



# **Supervisory Board Annual Report 2025**

*Stichting Equal Justice Equal Pay*

16 December 2025

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## 1. Introduction

The Equal Justice Equal Pay Foundation (the "**Foundation**") was established on May 5, 2022. The Foundation is an independent, non-profit organisation that advocates for the interests of the stakeholders in its statutory objective.

The Supervisory Board is the body that supervises the management of the Foundation. In this report, the Supervisory Board shares its provisional accountability for the year 2025. A full version of the 2025 report will be published after the end of the year.

## 2. Supervisory Board members

The Supervisory Board consists of:

- Damiën Berkhout (chairman)  
In office since: 1 February 2025
- Hugo Hollander  
In office since: 1 July 2025
- Femke Aarts  
In office since: 1 October 2025

## 3. Activities

The Supervisory Board was appointed through various appointments throughout 2025, taking into account the candidate profiles provided by law and the 2019 Claimcode. The Board has appointed Damiën Berkhout as Chair of the Supervisory Board as of 1 February 2025. Damiën Berkhout has appointed Hugo Hollander as the only member of the Supervisory Board as of 1 July 2025. Femke Aarts has been appointed by Damiën Berkhout and Hugo Hollander as of 1 October 2025.

The Supervisory Board met 6 times in 2025, 3 of which together with the Board of the Foundation.

In 2025, the Supervisory Board approved the financial annual accounts, the remuneration policy and the Claim Code compliance statement of the Foundation. It also agreed to the decision to send liability notices to the defendants.

## 4. Finances

On 9 September 2025, the Supervisory Board approved the Foundation's annual accounts for 2022, 2023 and 2024.



## **5. Remuneration policy**

The Equal Justice Equal Pay Foundation follows the Claim Code 2019. The remuneration policy can be found on the website of the Foundation. The remuneration is reflected annually in the annual report. The chairman receives a remuneration of € 10,000 per year. The other members receive a compensation of € 7,000 per year.

Amsterdam, 16 December 2025

Damiën Berkhout (chairman)

Hugo Hollander

Femke Aarts