

**UBUNTU PATHWAYS
A COMPANY LIMITED BY GUARANTEE**

**Company No. 05064084
Charity Registration No. 1103749**

**ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

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COMPANY INFORMATION

Board of Trustees

J Lief
Dr F Lipman
A Rolfe
D Osorio
R McCloy
M Gwaxula
Z Ntshona
W Voge
P Eapen
S Goldman
D Shainfeld
N Drago
A Fass
C Cowie
L Bennetts
B Jacobson
L Zingitwa
Z Zingela
C van Loggerenberg
U Jonas (appointed 29 January 2025)
A Jarvis (appointed 4 June 2025)

Company Secretary

Z Ntshona

Key Management Personnel

B Honig (Director, UK)

Bankers

HSBC
240 Lavender Hill
Battersea
SW11 1LH

Accountants

Goldwins Limited
75 Maygrove Road
West Hampstead
London NW6 2EG

Registered Office

7 Cavendish Square
London
W1G 0PE

TRUSTEES' REPORT

The Board submits its report and the accounts for the year ended 30 June 2025.

Status

The charity is a company limited by guarantee and was incorporated on 4 March 2004 with registration number 05064084. It is a registered charity, number 1103749. The financial statements are prepared in accordance with the Companies Act 2006 and the Statement of Recommended Practice on Accounting and Reporting by Charities (SORP FRS102). Further reference and administrative details are given on page 1.

Ubuntu Pathways is affiliated to both Ubuntu Pathways NPC, South Africa and to Ubuntu Pathways Inc, US. Ubuntu School NPC oversees all the South Africa operations including Ubuntu School NPC, Ubuntu Investment Holdings and Ubuntu X.

Objects and Activities

The object of Ubuntu Pathways UK is to raise funds for and support the charitable work of Ubuntu Pathways in South Africa. Ubuntu Pathways in South Africa aims to place orphaned and vulnerable children and their families affected by HIV/AIDS, abuse and the legacy of apartheid in Gqeberha on a pathway out of poverty from cradle to career. Since our inception in 1999, Ubuntu has grown into a thriving community institution in the heart of Gqeberha's (previously known as Port Elizabeth) townships as well as a global model for poverty alleviation. We have been recognised by the likes of the World Economic Forum, Clinton Global Initiative, our Patron the late Archbishop Desmond Tutu and The Wharton School.

Structure, Governance and Management

The Trustees are governed by the company's Memorandum and Articles of Association.

The Board has the power to appoint additional trustees as it considers fit to do so, and delegates the responsibility for the day-to-day operations to the CEO/President and the Senior Leadership Team.

The Board of Trustees meets as a body four times a year or more regularly if circumstances require further business to be discussed.

New Trustees join the Board at invitation and are chosen with a view to ensuring an appropriate balance of individuals whose skills can make a valid contribution to the operation of the charity. All the Directors of the charity are also Trustees of the charity and there are no other Trustees. New Trustees are provided with a welcome pack and given a full briefing regarding the charity's operations.

The Trustees are also the Directors for Companies Act purposes.

The Charity is affiliated with Ubuntu Pathways NPC in South Africa and Ubuntu Pathways, Inc in the US. The Charity in the UK and the charity in the US both raise funds for Ubuntu Pathways in South Africa. The Trustees of the UK Charity are trustees of the other two charities as well although the other two charities do have some additional trustees. The Board meets to discuss all three charities. Although Ubuntu has separate entities, it functions as one global entity. The group CEO oversees operations of all three charities although day-to-day operations for the UK are the responsibility of the Director, UK, under the supervision of the CERO (Chief External Relations Officer) who oversees Ubuntu's fundraising department. The Director, UK is not a Director of the company for Companies Act purposes.

Board of Trustees

The Trustees who served during the year are listed on page 1.

Key Management

The key management is the Director, UK (who is not a Director for Companies Act purposes). Remuneration of all employees is reviewed annually by the group's management with regard to market rates, inflation and affordability.

Investment Powers

Investment powers are governed by the Memorandum and Articles of Association last amended on 13 August 2013. There are no restrictions to the charity's absolute powers of investment.

Risk Management

The organisation regularly reviews its procedures to minimise risk to its assets and income and to ensure that, where risks are identified, procedures are in place to alleviate them as far as possible. As a donor-reliant operation, Ubuntu's principal risk concerns the current uncertain economic climate for funding.

Public Benefit

The Trustees acknowledge the duty in Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's published general and relevant sub-sector guidance on public benefit. We have referred to this guidance when reviewing our aims and strategy and in planning future activities. All activities undertaken by Ubuntu Pathways are for the public benefit.

Ubuntu Pathways exists to support the charitable work of Ubuntu Pathways in South Africa which was founded in 1999 with the goal of transforming the lives of children living in the townships of Gqeberha, South Africa. Early in our inception the organisation recognised that a traditional development model would not have the capacity to address the complex challenges facing this community. In response, Ubuntu has spent the last two decades building a context-driven community institution that conceptualises impact through sustained support and increased access to resources and opportunities. This approach prioritises deepening programme intervention within a given community to create genuine and lasting change.

Ubuntu's strategy is to craft an individual pathway out of poverty for orphaned and vulnerable children, all of whom are affected by HIV/AIDS and many of whom are living with HIV. We know that real change can happen only through dynamic and comprehensive services. We work with children at all stages up to adulthood. Whether it is a pair of glasses or intensive family counselling, tutoring or a creative outlet in which to escape or medical help - Ubuntu helps children and their families get what they need. To this end, our programmes focus deeply on health, education and household stability. Each of these depends on the others. Each initiative addresses the needs of an entire household. Ubuntu recognises that, without healthy caregivers, children find themselves in a situation where they have to secure their own food, care for a younger sibling or drop out of school to care for sick parents. Ubuntu's interventions enable caregivers to effectively care for the children in their households. Therefore, many of the services that we provide to children are closely intertwined with similar or complementary services that we provide to the rest of their family.

Review of Activities

1. Transforming Lives, Defining a Generation

In our 26th year, Ubuntu Pathways did more than continue our mission. We redefined what's possible. Against the backdrop of mounting global and local challenges, Ubuntu stood as a beacon of resilience and innovation. Through our cradle-to-career model, we brought tangible change to the lives of thousands in Gqeberha. We proved that investing deeply in people, rather than broadly across programmes, is the most powerful way to break the cycle of poverty.

Over 300 individuals walked through our campus gates each day. We didn't just maintain scale. We elevated it, driven by visionary local leadership, cutting-edge infrastructure, and a data-informed approach that has become a model for global impact. Ubuntu is not just a programme. It is a promise, and we delivered on it.

2. Programmatic Highlights: Milestones that Mattered

Education: From First Steps to Global Stages

This year, Ubuntu School and ECD programmes maintained average attendance above 88 percent, a testament to community trust and programme excellence. But we didn't just show up. We stood out.

- The STEAM Robotics Club became a national force, winning second place in the World Robot Olympiad's South African competition and earning a once-in-a-lifetime invitation to compete in Turkey. For students from our township to reach an international stage in their debut year is more than a victory. It is a revolution.
- Academic milestones included seamless curriculum implementation, robust enrichment offerings in science and financial literacy, and school-wide readiness for OISESA accreditation.
- Extracurriculars soared with new offerings like robotics, drama, and chess, unleashing creativity and agency in our learners.
- Parent satisfaction remained extraordinary. Ninety-nine percent would recommend the Ubuntu School, and many joined us in shaping policy and practice.

Job Skills Training: From Survival to Stability

A total of 546 clients accessed our Job Skills Training Programme, an engine of economic mobility. We achieved:

- 232 job placements, with an 88 percent 12-month retention rate
- Transformational outcomes including vehicle purchases, home renovations, and qualifications in high-demand industries
- Partnership growth to 79 employers, ensuring that graduates not only find work but build futures

Health and Household Support: Anchoring Well-Being

Despite systemic shocks to South Africa's health sector, Ubuntu delivered with strength and compassion:

- HIV viral load suppression held strong at 93 percent
- Over 1,300 nutritional packages were delivered, surpassing our target
- 971 households received counselling, and 798 home visits were conducted
- 67 percent of clients received mental health screenings as we continue to push toward universal access

3. Community Outreach: Powering Systems Change

- We reached more than 30,000 individuals through sustained, relationship-driven outreach
- Over 340 high school students connected with real-world opportunities through career expos
- We strengthened local systems through partnerships with Community Police Forums, Nelson Mandela University, and the Chamber of Commerce

4. Campus Development: Building a Legacy

FY25 marked a landmark year for our physical campus, which continues to evolve as a living symbol of our cradle-to-career model.

- Construction on our new middle school reached 75 percent completion, paving the way for a seamless academic journey from preschool to graduation, all on one campus
- Safety was fortified through perimeter upgrades
- Infrastructure was modernized with a new internet service provider and enhanced systems

We executed key phases of our campus master plan, including:

- Phase 2: Middle school build launched and progressing rapidly
- Phase 3: Design in motion to double our clinic's capacity
- Phase 4: Senior high school construction initiated, moving us closer to the full R-12 continuum

5. People Power: Growing Our Greatest Asset

Our team grew to 121 committed professionals, each a pillar of Ubuntu's mission.

- We exceeded our training goals with 58 sessions delivered
- Staff wellness thrived through heritage celebrations, psychosocial support, and Fun Fridays
- Turnover remained extraordinarily low at 1 percent, with absenteeism far below target

6. Financials: Resilient in the Face of Challenge

In an increasingly uncertain philanthropic landscape, Ubuntu achieved remarkable financial resilience.

- Core fundraising met projections at \$3.72 million
- Total operating expenses came in 12 percent under budget
- The High School Capital Campaign secured \$1.89 million toward a \$3 million goal
- Cash reserves covered operations through year-end despite timing pressures

7. Sustainability: A Future-Proof Model

FY25 was a turning point in our long-term sustainability strategy. We are building a foundation that will ensure success for lifetimes to come. In 2021, we received an investment of \$8M from MacKenzie Scott. Utilizing this gift, we began an endowment. Our goal is to fully fund the future of the Ubuntu School. The financial freedom from both the Ubuntu Legacy Fund and our Broad-Based Black Economic Empowerment (B-BBEE) model allows us to plan proactively, weather fundraising seasons, and alleviate pressure on our annual fund. Both are insurance on our long-term commitment to the 2000 children currently on our pathway out of poverty.

- We secured 4.4 million in additional commitments towards the endowment on top of the 8 million from MacKenzie Scott, securing not just the next year but the next generation.
- We closed a transformative B-BBEEE deal with IHS Towers acquiring a 10 percent stake in the South African entity. This deal is more than a funding source. It is a paradigm shift in how we resource Ubuntu's future.

8. Risks and Resilience: Leading Through Uncertainty

When the national healthcare system faltered under USAID cuts, Ubuntu absorbed the shock.

- We increased patient load without service interruptions
- We built new triage protocols and expanded university partnerships

Ubuntu proved not just its durability, but its indispensability. Even as reserves fluctuated, our growing endowment ensured a safety net that few organisations in our space can claim.

9. What Comes Next: A Movement in Motion

We are preparing to graduate our first Grade 12 class in 2029. This moment will mark the fulfilment of our founding dream.

Our path forward includes:

- Expanding our upper grades
- Investing in green and earned income models
- Advancing local leadership succession
- Scaling infrastructure to meet demand

Ubuntu Pathways is not just surviving. We are thriving. We are building. And we are proving, with every child, every family, and every breakthrough, that the future we imagined is already taking shape.

UK Financial Review and Reserves

Our UK Director was on maternity leave for the first nine months of the year so no gala took place during 2025. However, we raised income of £998k (compared to 2024 income of £1,290k with a gala). This was against fundraising objectives set of £870k (2024: £1,265k). Once again, we thank all our donors for their incredible support.

Expenditure was £1,168k (2024: £1,233k). Of these costs, £1,001k (2024: £761k) represents income that was either donated to our other offices directly or transferred to our South African office to support its charitable work.

Reserves are £258k (2024: £429k) at the year-end and of these all (2024: £389k) are unrestricted. As the main fundraising is towards the end of the financial year, the UK holds reserves to meet staff, gala and other costs that will be due in the earlier months of the following year.

Donations to support the charitable work of Ubuntu Pathways in South Africa

As stated above, the charity's object is to raise funds for, and support the charitable work of, Ubuntu Pathways in South Africa. Our policy is therefore to transfer funds to Ubuntu Pathways in South Africa. During the year, net donations of £585k (2024: £571k) were made to Ubuntu Pathways in South Africa in support of its charitable work.

Statement of Trustees' Responsibilities

The Trustees (who are also the Directors of Ubuntu Pathways for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income or expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Trustees are responsible for keeping proper and adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement as to Disclosure of Information to Auditors

Each of the persons who are directors at the time when this report is approved confirms that:

- as far as each director is aware, there is no relevant audit information of which the auditor is unaware; and
- to the best of their knowledge and belief, each director has taken all of the steps that ought to have reasonably been taken as a director, including making appropriate enquiries of fellow directors and of the charity's auditor for that purpose, in order to make themselves aware of any relevant audit information needed by the company's auditor in connection with preparing their report, and to establish that the company's auditor is aware of that information.

Auditors

Goldwins Limited have expressed a willingness to continue in office. A resolution to reappoint them will be proposed at the Annual General Meeting.

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006, was approved by the Trustees on **12 December 2025** and signed on their behalf by:



**J Lief
Trustee**

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF UBUNTU PATHWAYS

We have audited the financial statements of Ubuntu Pathways for the year ended 30 June 2025 which comprise the Statement of financial activities incorporating income and expenditure account, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities SORP 2019.

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 June 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities SORP 2019.

BASIS OF OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

OTHER INFORMATION

The Trustees are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditor's report thereon. Our opinion on the financial statements does not cover the information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report including the Trustees report for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remunerations specified by law not made; or
- we have not received all the information and explanations we require for our audit

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the Statement of Trustees' responsibilities, the Trustees (who are also the Directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We considered the nature of the industry and its control environment and reviewed the charitable company's documentation of their policies and procedures relating to fraud and compliance with laws and regulations. We also inquired about management's own identification and assessment of the risks of irregularities.

We obtained an understanding of the legal and regulatory framework that the charitable company operates in, and identified the key laws and regulations that:

- had a direct effect on the determination of material amounts and disclosures in the financial statements; and
- do not have a direct effect on the financial statements but compliance with which may be fundamental to the charitable company's ability to operate or to avoid a material penalty.

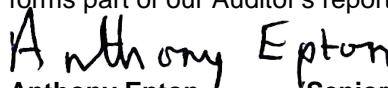
The audit engagement team analysed the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments; assessed whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business.

In addition to the above, our procedures to respond to the risks identified included the following:

- reviewing financial statement disclosures by testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- enquiring of management, and external legal counsel concerning actual and potential litigation and claims, and instances of non-compliance with laws and regulations; and
- reading minutes of meetings of those charged with governance.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. The description forms part of our Auditor's report.


Anthony Epton (Senior Statutory auditor)
Goldwins Limited (Statutory auditors)
75 Maygrove Road
West Hampstead
London NW6 2EG
20 January 2026

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME & EXPENDITURE ACCOUNT)

	Note	Restricted 2025 £	Unrestricted 2025 £	Total 2025 £	Total 2024 £
Income					
Donations	2	251,096	740,878	991,974	1,282,087
Investment income		-	5,624	5,624	8,312
Total income		251,096	746,502	997,598	1,290,399
Expenditure					
Costs of raising funds	3a	-	22,226	22,226	77,120
Expenditure on charitable activities	3b	291,096	855,890	1,146,986	1,155,886
Total expenditure		291,096	878,116	1,169,212	1,233,006
Net expenditure and movement in funds					
		(40,000)	(131,614)	(171,614)	57,393
Reconciliation of funds					
Balance brought forward		40,000	389,288	429,288	371,895
Balance carried forward		-	257,674	257,674	429,288

Movement on reserves during the prior year was all unrestricted.

The notes on pages 15 to 22 form part of these accounts.


BALANCE SHEET


As at 30 June 2025

	Note	2025 £	2025 £	2024 £	2024 £
CURRENT ASSETS					
Debtors	4	31,632		130,055	
Cash at bank and in hand		248,568		331,912	
		280,200		461,967	
CREDITORS: AMOUNTS DUE WITHIN ONE YEAR	5	(22,526)		(23,044)	
NET CURRENT ASSETS			257,674		438,923
CREDITORS: AMOUNTS DUE AFTER MORE THAN ONE YEAR	6		-		(9,635)
TOTAL NET ASSETS			257,674		429,288
Represented by:					
UNRESTRICTED FUNDS	8/9		257,674		389,288
RESTRICTED FUNDS	8/9		-		40,000
TOTAL CHARITY FUNDS			257,674		429,288

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the Trustees on 12 December 2025 and signed on their behalf


J Lief
Trustee


R McCloy
Trustee

The notes on pages 15 to 22 form part of these accounts.

STATEMENT OF CASH FLOWS FOR THE YEAR

	Note	2025 £	2024 £
Net cash (used)/generated by charitable activities	10	(83,344)	(22,904)
Change in cash and cash equivalents in the year		(83,344)	(22,904)
Cash and cash equivalents brought forward		331,912	354,816
		<hr/>	<hr/>
Cash and cash equivalents carried forward		248,568	331,912
		<hr/> <hr/>	<hr/> <hr/>

NOTES TO THE ACCOUNTS

1. ACCOUNTING POLICIES

a) General Information

Ubuntu Pathways is a public benefit entity and a company limited by guarantee company number 05064084 incorporated in England and Wales. Ubuntu Pathways is also a charity, registered with the Charity Commission (charity registration number 1103749). The registered office and its principal place of business is 7 Cavendish Square, London W1G 0PE.

Ubuntu Pathways supports the work of Ubuntu Pathways in South Africa which aims to assist orphaned and vulnerable children and their families affected by HIV/AIDS, poverty and abuse in Gqeberha, South Africa access higher education and employment.

b) Going Concern

The Trustees confirm that, at the time of approving the financial statements, there are no material uncertainties regarding the charity's ability to continue in operational existence for the foreseeable future. In arriving at this conclusion the Trustees have taken account of current and anticipated financial performance in the current economic conditions, its Vision 2020 and its reserve position. For this reason, the going concern basis continues to be adopted in the preparation of the charity's financial statements.

c) Basis of preparation of financial statements

The financial statements have been prepared under the historic cost convention unless otherwise stated in the relevant accounting policy notes and in accordance with Accounting and Reporting by Charities; Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The principle accounting policies that have been applied to all years presented in these financial statements are set out below.

These financial statements are presented in pounds sterling (GBP) as that is the currency in which the charity's transactions are denominated.

d) Fund Accounting

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the charitable objects.

Designated funds are those funds set aside from unrestricted funds for specific purposes set out by the Trustees.

Restricted funds are funds subject to specific restrictions imposed by donors or by the purpose of the appeal. The purpose and use of the restricted funds is set out in the notes to the financial statements.

e) Income

All donation income is recognised when the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

NOTES TO THE ACCOUNTS (CONTINUED)

f) Expenditure

Expenditure is included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered, and recognised when there is a legal or constructive obligation to pay for expenditure. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with staff costs allocated on the basis of time spent.

g) Financial instruments

The only financial instruments held by the charity are debtors and creditors. These are categorised as 'basic' in accordance with Section 11 of FRS 102 and are initially recognised at transaction price. These are subsequently measured at their transaction price less any impairment.

h) Tangible Fixed Assets

Tangible fixed assets are stated at cost less accumulated depreciation. Expenditure is capitalised for amounts over £250. Depreciation is provided to write off the cost of tangible fixed assets as follows:

Computer Equipment	- 33% straight line
Furniture	- 25% straight line

i) Foreign Currencies

Transactions denominated in foreign currencies are translated into sterling at the exchange rate ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the exchange rates ruling at the balance sheet date.

h) Critical Judgements and Estimates

No judgements have been made by management in applying the charity's accounting policies.

There are no accounting estimates or assumptions which have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

NOTES TO THE ACCOUNTS (CONTINUED)

2. VOLUNTARY INCOME

	Restricted 2025 £	Unrestricted 2025 £	Total 2025 £	Total 2024 £
High School Capital Campaign	11,538	-	11,538	13,000
Other restricted funds for programming costs, sustainability and LTIP	239,558	-	239,558	242,000
Gala	-	(835)	(835)	760,880
Donor cultivation	-	650,211	650,211	207,066
Outreach solicitations	-	41,300	41,300	12,394
Gift Aid received and claimed	-	50,202	50,202	46,747
	<u>251,096</u>	<u>740,878</u>	<u>991,974</u>	<u>1,282,087</u>

Income in 2024 was £158,000 restricted and £1,124,097 unrestricted (restated).

3 ANALYSIS OF EXPENDITURE

3a) Costs of raising funds

This expenditure represents the costs of generating donations.

	2025 £	2024 £
Events	54	43,463
Wages and other salary costs	22,172	33,657
	<u>22,226</u>	<u>77,120</u>

Expenditure in both years was unrestricted.

NOTES TO THE ACCOUNTS (CONTINUED)

3b) **Expenditure on Charitable Activities**

This expenditure represents the costs to deliver and support the projects. They include support costs, which relate specifically to the management, operation and communication of the projects undertaken.

	Restricted 2025 £	Unrestricted 2025 £	Total 2025 £	Total 2024 £
i) Net donations to Ubuntu Pathways in South Africa and the US	291,096	710,051	1,001,147	760,541
ii) Support costs				
Events	-	220	220	140,461
Wages and other salary costs	-	93,276	93,276	192,759
Rent and Service Charges	-	18,374	18,374	18,000
Insurance	-	1,254	1,254	1,247
Printing, Posting and Courier	-	-	-	178
IT and Computer	-	1,479	1,479	1,860
Professional Fees	-	27,593	27,593	33,149
Sundry	-	1,461	1,463	3,056
Loan interest	-	381	381	636
Bank charges	-	1,801	1,801	3,999
	291,096	855,890	1,146,986	1,155,886

Governance costs included in the above are £8,860 (2024: £8,900).

Expenditure in 2024 was £118,000 restricted and £1,037,886 unrestricted (restated).

The donations represent fifteen payments made to South Africa of £375,000 (2024: five payments made to South Africa of £395,000), net donations banked in South Africa of £209,920 (2024: £176,019) and net donations of £416,227 banked in the US (2024: £189,522).

3c) **Wages**

	2025 £	2024 £
Gross wages	109,038	179,621
Employers National Insurance	3,279	8,847
Employer's contribution to defined contribution pension scheme	3,131	3,895
	115,448	192,363

The average number of full-time equivalent employees in the year was 3 (2024: 4) with all employee time involved in providing either support to the governance of the charity or support services to charitable activities.

NOTES TO THE ACCOUNTS (CONTINUED)

3c) **Wages (continued)**

The charity considers its key personnel comprise to be the Director, UK. The total employment benefits (including pension and social security costs) paid out of the UK of the key management personnel were £18,354 (2024: £98,961). No employee had employee benefits in excess of £60,000 (2024: one).

The Trustees did not receive any emoluments during the year (2024: None).

During the year, travel and subsistence expenses totalling £Nil were reimbursed to the Trustees (2024: £Nil)

Ubuntu Pathways is grateful to our interns who volunteered throughout the year.

3d) **Net expenditure and movement in funds**

	2025 £	2024 £
Audit fee	8,860	8,900
Operating leases - office rentals	18,374	18,000

4. **DEBTORS**

	2025 £	2024 £
Donations receivable	29,728	96,403
Other debtors	-	28,750
Prepayments	1,904	4,902
	<u>31,632</u>	<u>130,055</u>

5. **CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2025 £	2024 £
Loans and overdrafts (see note 7)	9,635	10,268
Trade creditors	1,539	2,720
Accruals	9,033	7,941
Taxation and Social Security	602	1,882
Other creditors	1,717	233
	<u>22,526</u>	<u>23,044</u>

NOTES TO THE ACCOUNTS (CONTINUED)

6. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2025 £	2024 £
Loans and overdrafts (see note 7)	-	9,635
	<u>-</u>	<u>9,635</u>

7. LOANS

In 2020, the charity took out a Bounce Back Loan of £50,000 from HSBC which was transferred in full to Ubuntu Pathways in South Africa. Interest on the loan is charged at 2.5% and it is repayable in 60 equal monthly instalments between 24 June 2021 and 24 May 2026. The loan is guaranteed by the UK government.

8. ACCUMULATED FUNDS

	Opening Balance £	Incoming Resources £	Outgoing Resources £	Closing Balance £
RESTRICTED FUNDS	40,000	251,096	(291,096)	-
UNRESTRICTED FUNDS				
General Fund	389,288	746,502	(878,116)	257,674
	<u>429,288</u>	<u>997,598</u>	<u>(1,169,212)</u>	<u>257,674</u>

Restricted funds are donations and other grants for the construction of the new high school and towards programme expenses, sustainability and LTIP.

NOTES TO THE ACCOUNTS (CONTINUED)

9. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2025 £	Unrestricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
CURRENT ASSETS				
Debtors	-	31,632	31,632	130,055
Cash at Bank and in Hand	-	248,568	248,568	331,912
Creditors: Amounts falling due within one year	-	(22,526)	(22,526)	(23,044)
Creditors: Amounts falling due after more than one year	-	-	-	(9,635)
	-	257,674	257,674	429,288

Funds in 2024 were £40,000 restricted and £389,288 unrestricted.

10. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW

	2025 £	2024 £
Net movement in funds	(171,614)	57,393
Decrease in debtors	98,423	4,434
Decrease in short-term creditors	(518)	(74,465)
Decrease in long-term creditors	(9,635)	(10,266)
Net cash (used) by activities	(83,344)	(22,904)

11. ANALYSIS OF CHANGE IN NET DEBT

	At start of year £	Cash flows £	At end of year £
Cash	331,912	(83,344)	248,568
Loans falling due within one year	(10,268)	633	(9,635)
Loans falling due after more than one year	(9,635)	9,635	-
TOTAL	312,009	(73,076)	238,933

NOTES TO THE ACCOUNTS (CONTINUED)

12. TAXATION

No taxation arises as the company is a registered charity.

13. PENSION SCHEME

The company auto enrolled its employees in a pension scheme from 1 August 2016.

14. CAPITAL COMMITMENTS

There were no capital commitments at the Balance Sheet date.

15. OPERATING LEASE COMMITMENTS

	2025	2024
	£	£
At 30 June the charity was committed to total future minimum lease payments under non-cancellable operating leases for land & buildings:		
Within 1 year	1,500	18,000
Within 2 to 5 years	-	1,500
	<u>1,500</u>	<u>19,500</u>

16. CONTINGENT LIABILITIES

There were no contingent liabilities at the Balance Sheet date.

17. RELATED PARTY TRANSACTIONS

During the year £584,920 (2024: £571,019) was advanced to Ubuntu Pathways, South Africa and £416,227 was paid into Ubuntu Pathways Inc, US (2024: £189,522). Both of these are related undertakings.

Donations received from trustees totalled £217,615 in 2025 (2024: £221,739).

18. LIABILITY OF MEMBERS

The charity is a company Limited by Guarantee and as such each member has guaranteed to contribute a sum not exceeding £10 to the assets of the company in the event of it being wound up and unable to pay its debts while he or she is a member or within one year after he or she ceases to be a member.