



ANBI & Financial Reporting

STICHTING HEAT RESILIENCE ACTION (HERA)

ANBI POLICY PLAN

Effective Date: May 15, 2026

1. INTRODUCTION

Stichting Heat Resilience Action (HERA) is a foundation incorporated under the laws of the Netherlands, dedicated to protecting the health, income, and dignity of women on the frontlines of extreme heat.

2. MISSION

HERA's vision is a world in which women and vulnerable communities everywhere, regardless of socio-economic standing, race, ethnicity, or geography, have the knowledge, tools, and opportunity to protect their health and sustain and grow their livelihoods in the face of extreme heat.

Women's health and finances suffer unjustly from the severe and rising harms of climate change-fueled extreme heat. Guided by its core values of positivity, humanity, informed urgency, integrity, partnership, and conscious power, HERA focuses on its mission to champion and scale women-first heat action in Africa, South Asia, and Southeast Asia.

In pursuit of its mission, HERA is committed to:

Acting now and innovating – designing, delivering, and assessing the impact of women-centered heat resilience solutions before, during, and after extreme heat events

Replicating success – catalyzing expansion of effective women-centered heat solutions across geographies

Building the field – growing capacity and coherence across the many actors and institutions in the global heat field

3. STATUTORY OBJECTIVES

HERA's statutory objectives as set out in Article 3 of its Articles of Association are as follows:

- a. to build evidence-based awareness in communities, government, and business communities;
- b. to protect the health, income, and livelihoods of women and vulnerable communities from extreme heat;
- c. to reduce the effects of extreme heat on communities;

- d. to create and deliver sustainable and affordable solutions to extreme heat; and
- e. to promote policies that drive extreme heat resilience.

4. ACTIVITIES

In collaboration with local communities, local and international partner organizations, NGOs, and other stakeholders, HERA aims to demonstrate how heat action can work for women and to inspire scaled change. HERA's activities include:

- a. developing strategies with stakeholders to directly support vulnerable communities against extreme heat and other impacts;
- b. granting to community-based organizations to implement adaptation, communication, and improved sustainability methods using factors for selection such as the project's potential to address climate-driven challenges, the organization's track record, and its commitment to transparency and accountability; and
- c. collaborating with various stakeholders and experts to create and identify innovative methods for supporting communities against the harms of extreme heat.

5. FINANCIAL POLICY

Fundraising. HERA generates income primarily through philanthropic grants and donations, including grants received from Climate Resilience for All, a public charity based in the United States that shares the same mission as HERA and supports its public benefit activities.

In addition to financial grants, HERA may receive in-kind contributions from Climate Resilience for All, including operational and administrative support, as HERA builds its own independent operational capacity in its early stages of development.

Spending and Reserves Policy. As a non-profit, all income received by HERA is applied exclusively to the furtherance of its public benefit objectives. HERA does not accumulate capital beyond what is reasonably necessary to ensure continuity of its activities and to cover administrative costs to support its operations.

Liquidation Clause. In accordance with Article 16.4 of HERA's Articles of Association, in the event of a liquidation, all surplus shall be spent for the benefit of an ANBI or a foreign institution that exclusively or almost exclusively aims to serve the public interest.

6. GOVERNANCE

Board Composition. HERA is governed by a board of directors (“Board”) consisting of at least three members. The current Board members are:

Name	Role
Katherine Anne Baughman	Chief Executive Officer & Director
Joshua Amponsem	Co-chair
Emilie Anne Mazzacurati	Co-chair
Nathanial Matthews	Director

Remuneration Policy. Board members serve in a voluntary capacity and do not receive remuneration for the performance of their duties. They may be reimbursed for reasonable out-of-pocket expenses incurred in the performance of their duties. Any employees engaged by HERA are remunerated at rates commensurate with their role and responsibilities.

7. ORGANIZATION DETAILS

Name: Stichting Heat Resilience Action (HERA)

RSIN: 869078033

KvK: 99653346

Address: Mauritskade 64, 1092AD Amsterdam

Email: web@heranow.org

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FINANCIAL STATEMENT

HERA was recently established in 2026 and therefore no financial statements are available yet. Financial information will be published following the close of the first financial year.