneration of the CEO, based on the calculation of a Basic Score for Management positions (BSD). The BSD score was 505, which translates to a maximum annual income of €184,523 (1 FTE 12 months). For the COO the BSD score was 464, which translates to a maximum annual income of €159,212 (1 FTE, 12 months).

The Remuneration Committee's review revealed that in 2024 the actual income of the CEO, Pim Kraan, was €172,904, and for the COO, Peet Huys, this was €128,607. Both incomes were below the relevant maximum. The annual income, taxed allowances and additions, employer's pension contribution and other remunerations amounted to €197,046 for the CEO and €150,484 for the COO, both of which were under the maximum amount for management positions in the charity sector (€205,000 in 2023).

The amounts and composition of the Management Board's remuneration are specified in the annual accounts, paragraph 6.2.



7.3 Members of the Supervisory Board in 2024



LAETITIA GRIFFITH

(Age: 58)

Chair Supervisory Board and Member Audit Committee

Chair since:
February 2022

Work: Member Supervisory Board Coca-Cola Europacific Partners Nederland, Board member Stichting Assurances KLM, Member of the Supervisory Board of the Land Registry, Member of the Supervisory Board of ABN AMRO, Member of the Supervisory Board of TenneT TSO GmbH, Member the Electoral Council, Member of the Supervisory Board Gassan Diamonds BV, Chairman of the Supervisory Board of the Netherlands Film Fund, Vice-Chairman of the Supervisory Board of TenneT Holding BV

Relevant additional work: Chairman of the Supervisory Board of Metropole Orchestra, Chairman of the Board of the Dutch Violin Competition



ANOUAR NOUDARI

(Age: 53)

Member and Chair Audit committee

Member since:
October 2022

Work: Founder and Managing Partner Cape Investment Partners

Relevant additional work: Board Member Carré Fonds, Investment Committee member Helmshoeve Holding



MARJOLIJN MINNEMA

(Age: 62)

Member

Member since:
June 2024

Work: Director People of TenneT Netherlands

Relevant additional work: None



SALOUA OUCHAN

(Age: 42)

Member

Member since:
October 2022

Work: Partner Freshfields Bruckhaus Deringer

Relevant additional work: None



MEINDERT STOLK

(Age: 58)

Member and member of the Audit Committee

Member since:
January 2018

Work: Member of the Provincial Executive Zuid-Holland

Relevant additional work: Member of the Advisory Board of Koninklijke Anko



JACQUELINE BRASSEY

(Age: 50)

Member

Member: September 2017 –
February 2024

Work: Co-leader McKinsey Health Institute, Senior Expert McKinsey & Company

Relevant additional work: Steerco Member Healthy Workforces Initiative, Executive PhD Supervisor Vrije Universiteit Amsterdam, Member of the Board of Advisors Wellbeing at Work World Wellbeing Movement, Member of the Board of Advisors Wellbeing at Work World, Adjunct Professor and Member of the Center for Corporate Learning Innovation, Co-Founder of The Confidence Project



MANAL MOUSSANE

(Age: 24)

Member

Member since:
February 2023

Work: Studying for a master's in medicine at the Vrije Universiteit Amsterdam

Relevant additional work: Public Speaker, member of the 2100 Network



AOIFE FLEMING

(Age: 26)

Member

Member since:
February 2023

Work: Policy Advisor Coalition of Finance Ministers for Climate Action, Dutch Ministry of Finance

Relevant additional work: Campaigner World's Youth for Climate Justice, member of the 2100 Network

Members of the Supervisory Board

The Board appoints its own new junior members. The Statutes and the Supervisory Board Regulations state that:

- The Board must include members from different backgrounds with a wide range of expertise
- Members of the Board must have no personal or financial ties to Save the Children Netherlands
- Members of the Board are appointed for four years and may be reappointed once

7.4 Accountability statement

Corporate governance at Save the Children Netherlands is based on the three principles of the Netherlands Fundraising Regulator CBF, to which the Supervisory Board is accountable:

- separation between supervision, management and implementation;
- effective and efficient spending;
- interaction with stakeholders:
 - o Internally: two yearly meeting with the Works Council, at least once per year a meeting with the individual managers of the Management Team and the COO;
 - o Internationally: the SCNL Supervisory Board chair takes part in the Save the Children Association meeting and in that regard meets with their counterparts of the 28 other members of the Association.

Supervision

Supervision is the responsibility of the Supervisory Board. It has the necessary resources at its disposal to execute its tasks, which include:

- appointing and dismissing the CEO;
- monitoring the Directors' performance, and conducting an annual performance review of the CEO;
- appointing the external accountant;
- appointing the Audit Committee from among its members;
- approving SC's statutes and strategic policy documents;
- formulating and monitoring the Supervisory Board Regulations and the Directors' Regulations.

Management

The management and the day-to-day operations are the responsibility of the statutory Chief Executive Officer (CEO), assisted by the Chief Operations Officer (COO) who:

- operates within the boundaries set by the statutes and the Directors' Regulations;
- reports regularly to the Supervisory Board on proceedings in the organisation.

Implementation

Policy development and policy implementation are the responsibility of the management team, which is:

- responsible for the policy implementation process in the organisation;
- chaired by the Chief Executive Officer, who has final responsibility for the decisions made.

