

HG FOUNDATION

England & Wales · Charity number 1189216

Details

Status Registered

Legal form CIO

Registered 2020-04-27

Register [View on the Charity Commission register](#)

Contact

Address 2 More London Riverside
London
SE1 2AP

Phone 02070897888

Email HgFoundation@hgcapiatal.com

Website www.thehgfoundation.com

Activities

Objects: THE OBJECTS OF THE CIO ARE TO ADVANCE SUCH CHARITABLE PURPOSES (ACCORDING TO THE LAW OF ENGLAND AND WALES) AS THE CHARITY TRUSTEES SEE FIT FROM TIME TO TIME.

Activities: The aim of the Hg Foundation is to support the development of education and skills and reduce barriers to long-term, sustainable employment, improving outcomes for those that need it most.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations
- **What:** General Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Albania
- Andorra
- Armenia
- Austria
- Azerbaijan
- Belarus
- Belgium
- Bosnia And Herzegovina
- Bulgaria
- Croatia
- Cyprus
- Czech Republic
- Denmark
- Estonia
- Finland
- France
- Georgia
- Germany
- Greece
- Guernsey
- Hungary
- Iceland
- Ireland
- Italy
- Jersey
- Kazakhstan
- Latvia
- Liechtenstein
- Lithuania
- Luxembourg
- Macedonia
- Malta
- Moldova
- Monaco

- Montenegro
- Netherlands
- Northern Ireland
- Norway
- Poland
- Portugal
- Romania
- Russia
- San Marino
- Scotland
- Serbia
- Slovakia
- Slovenia
- Spain
- Sweden
- Switzerland
- Turkey
- Ukraine
- United States
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£8,788,375	£6,196,973	£12,345,802	0
2024-03-31	£6,849,591	£4,038,403	£9,754,400	0
2023-03-31	£6,490,799	£2,701,348	£6,943,212	0
2022-03-31	£1,474,090	£2,231,673	£3,153,761	0
2021-03-31	£4,576,315	£664,970	£3,911,345	0

Trustees

Name	Role	Appointed
Anna Martina Sanow		2020-04-27
Caroline Eva Margareta Lofgren		2020-04-27
Elona Mortimer-Zhika		2024-01-11
Juan Antonio Campos Benitez		2022-09-28
Matthew Edward Brockman		2023-01-29
Quan Hue Gerville-Reache		2025-08-04
Richard Philip Webber Donner		2020-04-27
Robert Joseph Citrino IV		2022-09-28
Sir Kevan Arthur Collins		2020-06-14
Thomas Roger Attwood		2020-04-27

HG FOUNDATION

England & Wales - Charity number 1189216

Accounts

Charity number: 1189216

**HG FOUNDATION
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

RPG Crouch Chapman LLP
Chartered Accountants & Statutory Auditor
40 Gracechurch Street
London
EC3V 0BT

HG FOUNDATION

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HG FOUNDATION

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2025

Trustees	Thomas Attwood Matthew Brockman Juan Antonio Campos Benitez Robert Joseph Citrino IV Sir Kevan Collins Richard Donner Richard Earnshaw (resigned 9 April 2024) Caroline Löfgren Anna Martina Sanow Genyi Zhao (resigned 23 April 2024) Elona Mortimer Zhika (appointed 11 January 2024) Quan Hue Gerville-Reache (appointed 4 August 2025)
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Charity registered number	1189216
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Principal office	2 More London Riverside London SE1 2AP
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Chief executive officer	James Turner
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Independent auditors	RPG Crouch Chapman LLP 40 Gracechurch Street London EC3V 0BT
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Bankers	NatWest 10 Southwark Street London SE1 1TJ Shoosmiths LLP The XYZ Building 2 Hardman Boulevard Manchester M3 3AZ
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HG FOUNDATION

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025

The Trustees present their annual report together with the audited financial statements of the CIO for the year ended 31 March 2025.

Objectives and activities for the public benefit

The purpose of The Hg Foundation is to remove barriers to education and skills in the technology sector. Our vision is that the technology workforce of the future harnesses the talent of everyone, regardless of background. The Foundation has a particular focus on supporting those groups who are underrepresented because of their gender, socio economic background or ethnicity.

The Trustees confirm that they have referred to the Charity Commission's guidance on public benefit when reviewing the Foundation's aims and objectives, in planning future partnerships and activities and when setting its grant making policy. The Foundation furthers its charitable purposes for the public benefit through making grants to established charitable organisations that directly enhance the employment prospects of underrepresented groups in the technology sector or which support their aspirations and educational attainment in qualifications relevant to the world of technology.

The Trustees carry out the Foundation's objectives by partnering with charitable and non profit organisations across the UK, Europe and North America, with a strong track record of delivery and which the Foundation will typically look to work with over a number of years.

The Hg Foundation is supported by the Hg Group, which provides the Foundation's funding and access to a team with deep technological and operational expertise, as well as its wider portfolio of technology companies which employ thousands of people across the globe. By leveraging Hg's existing and future networks the Foundation aims to create a multiplier effect to enhance the scale and reach of its activities.

Grant making policy

The Foundation has established its grant making policy to achieve its objects for the public benefit.

The Foundation prioritises partnerships that:

- Support the development of education and skills. This includes both the technical and general skills required to succeed in today's working environment. Technical skills will include but not be limited to subjects such as Mathematics and computing or other tech-specific skills and qualifications needed for careers within the technology industry. The Foundation also supports projects that enhance wider employability skills such as communications skills, problem solving and critical thinking, including giving those from under represented backgrounds access to work experience and other opportunities that are helpful for future employability prospects.
- Are in areas relevant to the world of technology that contribute to improved and sustainable employment prospects for the long-term.
- Are informed by evidence and use clear metrics to track and measure outcomes and assess impact. The Trustees seek to gain insight on how to appropriately measure and evaluate impact, in order to improve its own understanding, that of its partners and the sector more widely, and to promote improvement. By working with established non-profit organisations and experts, the Foundation is able to support its partners in defining:
 - o quantitative and qualitative baseline measures
 - o a KPI and performance milestone framework to assess the progress each project
 - o a route to a robust impact evaluation framework, including – where possible – a counter-factual comparison.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

- Target those who need it most. The Foundation focuses on individuals from underrepresented backgrounds, where there is an access gap in education and training and subsequently employment opportunities within the technology sector. This includes underrepresentation by gender, socio-economic background and ethnicity, as well as specific groups in need such as those from refugee and migrant communities.
- Are driven by experienced, dedicated and proven professionals, experts and institutions with a track record of delivery.
- Are strategic and scalable partnerships for the long term. Each partnership typically runs for three years, however, smaller, short-term commitments are also made; either to establish a new theme or where there is not currently a clear partner operating in a selected area of interest. The Foundation then makes regrants to those partnerships where there is evidence of promise and continued support would further its mission.

The Foundation takes a strategic and proactive approach to sourcing prospective partnerships and carries out thorough due diligence on any potential grant recipient to ensure the funds will be applied in accordance with the Foundation's charitable objectives. This process includes the submission of written proposals and performance data, numerous detailed conversations with leaders of the organisation and their team and, where appropriate, due diligence visits and reference checks. The Foundation may also commission third party research in specific areas of interest in order to gain better insights on the most effective forms of intervention.

To mitigate any risk to the Foundation, the Trustees may extend due diligence beyond the proposed grant recipient to include any other associated organisations. In cases where the Foundation supports an organisation for an extended period of time, due diligence will be re-run after the first funding period as part of the re-granting process or if there is a material change of circumstances.

The Trustees require a written agreement to be entered into between the Foundation and the grant recipient which will include, as a minimum:

- The objective of the grant, and details of how the grant can be spent
- The time period for the delivery of the activities that are being funded
- Requirements for receiving reports from the recipient on how they have spent the grant, progress against objectives, and achievements for the period covered
- The records that the Trustees require to see regarding the use of the grant
- Monitoring arrangements, including key metrics around delivery and key outcomes, to enable the Trustees to have confidence that the grant is used for the intended purpose
- A plan for independent impact evaluation or a route to it
- What will happen if the terms and conditions of the grant are breached, or if the recipient can no longer carry out the terms of the grant.

Once a grant agreement has been signed, the Foundation holds regular monitoring meetings/visits and will also receive regular monitoring reports to include updates on progress against pre-determined milestones. A financial breakdown of expenditure for the project is also requested.

The grant making approach is reviewed regularly to ensure it reflects the charity's objects and advances the public benefit.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

A review of our achievements and performance: How our grant programmes delivered public benefit

This report covers activity that has taken place between 1st April 2024 and 31st March 2025.

Since its formation, the Foundation has now supported over 40 non profit programmes in the UK, France, Germany, Netherlands and the USA, which between them will provide support for over 70,000 young people and adults from underrepresented backgrounds.

In the current period, the Foundation agreed funding for a number of partnerships, intervening at different points on the talent pipeline into the technology sector (in addition to continuing to support existing partnerships funded in previous years). Some of these were smaller scale pilots; others new partnerships; and some our first regrants to organisations showing promising signs of impact. In line with previous years, some partnerships span a single year and others are multi year reflecting our intention to support multiple cohorts and more intensive interventions. The figures below reflect the total potential grant rather than the portion committed in this financial year; payment is according to partners meeting milestones and key performance indicators.

FOR THE YEAR ENDED 31 MARCH 2025

BUILDING ASPIRATIONS AND NAVIGATING CHOICES

The starting point for creating the next generation of tech talent is for young people to understand the range of opportunities available in the tech sector, its relevance to so many aspects of our lives, and the pathways to follow for the maximum chance of education and career success.

Building on the success of the Foundation's existing partnerships, we expanded support for programmes helping underrepresented young people build awareness of tech careers and navigate choices ahead through new partnerships this year with the following organisations:

FUTURES FOR ALL (UK)

Size of Grant: £264,000 over 1 year

Futures For All (formerly Speakers for Schools) delivers impactful interventions to young people in UK state schools and colleges, inspiring them to reach their full potential and take pathways into careers they may have otherwise not considered.

The Hg Foundation partnered with Futures For All to pilot the new IntoTech Programme. The programme involves a series of tailored interventions shining the spotlight on careers in tech, for young people aged 12-16, with a focus on girls and those from disadvantaged backgrounds. The programme consists of inspirational talks, insight days, work experiences and mentoring. Based on the success of this pilot, the programme is now being rolled out to deliver at scale over the next four years.

UMATHS (UK)

Size of Grant: £145,827 over 1 year

University Maths Schools are 16-19 state schools in the UK, aiming to immerse students in the challenge and opportunities of Maths and related subjects. They are founded by and closely linked to leading universities and offer a high quality specialist STEM curriculum. They are intended to be engines of social mobility, working with students from underrepresented groups to widen participation in high quality STEM degrees and careers. In 2023, the University Maths Schools Network (U Maths) was created to strengthen the Maths School community, giving it a channel for best practise sharing across the network.

The Hg Foundation's partnership will support U Maths' initiatives to help ensure their schools better reflect the communities they are in. The range of activities includes: application support for low income students; outreach activities with local schools; expansion of summer schools for girls; reviewing and improving admissions processes; growing the U Maths Girls Network to support a sense of belonging. The funding for this partnership will commence in FY26.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

CYBERHORIZONS (UK)

Size of grant £94,500 Over 1 year.

The Cyber Horizons programme aims to build students' cyber skills, excite them about career opportunities in the sector and provide advice on navigating the pathways into a sector which remains in high demand. Through

the pilot programme, students from the North East of England benefited from 4 weeks of intensive programming over the summer. The support includes employability workshops covering topics such as workplace etiquette, goal setting, and behaviour expectations. Participants then have two weeks of hands on cyber experience, working with industry professionals on real world cyber projects, plus on site company visits. The programme concludes with a one week in person 'CyberDefenders' course, and post placement mentorship throughout Year 13.

The Hg Foundation is providing a grant to fund the pilot. The programme leverages CyberFirst's track record of promoting cybersecurity opportunities to young people, and RTC North's experience of delivering STEM programmes to schools in the region. If successful, it is hoped the pilot could provide a blueprint for an expanded programme.

In addition to the above, the Foundation continued to support our on going partnerships with Apps for Good, TEAK, JINC, and the Technical University of Munich.

SUPPORTING ATTAINMENT AND PROGRESSION IN STEM

Helping young people achieve strong academic qualifications in STEM subjects is essential for opening doors to university courses and careers in technology. The Foundation supports a range of partnerships which provide direct academic support to young people (including transitions to further study in key STEM subjects), as well as supporting teachers working in these important areas where there is an acute shortage of specialist educators.

To maximise impact in this area, the Hg Foundation made the following new grants this year:

STEM HORIZONS (UK)

Size of Grant: £1.1m over three years

The Foundation has developed a new initiative to bring together independent and state schools to work together with over 1,000 students to improve grades in Computer Science GCSE.

Through STEM Horizons, dedicated Computer Science teachers, based initially in five hub independent schools, will work with ~25 state schools with high proportions of students from low income backgrounds to deliver a two year programme of support. Provision will total almost 100 hours of activity and include weekly hybrid lessons, peer mentoring, academic seminars, Maths support and a range of enrichment activities.

The National Foundation for Educational Research will conduct a robust, independent evaluation of the programme focused on improvements in the core outcome of GCSE attainment and also look at the impact on education and career aspirations.

A complementary 'Bright Sparks' programme will work with year 9 students (age 13/14) to support more young people in partner schools, especially girls, to choose computing GCSE
mA*ths programmes expansions

The development of STEM Horizons is supported by a steering committee of current and former headteachers from the state and independent sectors. Funding for the STEM Horizons programme commences in FY26.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

MA*THS ONLINE PROGRAMMES (UK)

Size of Grant: £833,000

The mA*ths Online Programmes aim to help disadvantaged A Level Maths and Further Maths students to achieve the top A* grades in the subjects, supporting entry into STEM related degrees at leading universities.

Following the success of the original programmes at Imperial, the Foundation supported the expansion to the University of Manchester in Summer 2023, to pilot the scalability of the model. This year the Hg Foundation have committed a further £833,000 to support the programmes at both institutions for another three years; helping to grow each of the cohorts to 150 places, eventually reaching 600 students per year at each university.

The Hg Foundation will continue to expand the programmes to reach more high potential students across the UK, working with Imperial to create a model for this growth and introduce two new universities to the network and launch their first cohorts for their local regions. This funding will commence in FY26.

NOWTEACH (UK)

Size of Grant: £150,000 over 3 years

Now Teach's mission is to attract and recruit experienced and successful professionals to change careers and enter teaching. This partnership with the Foundation will support the recruitment of Computer Science teachers directly from the worlds of business, science and IT to teach in secondary schools across England. Computer Science is one of the most in demand subjects with the largest shortage of specialist teachers.

The Hg Foundation's £150,000 grant will offer career changers a free two year support package of 1 2 1 guidance, wellbeing, subject and career coaching and access to a support network of 1,000 peers. The programme will also enhance technology and AI knowledge across the organisation, through working groups and online hubs to share best practice. As a result of the programme, at least twenty schools will gain a new Computer Science teacher, with candidates bringing years of professional and real world experience to inspire the next generation of AI specialists and app creators.

Throughout the year we also continued to support Let's Get Ready and TEALS, that the Foundation had made grants to in previous years.

PROVIDING PATHWAYS TO ENTRY LEVEL EMPLOYMENT

Tech careers can offer a great route to economic and social mobility, including for those without higher education qualifications and those who are unemployed or underemployed. Reskilling and providing new opportunities to train are even more important as AI changes the workforce and new jobs are created as others decline. Through the work of the new partnerships below, the Foundation focuses on supporting young people and those already in the workplace to prepare for and succeed in high quality entry level jobs in both tech and tech adjacent occupations.

CODE YOUR FUTURE (UK)

Size of Grant: £690,000 over 3 years

CodeYourFuture's mission is to help refugees, asylum seekers, displaced migrants and low-income groups change their lives through free technical and soft skills training. The charity provides free courses in Basic Online Skills, Introduction to Digital Skills, Introduction to Programming and Software Development – equipping participants with the technical and employability skills to embark on new career paths.

CodeYourFuture delivers its programmes across five hubs in the UK, with in-person workshops and sessions facilitated by industry volunteers. As hiring demands in the tech sector have changed, CodeYourFuture have developed their programmes to provide more intensive training to their participants. The Hg Foundation's grant supports participants on their most intensive programmes – Intro to Programming and the Software Development Course. Part of the grant is also supporting CodeYourFuture's data and impact measurement, enabling them to further refine their programme and assess their impact on employment and other outcomes.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

GENERATION FRANCE (REGRANT)

Size of grant €1.1m over 3 years

The Foundation's partnership with Generation France aims to equip unemployed and under-employed individuals with the skills needed for life-changing tech careers. The programme comprises specific technical, behavioural, mindset and professional skills training, as well as mentoring during and after the programme. To date, it has supported 1,300 unemployed learners in France – both through Generation's existing tech programmes and new partnerships which have expanded their reach. With a further 900 targeted over the next two years, over 2,100 individuals will have benefitted from the partnership.

The Foundation's funding has also supported the development of Generation's third-party impact evaluation.

SPECIALISTERNE (USA)

Grant size: \$1,147,856 over 3 years

Specialisterne is an international social enterprise working to transform the employment landscape so that there are more meaningful opportunities for neurodivergent individuals. Specialisterne was also recently named in the Forbes 2025 Accessibility 100 list, recognizing Specialisterne Global as one of the world's top innovators in accessibility for their work advancing neurodivergent inclusion in the workplace.

Founded in 2004, they have helped over 10,000 individuals enhance their capabilities, achieve and advance into full-time, skill-aligned employment through a range of different programmes and support.

The organisation runs its Academy programme – an 8-week full time course which provides technical training for in-demand job pathways as well as occupational skills and job application support – in 4 countries. The Foundation is partnering with Specialisterne through a \$1.1m grant over three years that will enable the organisation to set up an Academy programme in the US for the first time.

SUPPORTING PROGRESSION TO HIGHLY SKILLED TECH JOBS

Undergraduate and graduate education remain important pathways into tech, but not all groups have equal chances to access university, succeed in their degrees and progress to highly-skilled technical jobs.

The Foundation's partners work across multiple entry points: supporting young people to access the first steps on the career ladder through internships, skills development and work experience, as well as helping qualified professionals overcome barriers to tech opportunities that match their skills. New partnerships with this primary focus supported during the year include:

The Royal Academy of Engineering/Google Deepmind (UK)

Grant size: £500,000 over 2 years

The Foundation has partnered with the Royal Academy of Engineering and Google DeepMind to deliver the Research Ready Programme. Providing over 130 paid research placements in top AI labs, the programme aims to address the barriers encountered by undergraduates from socioeconomically disadvantaged backgrounds in progressing into research and careers in AI. In doing so, it will help to build a stronger and more diverse AI research community to bring unique perspectives and solutions to this crucial and rapidly growing field.

ReDI (Germany)

Grant size: €600,000 over 3 years

ReDI School of Digital Integration is a non-profit tech school for refugees, migrants and marginalised locals without access to digital education. By equipping participants with both digital and soft skills - and connecting them with a network of tech leaders, students and alumni - ReDI helps to create new opportunities and accelerate integration into the job market.

The Foundation is supporting the Digital Career Programme based in Hamburg, which focuses on providing high-end tech skills to participants, through 11 courses and an annual summer school for women. The courses have a variety of entry levels to make them accessible for all abilities in tech. Participants are taught by volunteer IT professionals in evening classes and complete a project each semester. This is accompanied by a range of career support activities and mentorship from industry experts, to help further enhance their employability and ability to enter tech careers.

In addition, the Foundation has continued to support our existing partners working on entry to highly skilled tech employment: Article 1, Florence, SEO, upReach and Upwardly Global.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

PORTFOLIO OPPORTUNITY FUND

In Summer 2024, we launched our Portfolio Opportunity Fund, to offer software companies in the Hg portfolio the opportunity to partner on projects that advance our mission. The Hg portfolio employs around 100,000 individuals; we are building on this expertise and the collective Portfolio's ideas and energy to widen the talent pipeline. As part of a competitive application process, a Decisions Committee, chaired by one of our Trustees and with membership made up of Hg volunteers, reviewed applications and made granting decisions. In the current period, seven partnerships have been supported through the fund, totalling £325,000 in grants from The Hg Foundation, and leveraging a further £540,000 from portfolio companies. Funding for an eighth partnership was also secured as part of this process, with financial commitments commencing in FY26. It is hoped that the most successful projects from the fund will be scaled up more widely as they develop, with lessons learned for the broader sector.

Research and Advocacy: Transformations in Tech

UNDERSTANDING THE CHANGING PIPELINE INTO THE TECHNOLOGY SECTOR

Understanding the talent pipeline into tech and the barriers faced by the groups the Foundation focuses on is essential to help us deploy funds for maximum impact and best support our non profit programmes. In addition to the above programme grants, the Hg Foundation has also funded the following:

- National Foundation for Educational Research (NFER) research programme exploring pathways into each employment in the UK, the disparities for underrepresented groups at various stages of the pipeline and current and future hiring trends in the sector.
- Tech Future Taskforce, an industry-wide initiative, backed by the Sutton Trust, which aims to create a fairer tech industry and drive business growth across the UK. The Tech Future Taskforce provides practical support to help employers create meaningful opportunities for people from underrepresented socio-economic backgrounds to succeed in tech.
- AI transformation report. Following an event convened by The Foundation and Google DeepMind a report was commissioned to highlight opportunities for STEM charities to deliver impact within AI education

Monitoring achievement

The Foundation has a major focus on impact measurement, both to understand the extent to which the programmes it funds contributes to its overall mission, and to build capacity and understanding in our partnerships and in the sector more widely.

The Foundation defines clear intermediate and end point KPIs for each grant, in collaboration with its partners. For direct delivery grants, these typically relate to measures such as participation and engagement levels; activity outcomes such as improved knowledge, skills and confidence; intermediate outcomes such as results and attainment; and longer terms outcomes, for example progression to higher education, internship and career placements.

Alongside quantitative measurements, assessment often includes qualitative methods to explore participants' attitudes and aspirations.

Our overall approach to evaluation is captured in our published Evaluation Guide, which includes our overarching theory of change and outcomes framework, as well as a newly developed evidence ladder to help partners build understanding of their impact. The Foundation's partners have on going access to our independent evaluation consultant and in house expert to help them implement the recommendations in the guide and advise on related issues.

Many partners have been paired with an independent evaluator to explore how best to measure programme impact and increase our understanding of efficacy. For those at an earlier stage in their evaluation journey, this includes work to build data capabilities and refine the programme model, readying it for quantitative evaluation; for others, we are directly supporting a quantitative evaluation of impact, including through building an understanding of the counterfactual.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

The Foundation also gathers comparable data from its partners on the costs of all the programmes it funds. This is informing a cost effectiveness framework which will allow the Foundation to make instructive comparisons across the four principal segments of work in its portfolio: attitudes and aspirations; education attainment; entry level employability; and employability for highly skilled individuals.

Fundraising

Hg Foundation does not undertake any fundraising activities from the general public. At present its sole source of income is from the Hg Group.

The Foundation also benefits from a range of services provided by the Hg Group to the Foundation at zero cost, including accommodation, IT and operational support. The scope of these arrangements is set out in a Service Agreement.

Related Parties

In accordance with its constitution, the majority of the trustees are employees or partners of the Foundation's donor, Hg Group. There are four independent Trustees: Thomas Attwood, Sir Kevan Collins, Richard Donner and Elona Mortimer Zhika. Thomas Attwood and Richard Donner were previously partners in Hg Capital LLP. Elona Mortimer Zhika is the former CEO of IRIS, a software company in the Hg portfolio.

Financial review

The charity's results for the period are set out in the Statement of Financial Activities.

The charity had net incoming resources of £2,591,402 (2024: £2,811,118), comprising income of £8,788,375 (2024: £6,849,591) and expenditure of £6,196,973 (2024: £4,038,403). Funds brought forward from the previous year amounted to £9,754,400 (2024: £6,943,212). Income was solely derived from donations of profit and carried interest from the Hg Group. The charity only has unrestricted funds.

Investment policy and performance

The financial objective of the CIO is to at least maintain the real value of its assets.

It will have the ability to invest excess cash on a conservative basis to protect cash balances prior to distribution and is aiming to provide a well balanced portfolio of investments. It will adhere to a reserves policy (as set out below).

The CIO may also decide on a case-by-case basis to make social investments in support of its mission. A "social investment" means a relevant act of charity which is being carried out "with a view to both directly furthering the charity's purposes and achieving a financial return for the charity". The CIO recognises these investments may have a relatively higher risk reward profile, and which should be considered in a broader portfolio construction/ asset allocation strategy.

The trustees of the CIO have the final decision making power for any financial investment matters but have delegated to a Finance Committee (the "Finance Committee") to review and make recommendations to the trustees. The Finance Committee are charged with agreeing a suitable asset allocation strategy which is set so as to achieve the overall CIO investment objective..

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Internal controls and risk management

The Trustees have responsibility for ensuring that the Foundation has in place an appropriate system of controls, financial or otherwise, to provide reasonable assurance that it is operating effectively and in line with Charity Commission guidelines.

The systems of financial control are reviewed regularly and have been refined where necessary during the reporting period to provide reasonable assurance against material misstatement or loss.

The Trustees review the risks faced by the Foundation on a regular basis. The main risks identified at the last review lie in the operational risks from ineffective grant making, the capacity of the Foundation to make effective grants and the challenges in assessing the impact of programmes in a timely and proportionate manner. Notable financial risks identified include:

- Risk of grant recipients mismanaging or fraudulently using funds donated to them. To mitigate this, there is a robust due diligence process ahead of allocation of any grants, all grant recipients are expected to adhere to grant making policy stipulations, grant agreement is signed by both parties and a grant monitoring process is in place which includes regular financial reporting by the grant recipient.
- Hg Group is the primary funder of The Hg Foundation – the exact amounts donated are subject to Hg Group's managed funds hitting targets and timelines. There is a risk that if Hg Group funds do not hit expected targets and forecasted budgets the funding for the Foundation will be reduced or delayed. To mitigate this risk, the Foundation's forecasted budget is cautious and is provided by the Hg Group finance team, who update it on a regular basis.
- External / macro events pose a potential risk to Hg Group's business (i.e. Hg Foundation's primary funding source) due to impact on the global economic and political environment. The Hg Group finance team and Hg Foundation Trustees regularly monitor budgets and where necessary will explore alternative funding sources.

Reserves policy

The Finance Committee meets at least quarterly to review the strategy, budgets, operating plans and forecasts. It considers contracted cashflows and unrestricted reserves versus planned grant commitments for the following three years. On this basis, the Finance Committee aims to ensure that there will be sufficient funds available to meet grant commitments for the following 36 months plus operational costs. Contracted cashflows are based on the Foundation's share of contracted profit from the Hg Group during the subsequent three financial years. The Foundation's share of carried interest is only recognised on receipt. The Finance Committee considers this to be a conservative approach and are satisfied that the charity is meeting this policy satisfactorily.

Plans for the future

The Foundation has a number of key priorities for the period ahead:

- To understand further the impact of AI and other factors on future skills needs and labour market trends in tech, in order to better support our non-profits partners to adapt their programmes accordingly, as well as to inform our future grants
- To ensure our programme portfolio is balanced geographically, particularly by understanding more work in the US and mainland Europe
- To build further on existing projects which remain aligned with our mission, which we have added value to and which have evidence of promise, through re-grants
- To double down on efforts to build capacity and share best practices across our networks, including between our non-profit partners and the wider Hg community

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Structure, governance and management

Governing Document and Constitution

The Hg Foundation was incorporated on 27th April 2020. The Foundation is a Charitable Incorporated Organisation and a registered charity (number 1189216). Its governing document is its Constitution.

Trustees – Appointment, Induction and Training

New Trustees are appointed by a resolution passed at a meeting of the existing Foundation Trustees or by written resolution, such a resolution shall be effective only if at least half of the current Foundation Trustees have voted in its favour. The constitution allows for a minimum of 3 Trustees and a maximum of 10 Trustees, at any given time at least 2 Trustees must not be officers, partners or employees of Hg Group or Hg Advisory GmbH & Co. KG.

On appointment, new Trustees sign a trustee declaration statement committing them to giving of their time and expertise. They are made aware of their legal obligations under Charity Law, the decision-making process of the Foundation, key policies and procedures, its strategic aims and recent performance. New Trustees are provided with a copy of the current version of the Constitution and a copy of the latest statement of accounts, and are given an opportunity to meet with team members and organisations supported by the Foundation.

Organisation

At the quarterly trustee meetings, the Trustees discuss areas of activity such as grant making (following the recommendations of the Partnerships Committee), performance against objectives, a high level review of the budget and cashflow forecasts, following prior in depth consideration by the Finance Committee. Other topics are discussed periodically and as needed – for example, approach to scale up, impact evaluation, the pipeline into the technology workforce. The Foundation's three committees – Partnerships, Finance and Engagement – operate under clear terms of reference determined by the board and any major decisions are brought back to the trustee board for approval.

At annual strategy meetings, the Trustees meet to discuss overall strategy, performance, annual budget and to determine how best to direct its resources to meet its objectives.

Key management personnel remuneration

The Trustees consider the board of Trustees, and the CEO, as comprising the key management personnel of the Foundation in charge of directing and controlling the Foundation and running and operating the Foundation on a day to day basis. All Trustees give of their time freely and no trustee remuneration was paid in the period. Trustees are entitled to reimbursement of expenses incurred as a result of conducting business related to the Hg Foundation. Any reimbursements must be claimed in line with the Hg Foundation Travel & Expense policy.

In accordance with the Foundation's Conflict of Interest Policy, Trustees are required to declare and register any personal interests, business interests or other direct or indirect interests that might potentially conflict with their duties as a Trustee and absent themselves from decisions where a conflict of interest arises.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales 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 CIO and of its incoming resources and application of resources, including its income and expenditure, 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 of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the CIO will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the CIO's transactions and disclose with reasonable accuracy at any time the financial position of the CIO and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the CIO and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors

The auditors, RPG Crouch Chapman LLP, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees

Approved by order of the members of the board of Trustees and signed on their behalf by: Richard Donner

Date: 27-Jan-2026

DocuSigned by:
Richard Donner
54C99ADF212045C...

Trustee

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF HG FOUNDATION

Opinion

We have audited the financial statements of Hg Foundation (the 'charity') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, 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 and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2025 and of its incoming resources and application of resources 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 Charities Act 2011.

Basis for opinion

We conducted audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of report. We are independent of the charity in accordance with the ethical requirements that are relevant to audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled 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 opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

In our evaluation of the Trustees' conclusions, we considered the risks associated with the charity's business model, including the effects arising from macro-economic uncertainties and analysed how those risks might affect the charity's financial resources or ability to continue operations over the period of twelve months from the charity's date when the financial statements are authorised for issue. In accordance with the above, we have nothing to report in these respects. However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the absence of reference to a material uncertainty in this auditor's report is not a guarantee that the charity will continue in operation.

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF HG FOUNDATION (CONTINUED)

Other information

The other information comprises the information included in the Annual Report other than the financial statements and Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, we do not express any form of assurance conclusion thereon. 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 knowledge obtained in the course of 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.

Capability of the audit to detect irregularities including fraud

We gained an understanding of the legal and regulatory framework applicable to the charity and the industry in which it operates, and considered the risk of acts by the charity which were contrary to applicable laws and regulations, including fraud. These included, but were not limited to, compliance with the Charities Act 2011 and FRS102.

We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment.

We focused on laws and regulations that could give rise to a material misstatement in the financial statements. Our tests included, but were not limited to:

- agreement of the financial statement disclosures to underlying supporting documentation; enquiries of management
- review of minutes of board meetings throughout the period; and
- obtaining an understanding of the control environment in monitoring compliance with laws and regulations

There are inherent limitations in the audit procedures described above and the further removed noncompliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the Trustees that represented a risk of material misstatement due to fraud.

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF HG FOUNDATION (CONTINUED)

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in opinion:

- the information given in the Trustees' Report is inconsistent in any material respect with the financial statements; or
- proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for audit.

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, set out of page 12, the Trustees are responsible for the preparation of the financial statements and for being satisfied 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 Auditors' Report that includes 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 responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting fraud are outlined above.

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

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF HG FOUNDATION (CONTINUED)

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditors' 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 charity and its trustees, as a body, for audit work, for this report, or for the opinions we have formed.



RPG Crouch Chapman LLP, Statutory Auditor

40 Gracechurch Street

London

EC3V 0BT

Date: 30/01/26

RPG Crouch Chapman LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

HG FOUNDATION**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025**

	Note	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:				
Donations and legacies	4	8,360,294	8,360,294	6,595,225
Investments	5	428,081	428,081	254,366
Total income		8,788,375	8,788,375	6,849,591
Expenditure on:				
Charitable activities	7	6,196,973	6,196,973	4,038,403
Total expenditure		6,196,973	6,196,973	4,038,403
Net movement in funds		2,591,402	2,591,402	2,811,188
Reconciliation of funds:				
Total funds brought forward		9,754,400	9,754,400	6,943,212
Net movement in funds		2,591,402	2,591,402	2,811,188
Total funds carried forward		12,345,802	12,345,802	9,754,400

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 20 to 29 form part of these financial statements.

HG FOUNDATION**BALANCE SHEET
AS AT 31 MARCH 2025**

Charity Number :1189216

	Note	2025 £	2024 £
Investments	12	1,832,763	912,756
		<u>1,832,763</u>	<u>912,756</u>
Current assets			
Debtors	13	226,877	194,880
Cash at bank and in hand		10,849,748	9,168,948
		<u>11,076,625</u>	<u>9,363,828</u>
Current liabilities			
Creditors: amounts falling due within one year	14	(563,586)	(522,184)
Net current assets		<u>10,513,039</u>	<u>8,841,644</u>
Total net assets		<u><u>12,345,802</u></u>	<u><u>9,754,400</u></u>
Charity funds			
Unrestricted funds		12,345,802	9,754,400
Total funds		<u><u>12,345,802</u></u>	<u><u>9,754,400</u></u>

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Date: 30-Jan-2026

DocuSigned by:

Richard Donner

The notes on pages 20 to 29 form part of these financial statements.

HG FOUNDATION**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2025**

	2025 £	2024 £
Cash flows from operating activities		
Net cash used in operating activities	2,600,807	3,177,708
Cash flows from investing activities		
Purchase of investments	(920,007)	(462,479)
Net cash used in investing activities	(920,007)	(462,479)
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	1,680,800	2,715,229
Cash and cash equivalents at the beginning of the year	9,168,948	6,453,719
Cash and cash equivalents at the end of the year	10,849,748	9,168,948

The notes on pages 20 to 29 form part of these financial statements

HG FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1. General information

The Charity is a CIO registered with the Charity Commission in England and Wales, charity number 1189216. Its registered address is 2 More London Riverside, London, SE1 2AP.

The principal activities of the CIO is to support skill development for the modern job market and contribute to improved, quality employment prospects for those who may otherwise experience barriers to access.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The trustees confirm their explicit and unreserved compliance with the above legislation.

Hg Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The accounts have been prepared in Sterling and all amounts are rounded to the nearest £.

2.2 Going concern

Based on their assessment of the twelve months from the date on which the balance sheet was signed, the Trustees are of the opinion that the charity is a going concern as the charity holds significant cash reserves and the accounts have therefore been prepared on the going concern basis.

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

HG FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.7 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of Financial Activities.

2.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

HG FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

2. Accounting policies (continued)

2.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2.11 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Investment income, gains and losses are allocated to the appropriate fund.

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The trustees are of the opinion that none of the estimates made result in a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year, however, they are of the opinion that the following estimates are significant accounting estimates used in the financial statements:

HG FOUNDATION**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025****3. Critical accounting estimates and areas of judgment (continued)****Accruals**

Material accruals are included for project funding for which an obligation to pay exists. The amounts are based on best estimates of the amounts which will be due and payable in the future. Accruals of lower values comprise expected costs for expenditure to be invoiced in the future and is based on best estimates or invoices received after the year end.

Accrued income

Provisions are made for income relating to the year which is expected to be received after the year end. The figure is based on best estimates or communication received after the year end.

4. Income from donations and legacies

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Donations	8,360,294	8,360,294	6,595,225
<i>Total 2024</i>	6,595,225	6,595,225	

5. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Investment income	428,081	428,081	254,366
<i>Total 2024</i>	254,366	254,366	

6. Analysis of grants

	Grants to Institutions 2025 £	Total funds 2025 £	Total funds 2024 £
Project grants	5,558,781	5,558,781	3,601,289
<i>Total 2024</i>	3,601,289	3,601,289	

HG FOUNDATION**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025****6. Analysis of grants (continued)**

The Charity has made the following material grants to institutions during the year:

	2025 £	2024 £
Name of institution		
Partnership - SEO - Sponsor for Educational Opportunity	566,247	636,923
Partnership - upReach Charitable Co.	982,445	607,935
Partnership - Speakers for Schools	165,900	-
Partnership - Assonat Finance Generation	472,442	306,195
Partnership - Apps for Good	245,000	295,000
Partnership - Jinc Grant	150,310	257,056
Partnership - Technische Universität München	167,073	214,076
Partnership - Purposeful Ventures	200,000	200,000
Partnership - Lets Get Ready, Inc	163,881	145,718
Partnership - Upwardly Global	259,009	130,904
Partnership - Article 1	249,778	117,715
Partnership - TEAK	169,554	79,388
Partnership - Code Your Future	197,144	-
Partnership - Specialisterne USA	304,972	-
Partnership - Google DeepMind	426,300	-
	-	-
	4,720,055	2,990,910
Other grants to institutions	838,726	610,379
	5,558,781	3,601,289

Material grants are defined as grants in excess of £150,000 in 2025 (2024: £100,000). As a result of different grant levels in 2024 and 2025, the comparatives column includes grants which were not material in the prior year.

	2025 £
Grants individually material in 2025	4,720,055
Other grants	838,726
	5,558,781

HG FOUNDATION**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025****7. Analysis of expenditure on charitable activities****Summary by fund type**

	Unrestricted funds 2025 £	Total 2025 £	Total 2024 £
Project grants	5,558,781	5,558,781	3,601,289
Administration of the charity	638,192	638,192	437,114
	<u>6,196,973</u>	<u>6,196,973</u>	<u>4,038,403</u>
<i>Total 2024</i>	<u>4,038,403</u>	<u>4,038,403</u>	

8. Analysis of expenditure by activities

	Grant funding of activities 2025 £	Support costs 2025 £	Total funds 2025 £	Total funds 2024 £
Project grants	5,558,781	-	5,558,781	3,601,289
Administration of the charity	-	638,192	638,192	437,114
	<u>5,558,781</u>	<u>638,192</u>	<u>6,196,973</u>	<u>4,038,403</u>
<i>Total 2024</i>	<u>3,601,289</u>	<u>437,114</u>	<u>4,038,403</u>	

HG FOUNDATION**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025****8. Analysis of expenditure by activities (continued)****Analysis of support costs**

	Total funds 2025 £	Total funds 2024 £
Staff costs	432,064	305,239
Legal Fees	1,390	4,498
Audit Fees	11,550	11,000
Bank Charges	331	1,846
Other Costs	30,437	3,982
Events	14,556	2,200
Insurance	620	554
Marketing (recruitment)	36,956	20,432
Travel & Entertainment	6,289	7,081
Analysis & Evaluation	103,849	36,125
Digital Communications and Equipment	150	44,157
	638,192	437,114

9. Auditors' remuneration

	2025 £	2024 £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	11,550	11,000

10. Staff costs

	2025 £	2024 £
Wages and salaries	432,064	305,239
	432,064	305,239

The average number of persons employed by the Charity during the year was as follows:

	2025 No.	2024 No.
Administration and Finance	3	1

HG FOUNDATION**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025****10. Staff costs (continued)**

No employee received remuneration amounting to more than £60,000 in either year.

Key management comprises the trustees and the charity CEO. Key management remuneration amounted to £150,000 (2024: £145,000). The charity does not operate its own payroll and all staff costs are re-charged from Hg Group.

11. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the year ended 31 March 2025, no Trustee expenses have been incurred (2024 - £NIL).

12. Fixed asset investments

	Unlisted investments £
Cost or valuation	
At 1 April 2024	912,756
Additions	920,007
Revaluations	-
	<u>1,832,763</u>
At 31 March 2025	<u>1,832,763</u>
Net book value	
At 31 March 2025	1,832,763
At 31 March 2024	<u>912,756</u>

13. Debtors

	2025 £	2024 £
Due within one year		
Prepayments and accrued income	226,877	194,880
	<u>226,877</u>	<u>194,880</u>

HG FOUNDATION**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025****14. Creditors: Amounts falling due within one year**

	2025 £	2024 £
Accruals and deferred income	<u>563,586</u>	<u>522,184</u>

15. Financial instruments

	2025 £	2024 £
Financial assets		
Financial assets measured at fair value through income and expenditure	<u>1,832,763</u>	<u>912,756</u>

Financial assets measured at fair value through income and expenditure comprises the charity's investment in Cornerstone I LP.

16. Funds

The charity only has unrestricted, general funds. All amounts included in these accounts therefore represent unrestricted, general funds.

17. Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	2024 £
Net income for the year (as per Statement of Financial Activities)	<u>2,591,402</u>	<u>2,811,188</u>
Adjustments for:		
Decrease/(increase) in debtors	(31,997)	397,226
Increase/(decrease) in creditors	41,402	(30,706)
Net cash provided by operating activities	<u><u>2,600,807</u></u>	<u><u>3,177,708</u></u>

18. Analysis of cash and cash equivalents

	2025 £	2024 £
Cash in hand	<u>10,849,748</u>	<u>9,168,948</u>
Total cash and cash equivalents	<u><u>10,849,748</u></u>	<u><u>9,168,948</u></u>

HG FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

19. Analysis of changes in net debt

	At 1 April 2024	Cash flows	At 31 March 2025
	£	£	£
Cash at bank and in hand	9,168,948	1,680,801	10,849,749
	<u>9,168,948</u>	<u>1,680,801</u>	<u>10,849,749</u>

20. Financial commitments

The Charity has continued to commit to make total future investments of £3,800,000 (2024: £3,800,000). During the year, £920,007 (2024: £462,479) was drawn down, taking the total investment so far to £1,832,763, as disclosed in Note 12.

21. Related party transactions

During the year ended 31 March 2025, the charity received donations of £8,360,295 (2024: £6,595,225) from the Hg Group. The charity is connected to Hg Group through its trustees as follows:

Trustees Anna Martina Sanow, Richard Earnshaw, Robbie Citrino, Juan Campos, Genyi Zhao and Caroline Lofgren are employees of Hg Group or its associated companies in Munich and New York.

During the year, the charity incurred expenditure of £432,064 (2024: £305,239) representing a re-charge of wages and salaries and associated staff costs from Hg Group.

Included in grants (note 8) made is a grant to TEAK of £169,554 (2024 -£79,388). Also included are grants for The Education Endowment Foundation of £80,000 (2024 -Nil.) Sir Kevan Collins serves on the board of Trustees of the latter, whereas Robert Citrino serves on the board of the former. The trustees are satisfied that any potential conflicts of interests have been managed satisfactorily.

HG FOUNDATION

England & Wales - Charity number 1189216

Accounts

Charity number: 1189216

HG FOUNDATION
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

RPGCC
Chartered Accountants & Statutory Auditor
40 Gracechurch Street
London
EC3V 0BT

HG FOUNDATION

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HG FOUNDATION

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2024

Trustees	Thomas Attwood Matthew Brockman Juan Antonio Campos Benitez Robert Joseph Citrino IV Sir Kevan Collins Richard Donner Richard Earnshaw (resigned 9 April 2024) Caroline Löfgren Anna Martina Sanow Genyi Zhao (resigned 23 April 2024) Elona Mortimer Zhika (appointed 11 January 2024)
Charity registered number	1189216
Principal office	2 More London Riverside London SE1 2AP
Chief executive officer	James Turner
Independent auditors	RPG Crouch Chapman LLP 40 Gracechurch Street London EC3V 0BT
Bankers	RBS International 7th Floor 1 Princes Street London EC2R 8BP NatWest 10 Southwark Street London SE1 1TJ
Solicitors	Charles Russell Speechlys LLP 5 Fleet Place London EC4M 7RD Shoosmiths LLP The XYZ Building 2 Hardman Boulevard Manchester M3 3AZ
Tax and Legal	Deloitte LLP Abbotts House Abbey Street Reading RG1 3BD

HG FOUNDATION

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

The Trustees present their annual report together with the audited financial statements of the CIO for the year ended 31 March 2024.

Objectives and activities for the public benefit

The purpose of The Hg Foundation is to remove barriers to education and skills in the technology sector. Our vision is that the technology workforce of the future harnesses the talent of everyone, regardless of background. The Foundation has a particular focus on supporting those groups who are underrepresented because of their gender, socio-economic background or ethnicity.

The Trustees confirm that they have referred to the Charity Commission's guidance on public benefit when reviewing the Foundation's aims and objectives, in planning future partnerships and activities and when setting its grant making policy. The Foundation furthers its charitable purposes for the public benefit through making grants to established charitable organisations that directly enhance the employment prospects of underrepresented groups in the technology sector or which support their aspirations and educational attainment in qualifications relevant to the world of technology.

The Trustees carry out the Foundation's objectives by partnering with charitable and non-profit organisations across the UK, Europe and North America, with a strong track record of delivery and which the Foundation will typically look to work with over a number of years.

The Hg Foundation is supported by the Hg Group, which provides the Foundation's funding and access to a team with deep technological and operational expertise, as well as its wider portfolio of technology companies which employ thousands of people across the globe. The Foundation recognises that technology is high growth, high potential yet disruptive, and through its work seeks to harvest the benefits and mitigate the downsides of the industry. Furthermore, by leveraging Hg's existing and future networks the Foundation aims to create a multiplier effect to enhance the scale and reach of its activities.

Grant making policy

The Foundation has established its grant making policy to achieve its objects for the public benefit.

The Foundation prioritises partnerships that:

- Support the development of education and skills. This includes both the technical and general skills required to succeed in today's working environment. Technical skills will include but not be limited to subjects such as Mathematics and coding or other specific skills and qualifications needed for careers within the technology industry. The Foundation also considers support to enhance wider skills such as interview techniques, communications skills, creating networks and giving those from under represented backgrounds access to experiences that are helpful for future employability prospects
- Are in areas relevant to the world of technology that contribute to improved and sustainable employment prospects for the long-term.
- Use clear metrics to track and measure outcomes and assess impact. The Trustees seek to gain insight on how to appropriately measure and evaluate impact, in order to improve its own understanding, that of its partners and the sector more widely, and to promote improvement. By working with established non-profit organisations and experts, the Foundation is able to support its partners in defining:
 - o quantitative and qualitative baseline measures
 - o a KPI and performance milestone framework to assess the progress each project
 - o a route to a robust impact evaluation framework, including – where possible – a counter-factual comparison.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

- Target those who need it most. The Foundation focuses on individuals from underrepresented backgrounds, where there is an access gap in education and training and subsequently employment opportunities within the technology sector. This includes underrepresentation by gender, socio-economic background and ethnicity, as well as specific groups in need such as those from refugee and migrant communities.
- Are driven by experienced, dedicated and proven professionals, experts and institutions with a track record of delivery.
- Are strategic and scalable partnerships for the long term. Each partnership typically runs for three years, however, smaller, short-term commitments are also made; either to establish a new theme or where there is not currently a clear partner operating in a selected area of interest. The Foundation then makes regrants to those partnerships where there is evidence of promise and continued support would further its mission.

The Foundation takes a strategic and proactive approach to sourcing prospective partnerships and carries out thorough due diligence on any potential grant recipient to ensure the funds will be applied in accordance with the Foundation's charitable objectives. This process includes the submission of written proposals and performance data, numerous detailed conversations with leaders of the organisation and their team and, where appropriate, due diligence visits and reference checks. The Foundation may also commission third party research in specific areas of interest in order to gain better insights on the most effective forms of intervention.

To mitigate any risk to the Foundation, the Trustees may extend due diligence beyond the proposed grant recipient to include any other associated organisations. In cases where the Foundation supports an organisation for an extended period of time, due diligence will be re-run after the first funding period as part of the re-granting process or if there is a material change of circumstances.

The Trustees require a written agreement to be entered into between the Foundation and the grant recipient which will include, as a minimum:

- The objective of the grant, and details of how the grant can be spent
- The time period for the delivery of the activities that are being funded
- Requirements for receiving reports from the recipient on how they have spent the grant, progress against objectives, and achievements for the period covered
- The records that the Trustees require to see regarding the use of the grant
- Monitoring arrangements, including key metrics around delivery and key outcomes, to enable the Trustees to have confidence that the grant is used for the intended purpose
- A plan for independent impact evaluation or a route to it
- What will happen if the terms and conditions of the grant are breached, or if the recipient can no longer carry out the terms of the grant.

Once a grant agreement has been signed, the Foundation holds regular monitoring meetings/visits and will also receive regular monitoring reports to include updates on progress against pre-determined milestones. A financial breakdown of expenditure for the project is also requested.

The grant making approach is reviewed regularly to ensure it reflects the charity's objects and advances the public benefit. The Foundation is planning in the 2024/25 financial year its first open funding round in a specific area of interest to unearth a wider range of promising organisations and determine these programmes with the best fit to our objectives.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

A review of our achievements and performance: How our grant programmes delivered public benefit

This report covers activity that has taken place between 1st April 2023 and 31st March 2024.

In total, the Foundation has now supported over 30 non-profit programmes in the UK, France, Germany, Netherlands and the USA, which between them will provide support for over 50,000 young people and adults from underrepresented homes. We have developed a new website which shows more clearly the range and focus of the partnership we support: <https://www.thehgfoundation.com/partnerships>

In this period, the Foundation agreed funding for a number of partnerships, intervening at different points on the talent pipeline into the technology sector (in addition to continuing to support existing partnerships funded in previous years). Some of these were smaller scale pilots; others new partnerships; and some our first regrants to organisations showing promising signs of impact. In line with previous years, some partnerships span a single year and others are multi-year reflecting our intention to support multiple cohorts and more intensive interventions. The figures below reflect the total potential grant rather than the portion committed in this financial year; payment is according to partners meeting milestones and key performance indicators.

FOR THE YEAR ENDED 31 MARCH 2024

Article 1 - Dema1n + STEM

Size of Grant: £697,700 over three years

Article 1 is a French non-profit working to improve school guidance, success in education and career paths for students from lower income homes. To date, Article 1 has been able to mobilise 31,000 volunteers, 200 partners and supports more than 221,000 young people every year, including almost 122,000 from working-class backgrounds. 52,000 of these young people have had access to workshops, and more than 36,000 receive individual support through mentoring.

With support from The Hg Foundation, Article 1 has launched a new program ("Dema1n + STEM") focused on STEM and Tech pathways for 2,000 mentees. Over three years, the programme will provide workshops, webinars, job discovery evenings and company visits, mentoring, and tech-career specific resources, particularly targeting women and those from lower-income families. The Hg Foundation grant will also fund the programme's evaluation to drive measurable, long-term, and scalable impact.

Fondation Florence

Size of Grant: £188,500 over three years

Le Fond de Dotation Florence is a new French foundation, founded in 2023. Its mission is to support young people from socioeconomically disadvantaged backgrounds to succeed in higher education and then access professional jobs. Its highly tailored and selective programme comprises four pillars of activity: financial support; personalised mentorship; internships; and socio-cultural support.

The Hg Foundation's €225,000 grant will enable Florence to extend its current focus (business and finance) into Tech and STEM. The initiative includes a comprehensive program with financial support, mentorship, and access to internships, to approximately 120 students over three years, with the ambition to scale beyond. Hg will contribute its expertise and network to shape Florence's initiatives, with representation on Florence's Executive Committee.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Apps for Good – App for Social Action

Size of Grant: £485,000 over three years

Apps for Good, an organisation founded in 2010, provides free tech innovation courses to schools and gives teachers ready-made education content, so young people from all backgrounds can develop digital and essential skills. Apps for Good and The Hg Foundation formed a three-year partnership to launch the App for Social Action programme - an innovative app-development course, mapped to the computing curriculums across the UK. It is delivered by teachers over seven sessions, with the opportunity to interact with industry volunteers.

The programme will reach up to 24,000 state school students aged 11-14 in 600 schools across the UK - the largest reach of any of the Foundation's partnerships to date. In addition, part of The Hg Foundation's grant will support an evaluation of the programme, enabling further development and improvements for greater impact in the future.

TeachingWithChatGPT.org.uk

Size of Grant: £155,000 over one year

TeachingWithChatGPT.org.uk is a free online resource to empower UK teachers and other educators to use ChatGPT effectively to enhance their day-to-day work. The development of the guide was supported by The Hg Foundation with Bain & Company's Social Impact practice, and with input from a number of schools and educational charities.

In research to develop the guide it was found that, of teachers who had already used ChatGPT and similar AI tools, the vast majority reported that it had saved them time, improved lessons and reduced their time to prepare for their classes. Despite this experience, in late 2023, 50% of teachers said that they had not yet used generative AI.

In partnership with the Education Endowment Foundation, the Hg Foundation is supporting a randomised control trial exploring how the use of ChatGPT, supported by the free guide, can save STEM teachers time in preparing lessons, and monitoring the quality of the lesson plans produced. If the trial is successful we hope that it will pave the way for more work to see how generative AI tools can support the work of STEM teachers in particular, who are in short supply in global education systems.

Let's Get Ready- STEM Pathway

Size of Grant: £421,200 over three years

The Hg Foundation is working with Lets Get Ready (LGR) to develop a new STEM Pathway programme.

Research shows that individuals from low-income backgrounds, rural communities and those who are Black/African American and Hispanic/Latinx, have a higher college dropout rate due to the financial pressures and difficulties they experience when settling into college. Let's Get Ready has 25 years' experience in improving college retention.

The Foundation-funded programme will focus on guiding LGR students through their college transition to successful careers in the fields of Science, Technology, Engineering and Mathematics. Over three years, the partnership will support 6,900 STEM students, doubling the current number of LGR students interested in STEM. As a result of this support, the programme aims to lower college dropout rates and increase graduation rates among these students, as well as fostering an interest in and progression to STEM careers. The Foundation's support will also enable the creation of LGR's first-ever career and alumni platform, as well as a strategically important impact evaluation of LGR's overall provision.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

British Computer Society and Microsoft - TEALS

Size of Grant: £40,200 over one year

The Hg Foundation has partnered with Microsoft and BCS, The Chartered Institute for IT to help bring the Microsoft TEALS Program to the UK. The TEALS Program has been running in the United States since 2009 and has helped over 100,000 students receive Computer Science learning pathways. It is also available to pupils in Canada, Mexico, Israel, Colombia, Kenya and India.

As part of the TEALS Program, volunteers must have a degree in Computer Science, or equivalent industry experience. They are brought into schools to support teachers, particularly non-specialists, who teach Computing at Key Stage 3 (ages 11 to 14) and Computer Science GCSE at Key Stage 4. Volunteers can also help boost pupils' employability skills by linking learning to the world of work and providing enrichment sessions such, including connections with employers. The UK partnership will pilot the programme in a small number of schools, primarily serving disadvantaged communities, and gather feedback on its implementation in a UK context.

Birkbeck- Access to Digital Skills and Careers

Size of Grant: £94,287.48 over one year

Birkbeck is the educational home to a diverse community of learners; 40% are from households with an income below £25,000, 78% are combining studies with work and caring responsibilities, 48% of undergraduates are from Black, Asian, and Minority Ethnic (BAME) backgrounds, and the average age of students is 35 years old.

The partnership with the Foundation will support The Access to Digital Skills and Careers Programme (ADSCP), designed to create pathways to digital and technology careers for Birkbeck students, particularly for underrepresented groups.

The ADSCP consists of three key pillars: a Career Accelerator bootcamp, a Tech Skills certification scheme, and an Access Tech micro-placement initiative. The programme first launched with funding support from The Access Foundation. In this pilot year, the programme supported 328 students to improve their digital skills and explore careers in the technology sector, of which 90% of participants had at least one marker of socio-economic disadvantage. The next phase will see the programme roughly double in size with the combined support of The Hg and The Access Foundations.

XTX Markets and Purposeful Ventures

Size of Grant: £2,000,000 over five years

A collaboration with XTX Markets and Purposeful Ventures, the £7m 'Maths Excellence Fund' will support schools in England to improve attainment and progression in Maths from 11-16 and 16-18 years of age, increasing the number of students who are on track to succeed in A-level Maths and beyond, with a focus on those from disadvantaged backgrounds.

The Fund draws on a research report published by XTX Markets and the University of Nottingham which highlighted major inequalities in young people's chances of joining and leaving the 'Maths excellence pathway' – a routes into high quality STEM degrees and ultimately tech careers.

The Fund is supporting four partnerships to address this challenge: The Inspiration Trust, working with 12 schools in East Anglia; Mathematics in Education and Industry (MEI), supporting 10 schools in Birmingham; the Co-op Academies Trust and 12 of its schools in the North of England; and United Learning, which will support 14 of its schools in five clusters across England. After a setup year, the projects will be implemented in the 2024/25 academic year and run for five years in total, with a robust evaluation of impact in the latter phase.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

University of Manchester mA*ths programme

Size of Grant: £116,101 over one year

We are piloting with the University of Manchester the extension of the Imperial College mA*ths programme to the North West of England.

The pilot is focussed on supporting students from lower income households to attain the highest grades in A Level Mathematics, opening up opportunities and access to university in STEM subjects and onwards into tech careers. The project will initially recruit up to 50 target students from the Greater Manchester area embarking on the first year of their A level studies.

Informed by data from the pilot and an evaluation of the ongoing work at Imperial, The Foundation is looking at the potential scalability of this programme in future years.

JINC – Vocational tech and Engineering Careers Programme

Size of Grant: £502,600 over two years

Founded in 2003, JINC works collectively with schools and employers to improve students' social skills and provide career guidance, boosting prospects for young people from socioeconomic disadvantaged neighbourhoods. JINC finds that young people that grow up in poverty are often missing role models and guidance when it comes to their education and future work. This hinders their ability to make good choices for their future.

Our partnership with JINC, which is the largest social mobility-focused charity in The Netherlands, will support a two-year programme targeted at students in vocational and pre-vocational schools and exposing them to careers in technology. Over the course of the programme students, typically aged 16 and above, will receive initiatives such as flash internships and career coaching. This will initially open up JINC's programmes to around 1,500 additional young people, across four cities in the Netherlands.

SEO – Tech Developer

Size of Grant: £1,680,600 over three years

SEO Tech Developer was founded as a virtual intensive, free immersion programme to propel first-year and sophomore Black, Latinx, and Native American computer science and software engineering college students to the next level, ensuring they are prepared to effectively compete for internships in the tech world. The Hg Foundation is the seed-funder of the programme and has been heavily involved in its development, which draws on SEO's 60+ years of experience of running programmes in education and other competitive professional sectors, such as law and finance. Tech Developer is centred around a six-week virtual summer residency, which includes 300+ hours of technical and soft-skills training. Participants also have exclusive access to tech internships through SEO's partner employers. The programme focuses on experiential learning, team and project-based work, along with sustained exposure to tech industry professionals and educators through curriculum delivery, seminars and mentorship.

The Foundation's second commitment to Tech Developer will enable the programme to double in size, reaching 500 students over a three-year period, as well as growing a new First Year Academy to build the pipeline of students interested in and equipped with the tech skills to participate in the main programme. The grant will also support an independent impact evaluation of Tech Developer – the first time SEO has taken this approach.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Upwardly Global- Empowering Refugee and Immigrant Women for future-ready tech roles

Size of Grant: £763,800 over three years

Upwardly Global supports over 2 million college-educated refugees and immigrants facing under- or un-employment. Since 2000, Upwardly Global has been helping individuals access professional careers in the US and has placed nearly 11,000 people into skill-aligned roles. As a result of their support, average starting salaries for those placing in tech roles are \$70k - representing a \$55k average income gain to candidates who were previously in low-wage work or unemployed, often for several years.

The Hg Foundation and Upwardly Global's \$1 million partnership will reach 250 immigrant and refugee women over three years. The programme comprises industry-specific coaching, re-and upskilling, networking, mentorship and job placement support. The organisation will also scale its suite of tools for job seekers via its learning management platform, that hosts an eLearning library of job readiness training modules.

Generation Global – Employer Coalition

Size of Grant: £79,798 over one year

The Hg Foundation funded a follow up piece of work to a major research project we co funded to give global insight into hiring trends to entry level jobs in the technology sector. Developed by Generation, the study surveyed more than 4,000 employed and unemployed people and collected 1,325 responses from tech and non-tech employers, spanning eight countries: Brazil, Canada, France, Germany, India, Mexico, the UK and the US.

The research explored critical issues such as demand for entry level talent; how job requirements are evolving; the drivers of successful applications; and how employers screen CVs and aim to increase diversity.

The overall aim was to identify interventions that can be made to support under-represented communities to access and thrive in entry-level tech jobs, and to inform the debate around solutions to increasing the supply and diversity of talent. Following the research project, The Hg Foundation also supported Generation Global with a second grant to help the organisation build a coalition of employers to test the most promising approaches at scale, to see whether they are successful and cost effective in harnessing the talent of under-served groups.

UpReach – Tech 500

Size of Grant: £1,511,938 over two years commencing post year end, following an initial three year grant of £1,999,609 which started in 2021

Research consistently shows that the UK tech workforce does not reflect the wider population, with those from lower socio-economic backgrounds and state schools significantly underrepresented. UpReach's Tech500 programme, established in partnership with The Hg Foundation, helps talented undergraduates from less advantaged backgrounds secure graduate roles in the technology sector. The programme supports 500 Associates at any one time. It offers participants comprehensive and exclusive training, networking and development opportunities to boost their success rates in progressing to top jobs. upReach also works with leading technology firms to influence hiring behaviours and to support them in their commitment to social mobility and diversity in the workplace.

After supporting the inception of the programme and its first three years of operation, The Hg Foundation made a new £1.5m commitment to upReach to sustain and develop the programme, extending the project into 2025 and beyond. By the end of this grant period, 1,000 students in total will have been able to access the programme. The second grant will also support an independent evaluation of impact, to determine a causal link between upReach's activities and employment outcomes.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

In addition to the above flagship programme grants, in the year the Foundation has also funded some smaller pilot projects to explore new areas of work, including:

- A grant to Sustainability First to investigate the Green Tech Sector and the possibility of a programme to widen access to careers in this growing area
- A project with the University of Exeter and the South West Social Mobility Commission, looking at work experience for school-aged students in the tech sector
- A partnership with Tutor Trust to support the extension of their tutoring model into Further Education Colleges in England, focusing on those students who have failed to achieve threshold grades in their GCSE exams at age 16.

And we have continued funding for programmes supported in previous years:

- **Generation France - Ton Emploi**
The collaboration between The Hg Foundation and Generation France aims to bridge the gap between the many employers who struggle to recruit entry level talent and young people from disadvantaged backgrounds who are not in any form of training or work. The programme comprises specific technical, behavioural, mindset and professional skills training, as well as mentoring during and after the programme. It will reach unemployed learners in France through expanding Generation's existing employability programmes and developing new employment tracks in tech-related roles.
- **Technical University of Munich - MINT-Impulse an der Schule**
MINT-Impulse an der Schule, run by the Technical University of Munich (TUM), encourages girls to study Mathematics, Information Technology, Natural Sciences and Technology (MINT) by providing inspirational enrichment activities, boosting confidence and breaking down in-grained gender stereotypes. The project, seed-funded by The Hg Foundation, reaches girls aged 14-16 at select schools in rural Bavaria which struggle to take part in extracurricular programmes because of a lack of resources and geographic isolation.

Monitoring achievement

The Foundation has a major focus on impact measurement, both to understand the extent to which the programmes it funds contributes to its overall mission, and to build capacity and understanding in our partnerships and in the sector more widely.

The Foundation defines clear intermediate and end-point KPIs for each grant, in collaboration with its partners. For direct delivery grants, these typically relate to measures such as participation and engagement levels; activity outcomes such as improved knowledge, skills and confidence; intermediate outcomes such as results and attainment; and longer-terms outcomes, for example progression to higher education, internship and career placements.

Alongside quantitative measurements, assessment often includes qualitative methods to explore participants' attitudes and aspirations.

Our overall approach to evaluation is captured in our published Evaluation Guide, which includes our overarching theory of change and outcomes framework. The Foundation's partners have on going access to our independent evaluation consultants to help them implement the recommendations in the guide and advise on related issues. As part of the development of a partnership proposal, expert advice is taken from our evaluation consultants, and impact considerations incorporated into the design and implementation of the programme put forward to the trustees.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

All our major partners have been paired with an independent evaluator to explore how best to measure programme impact and increase our understanding of efficacy. For those at an earlier stage in their evaluation journey, this includes work to build data capabilities and refine the programme model, readying it for quantitative evaluation; for others, we are directly supporting a quantitative evaluation of impact, including through building an understanding of the counter-factual – what would likely have happened to these learners anyway, without any additional support – for example through comparison groups, quasi-experimental designs and randomised control trials.

The Foundation also gathers comparable data from its partners on the costs of all the programmes it funds. This is informing a cost effectiveness framework which will allow the Foundation to make instructive comparisons across the four principal segments of work in its portfolio: attitudes and aspirations; education attainment; entry level employability; and employability for highly skilled individuals.

Fundraising

Hg Foundation does not undertake any fundraising activities from the general public. At present its sole source of income is from the Hg Group.

Related Parties

In accordance with its constitution, the majority of the trustees are employees or partners of the Foundation's donor, Hg Group. There are four independent Trustees: Thomas Attwood, Sir Kevan Collins, Richard Donner and Elona Mortimer Zhika. Thomas Attwood and Richard Donner were previously partners in HgCapital LLP. Elona Mortimer Zhika is the CEO of IRIS, a software company in the Hg portfolio.

Financial review

The charity's results for the period are set out in the Statement of Financial Activities.

The charity had net incoming resources of £2,811,188 (2023: £3,789,451), comprising income of £6,849,591 (2023: £6,490,799) and expenditure of £4,038,403 (2023: £2,701,348). Funds brought forward from the previous year amounted to £6,943,212 (2023: £3,153,761). Income was solely derived from donations of profit and carried interest from the Hg Group. The charity only has unrestricted funds.

Investment policy and performance

The financial objective of the CIO is to at least maintain the real value of its assets.

It will have the ability to invest excess cash on a conservative basis to protect cash balances prior to distribution and is aiming to provide a well-balanced portfolio of investments. It will adhere to a reserves policy (as set out below).

The CIO may also decide on a case by case basis to make social investments in support of its mission. A "social investment" means a relevant act of charity which is being carried out "with a view to both directly furthering the charity's purposes and achieving a financial return for the charity". The CIO recognises these investments may have a relatively higher risk reward profile, and which should be considered in a broader portfolio construction/asset allocation strategy.

The trustees of the CIO have the final decision making power for any financial investment matters but have delegated to a Finance Committee (the "Finance Committee") to review and make recommendations to the trustees. The Finance Committee are charged with agreeing a suitable asset allocation strategy which is set so as to achieve the overall CIO investment objective.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Internal controls and risk management

The Trustees have responsibility for ensuring that the Foundation has in place an appropriate system of controls, financial or otherwise, to provide reasonable assurance that it is operating effectively and in line with Charity Commission guidelines.

The systems of financial control are reviewed regularly and have been refined where necessary during the reporting period to provide reasonable assurance against material misstatement or loss.

The Trustees review the risks faced by the Foundation on a regular basis. The main risks identified at the last review lie in the operational risks from ineffective grant making, the capacity of the Foundation to make effective grants and the challenges in assessing the impact of programmes in a timely and proportionate manner. Notable financial risks identified include:

- Risk of grant recipients mismanaging or fraudulently using funds donated to them. To mitigate this, there is a robust due diligence process ahead of allocation of any grants, all grant recipients are expected to adhere to grant making policy stipulations, grant agreement is signed by both parties and a grant monitoring process is in place which includes regular financial reporting by the grant recipient.
- Hg Group is the primary funder of The Hg Foundation – the exact amounts donated are subject to Hg Group's managed funds hitting targets and timelines. There is a risk that if Hg Group funds do not hit expected targets and forecasted budgets the funding for the Foundation will be reduced or delayed. To mitigate this risk, the Foundation's forecasted budget is cautious and is provided by the Hg Group finance team, who update it on a regular basis.
- External / macro events pose a potential risk to Hg Group's business (i.e. Hg Foundation's primary funding source) due to impact on the global economic and political environment. The Hg Group finance team and Hg Foundation Trustees regularly monitor budgets and where necessary will explore alternative funding sources.

Reserves policy

The Finance Committee meets at least quarterly to review the strategy, budgets, operating plans and forecasts. It considers contracted cashflows and unrestricted reserves versus planned grant commitments for the following three years. On this basis, the Finance Committee aims to ensure that there will be sufficient funds available to meet grant commitments for the following 36 months plus operational costs. Contracted cashflows are based on the Foundation's share of contracted profit from the Hg Group during the subsequent three financial years. The Foundation's share of carried interest is only recognised on receipt. The Finance Committee considers this to be a conservative approach and are satisfied that the charity is meeting this policy satisfactorily.

Plans for the future

The Foundation has a number of key priorities for the period ahead:

- Effectively monitoring and supporting our existing partnerships, including making regrants to help the most effective partnerships scale further
- Identifying new programmes in areas where there are gaps in our portfolio, including funding more work in Europe and North America
- Developing further our approach to impact, especially around making instructive comparisons across programmes operating in similar areas and driving for similar outcomes
- Making full use of the eco-system of expertise around the Foundation, including from Hg Group and its portfolio of software companies and other collaborators who share our mission
- Understanding more about the pipeline of talent into tech, and where there are the greatest opportunities for effective intervention, both to inform the Foundation's own work and that of others in the space
- Building the profile of the Foundation further to encourage collaboration and partnership

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Structure, governance and management

Governing Document and Constitution

The Hg Foundation was incorporated on 27th April 2020. The Foundation is a Charitable Incorporated Organisation and a registered charity (number 1189216). Its governing document is its Constitution.

Trustees – Appointment, Induction and Training

New Trustees are appointed by a resolution passed at a meeting of the existing Foundation Trustees or by written resolution, such a resolution shall be effective only if at least half of the current Foundation Trustees have voted in its favour. The constitution allows for a minimum of 3 Trustees and a maximum of 10 Trustees, at any given time at least 2 Trustees must not be officers, partners or employees of Hg Group or Hg Advisory GmbH & Co. KG.

On appointment, new Trustees sign a trustee declaration statement committing them to giving of their time and expertise. They are made aware of their legal obligations under Charity Law, the decision making process of the Foundation, key policies and procedures, its strategic aims and recent performance. New Trustees are provided with a copy of the current version of the Constitution and a copy of the latest statement of accounts, and are given an opportunity to meet with team members and organisations supported by the Foundation.

Organisation

At the quarterly trustee meetings, the Trustees discuss areas of activity such as grant making (following the recommendations of the Partnerships Committee), performance against objectives, a high level review of the budget and cashflow forecasts, following prior in depth consideration by the Finance Committee. Other topics are discussed periodically and as needed – for example, approach to scale up, impact evaluation, the pipeline into the technology workforce.

At annual strategy meetings, the Trustees meet to discuss overall strategy, performance, annual budget and to determine how best to direct its resources to meet its objectives.

Key management personnel remuneration

The Trustees consider the board of Trustees, and the CEO, as comprising the key management personnel of the Foundation in charge of directing and controlling the Foundation and running and operating the Foundation on a day to day basis. All Trustees give of their time freely and no trustee remuneration was paid in the period.

In accordance with the Foundation's Conflict of Interest Policy, Trustees are required to declare and register any personal interests, business interests or other direct or indirect interests that might potentially conflict with their duties as a Trustee and absent themselves from decisions where a conflict of interest arises.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales 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 CIO and of its incoming resources and application of resources, including its income and expenditure, 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 of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the CIO will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the CIO's transactions and disclose with reasonable accuracy at any time the financial position of the CIO and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the CIO and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

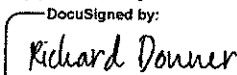
Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors

The auditors, RPG Crouch Chapman LLP, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees

Approved by order of the members of the board of Trustees and signed on their behalf by:

DocuSigned by:

54C99ADF212045C.....
Richard Donner
Trustee

Date: 14-Jan-2025

HG FOUNDATION

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HG FOUNDATION

Opinion

We have audited the financial statements of Hg Foundation (the 'charity') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, 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 and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

The financial statements have been prepared in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

This has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2024 and of its incoming resources and application of resources 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 Charities Act 2011.

Basis for 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

In our evaluation of the Trustees' conclusions, we considered the risks associated with the charity's business model, including the effects arising from macro-economic uncertainties and analysed how those risks might affect the charity's financial resources or ability to continue operations over the period of twelve months from the date when the financial statements are authorised for issue. In accordance with the above, we have nothing to report in these respects. However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the absence of reference to a material uncertainty in this auditor's report is not a guarantee that the charity will continue in operation.

HG FOUNDATION

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HG FOUNDATION (CONTINUED)

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Capability of the audit to detect irregularities including fraud

We gained an understanding of the legal and regulatory framework applicable to the charity and the industry in which it operates, and considered the risk of acts by the charity which were contrary to applicable laws and regulations, including fraud. These included, but were not limited to, compliance with the Charities Act 2011 and FRS102.

We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment.

We focused on laws and regulations that could give rise to a material misstatement in the financial statements. Our tests included, but were not limited to:

- agreement of the financial statement disclosures to underlying supporting documentation;
- enquiries of management;
- review of minutes of board meetings throughout the period; and
- obtaining an understanding of the control environment in monitoring compliance with laws and regulations.

There are inherent limitations in the audit procedures described above and the further removed noncompliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the Trustees that represented a risk of material misstatement due to fraud

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' Report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

HG FOUNDATION

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HG FOUNDATION (CONTINUED)

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the Trustees are responsible for the preparation of the financial statements which 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 Auditors' 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 in the relevant paragraph above.

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. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditors' 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 charity and its trustees, as a body, for our audit work, for this report, or for the opinions we have formed.



RPG Crouch Chapman LLP
40 Gracechurch Street
London
EC3V 0BT

Date: 15/01/25

RPG Crouch Chapman LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

HG FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024

	Note	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:				
Donations and legacies	4	6,595,225	6,595,225	6,490,799
Investments	5	254,366	254,366	-
Total income		6,849,591	6,849,591	6,490,799
Expenditure on:				
Charitable activities	7	4,038,403	4,038,403	2,701,348
Total expenditure		4,038,403	4,038,403	2,701,348
Net movement in funds		2,811,188	2,811,188	3,789,451
Reconciliation of funds:				
Total funds brought forward		6,943,212	6,943,212	3,153,761
Net movement in funds		2,811,188	2,811,188	3,789,451
Total funds carried forward		9,754,400	9,754,400	6,943,212

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 20 to 30 form part of these financial statements.

HG FOUNDATION

BALANCE SHEET AS AT 31 MARCH 2024

	Note	2024 £	2023 £
Investments	11	912,756	450,277
		<u>912,756</u>	<u>450,277</u>
Current assets			
Debtors	12	194,880	592,106
Cash at bank and in hand	17	9,168,948	6,453,719
		<u>9,363,828</u>	<u>7,045,825</u>
Creditors: amounts falling due within one year	13	(522,184)	(552,890)
Net current assets		<u>8,841,644</u>	<u>6,492,935</u>
Total net assets		<u><u>9,754,400</u></u>	<u><u>6,943,212</u></u>
Charity funds			
Unrestricted funds		9,754,400	6,943,212
Total funds		<u><u>9,754,400</u></u>	<u><u>6,943,212</u></u>

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

DocuSigned by:

 Richard Donner
 Trustee
 Date: 14-Jan-2025

The notes on pages 20 to 30 form part of these financial statements.

HG FOUNDATION

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
Cash flows from operating activities		
Net cash used in operating activities	3,177,708	3,976,314
Cash flows from investing activities		
Purchase of investments	(462,479)	(450,277)
Net cash used in investing activities	(462,479)	(450,277)
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	2,715,229	3,526,037
Cash and cash equivalents at the beginning of the year	6,453,719	2,927,682
Cash and cash equivalents at the end of the year	9,168,948	6,453,719

The notes on pages 20 to 30 form part of these financial statements

HG FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1. General information

The Charity is a CIO registered with the Charity Commission in England and Wales, charity number 1189216. Its registered address is 2 More London Riverside, London, SE1 2AP.

The principal activities of the CIO is to support skill development for the modern job market and contribute to improved, quality employment prospects for those who may otherwise experience barriers to access.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The trustees confirm their explicit and unreserved compliance with the above legislation.

Hg Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The accounts have been prepared in Sterling and all amounts are rounded to the nearest £.

2.2 Going concern

Based on their assessment of the twelve months from the date on which the balance sheet was signed, the Trustees are of the opinion that the charity is a going concern as the charity holds significant cash reserves and the accounts have therefore been prepared on the going concern basis.

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

HG FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.7 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of Financial Activities.

2.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

HG FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

2. Accounting policies (continued)

2.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2.11 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Investment income, gains and losses are allocated to the appropriate fund.

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The trustees are of the opinion that none of the estimates made result in a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year, however, they are of the opinion that the following estimates are significant accounting estimates used in the financial statements:

HG FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

3. Critical accounting estimates and areas of judgment (continued)

Accruals

Material accruals are included for project funding for which an obligation to pay exists. The amounts are based on best estimates of the amounts which will be due and payable in the future. Accruals of lower values comprise expected costs for expenditure to be invoiced in the future and is based on best estimates or invoices received after the year end.

Accrued income

Provisions are made for income relating to the year which is expected to be received after the year end. The figure is based on best estimates or communication received after the year end.

4. Income from donations and legacies

	Unrestricted funds 2024 £	Total funds 2024 £
Donations	6,595,225	6,595,225

	Unrestricted funds 2023 £	Total funds 2023 £
Donations	6,490,799	6,490,799

5. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Investment income	254,366	254,366	-

HG FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

6. Analysis of grants

	Grants to Institutions 2024 £	Total funds 2024 £
Project grants	3,601,289	3,601,289

	Grants to Institutions 2023 £	Total funds 2023 £
Project grants	2,561,501	2,561,501

The Charity has made the following material grants to institutions during the year:

	2024 £	2023 £
Name of institution		
Partnership - SEO - Sponsor for Educational Opportunity	636,923	460,280
Partnership - upReach Charitable Co.	607,935	580,895
Partnership - Assonat Finance Generation	306,195	-
Partnership - Apps for Good	295,000	-
Partnership - Jinc Grant	257,056	-
Partnership - Technische Universität München	214,076	225,966
Partnership - Purposeful Ventures	200,000	-
Partnership - Lets Get Ready, Inc	145,718	-
	2,662,903	1,267,141
Other grants to institutions	938,386	1,294,360
	3,601,289	2,561,501

	2024 £
Individually material grants	2,662,902
Grants individually not material	938,387
	3,601,289

HG FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

7. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2024 £	Total 2024 £
Project grants	3,601,289	3,601,289
Administration of the charity	437,114	437,114
	<u>4,038,403</u>	<u>4,038,403</u>
	Unrestricted funds 2023 £	Total 2023 £
Project grants	2,561,501	2,561,501
Administration of the charity	139,847	139,847
	<u>2,701,348</u>	<u>2,701,348</u>

HG FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

8. Analysis of expenditure by activities

	Grant funding of activities 2024 £	Support costs 2024 £	Total funds 2024 £
Project grants	3,601,289	-	3,601,289
Administration of the charity	-	437,114	437,114
	<u>3,601,289</u>	<u>437,114</u>	<u>4,038,403</u>

	Grant funding of activities 2023 £	Support costs 2023 £	Total funds 2023 £
Project grants	2,561,501	-	2,561,501
Administration of the charity	-	139,847	139,847
	<u>2,561,501</u>	<u>139,847</u>	<u>2,701,348</u>

HG FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

8. Analysis of expenditure by activities (continued)

Analysis of support costs

	Total funds 2024 £	Total funds 2023 £
Legal Fees	4,498	2,100
Audit Fees	11,000	11,000
Bank Charges	1,846	552
Other Costs	3,982	540
Events	2,200	18,711
Insurance	554	551
General Admin	-	250
Marketing (recruitment)	20,432	1,783
Travel & Entertainment	7,081	1,229
Analysis & Evaluation	36,125	5,500
Staff Costs	305,239	97,631
Digital Communications and Equipment	44,157	-
	<u>437,114</u>	<u>139,847</u>

9. Auditors' remuneration

	2024 £	2023 £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	<u>11,000</u>	<u>11,000</u>

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

Key management comprises the trustees and the charity CEO. Key management remuneration amounted to £145,000 (2023: £97,631). The charity does not operate its own payroll and all staff costs are re-charged from Hg Group.

During the year ended 31 March 2024, no Trustee expenses have been incurred (2023 - £NIL).

HG FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

11. Fixed asset investments

	Unlisted investments £
Cost or valuation	
At 1 April 2023	450,277
Additions	462,479
Revaluations	-
At 31 March 2024	<u>912,756</u>
Net book value	
At 31 March 2024	<u>912,756</u>
At 31 March 2023	<u>450,277</u>

12. Debtors

	2024 £	2023 £
Due within one year		
Prepayments and accrued income	194,880	592,106
	<u>194,880</u>	<u>592,106</u>

13. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	-	282,850
Accruals and deferred income	522,184	270,040
	<u>522,184</u>	<u>552,890</u>

HG FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

14. Financial instruments

	2024 £	2023 £
Financial assets		
Financial assets measured at fair value through income and expenditure	912,756	450,277

Financial assets measured at fair value through income and expenditure comprises the charity's investment in Cornerstone I LP.

15. Funds

The charity only has unrestricted, general funds. All amounts included in these accounts therefore represent unrestricted, general funds.

16. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income for the period (as per Statement of Financial Activities)	2,811,188	3,789,451
Adjustments for:		
Decrease in debtors	397,226	186,554
Increase/(decrease) in creditors	(30,706)	309
Net cash provided by operating activities	3,177,708	3,976,314

17. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	9,168,948	6,453,719
Total cash and cash equivalents	9,168,948	6,453,719

HG FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

18. Analysis of changes in net debt

	At 1 April 2023	Cash flows	At 31 March 2024
	£	£	£
Cash at bank and in hand	6,453,719	2,715,229	9,168,948
	<u>6,453,719</u>	<u>2,715,229</u>	<u>9,168,948</u>

19. Financial commitments

During the year, the charity committed to make total future investments of £3,800,000 (2023: £3,500,000). During the year, £462,479 (2023: £450,277) was drawn down, taking the total investment so far to £912,756, as disclosed in Note 11.

20. Related party transactions

During the year ended 31 March 2024, the charity received donations of £6,595,225 (2023: £6,490,799) from the Hg Group. The charity is connected to Hg Group through its trustees as follows:

Trustees Anna Martina Sanow, Richard Earnshaw, Robbie Citrino, Juan Campos, Genyi Zhao and Caroline Lofgren are employees of Hg Group or its associated companies in Munich and New York.

During the year, the charity incurred expenditure of £305,239 (2023: £97,631) representing a re-charge of wages and salaries and associated staff costs from Hg Group.

Included in grants made are grants to TEAK and The Education Endowment Foundation. Sir Kevan Collins serves on the board of Trustees of the latter, whereas Robert Citrino serves on the board of the former. The trustees are satisfied that any potential conflicts of interests have been managed satisfactorily.

HG FOUNDATION

England & Wales - Charity number 1189216

Accounts

Charity number: 1189216

HG FOUNDATION
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

RPG Crouch Chapman LLP
Chartered Accountants & Statutory Auditor
14-16 Dowgate Hill
London
EC4R 2SU

HG FOUNDATION

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HG FOUNDATION**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2023**

Trustees	Thomas Attwood Cornelius Becker (resigned 29 September 2022) Juan Antonio Campos Benitez (appointed 28 September 2022) Robert Joseph Citrino IV (appointed 28 September 2022) Sir Kevan Collins Richard Donner Richard Earnshaw Caroline Löfgren Anna Martina Sanow Gero Wittemann (resigned 18 October 2022) Genyi Zhao (appointed 28 September 2022)
Charity registered number	1189216
Principal office	2 More London Riverside London SE1 2AP
Chief executive officer	J Turner (since September 2022)
Independent auditors	RPG Crouch Chapman LLP 14-16 Dowgate Hill London EC4R 2SU
Bankers	RBS International 7th Floor 1 Princes Street London EC2R 8BP NatWest 10 Southwark Street London SE1 1TJ
Solicitors	Charles Russell Speechlys LLP 5 Fleet Place London EC4M 7RD Shoosmiths LLP The XYZ Building 2 Hardman Boulevard Manchester M3 3AZ
Tax and Legal	Deloitte LLP Abbotts House Abbey Street Reading RG1 3BD

HG FOUNDATION

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

The Trustees present their annual report together with the audited financial statements of the CIO for the period 1 April 2022 to 31 March 2023.

Objectives and activities for the public benefit

The purpose of The Hg Foundation is to remove barriers to education and skills in the technology sector. Our vision is that the technology workforce of the future harnesses the talent of everyone, regardless of background. The Foundation therefore focuses on those groups who may otherwise experience barriers to access, for example because of their gender, socio-economic background or ethnicity.

The Trustees confirm that they have referred to the Charity Commission's guidance on public benefit when reviewing the Foundation's aims and objectives, in planning future partnerships and activities and when setting its grant making policy. The Foundation furthers its charitable purposes for the public benefit through making grants to established charitable organisations that directly enhance the employment prospects of underrepresented groups in the technology sector or which support their educational attainment in qualifications relevant to the world of technology.

The Trustees carry out the Foundation's objectives by partnering with experienced, dedicated and proven charitable and non-profit organisations across the UK, Europe and the United States, with a strong track record of delivery and which the Foundation will typically look to work with over a number of years.

The Hg Foundation is supported by HgCapital LLP, which provides the Foundation's funding and access to a team with deep technological and operational expertise, as well as its wider portfolio of technology companies. The Foundation recognises that technology is high growth, high potential yet disruptive, and through its work seeks to harvest the benefits and mitigate the downsides of the industry. Furthermore, by leveraging Hg's existing and future networks the Foundation aims to create a multiplier effect to enhance the scale and reach of its activities.

Grant making policy

The Foundation has established its grant making policy to achieve its objects for the public benefit.

The Foundation prioritises partnerships that:

- Support the development of education and skills. This includes both the hard and soft skills required to succeed in today's working environment. Hard skills will include but not be limited to subjects such as Maths and coding or other specific skills and qualifications needed for careers within the technology industry. The Foundation also considers support to enhance soft skills such as interview techniques, creating networks and giving those from under-represented backgrounds access to experiences that are helpful for future employability prospects.
- Are in areas relevant to the world of technology that contribute to improved and sustainable employment prospects for the long-term.
- Use clear metrics to track and measure outcomes and assess impact. The Trustees seek to gain insight on how to appropriately measure and evaluate impact, in order to improve its own understanding, that of its partners and the sector more widely, and to promote improvement. By working with established non-profit organisations and experts, the Foundation is able to support its partners in defining;
 - o quantitative and qualitative baseline measures
 - o a KPI and performance milestone framework to assess each project
 - o a route to a "best in class" impact evaluation framework
- Target those who need it most. The Foundation focuses on individuals from underrepresented backgrounds, where there is an access gap in education and training and subsequently employment opportunities within the sphere of technology. This includes underrepresentation by gender, socio-economic background and ethnicity.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

- Are driven by experienced, dedicated and proven professionals, experts and institutions with a track record of delivery.
- Are strategic and scalable partnerships for the long term. Each partnership typically runs over two to four years, however, smaller, short-term commitments are also made; either to establish a new theme or where there is not currently a clear partner operating in a selected area of interest.

The Foundation takes a strategic and proactive approach to sourcing prospective partnerships and carries out thorough due diligence on any potential grant recipient to ensure the funds will be applied in accordance with the Foundation's charitable objectives. This process includes the submission of written proposals, a presentation to a group of Trustees and detailed conversations with leaders of the organisation and their team and, where appropriate, due diligence visits. The Foundation may also commission third party research in specific areas of interest in order to gain better insights on the most effective forms of intervention.

To mitigate any risk to the Foundation, the Trustees may extend due diligence beyond the proposed grant recipient to include any other associated organisations. In cases where the Foundation supports an organisation for an extended period of time, due diligence will be re-run after a period of three years or if there is a material change of circumstances.

The Trustees require a written agreement to be entered into between the Foundation and the grant recipient which will include, as a minimum:

- The objective of the grant, and details of how the grant can be spent
- The time period for the delivery of the activities that are being funded
- Requirements for receiving reports from the recipient on how they have spent the grant, progress against objectives, and achievements for the period covered
- The records that the Trustees require to see regarding the use of the grant
- Monitoring arrangements, including key metrics around delivery and key outcomes, to enable the Trustees to have confidence that the grant is used for the intended purpose
- What will happen if the terms and conditions of the grant are breached, or if the recipient can no longer carry out the terms of the grant.

Once a grant agreement has been signed, the Foundation holds regular monitoring meetings/visits and will also receive regular monitoring reports to include updates on progress against pre-determined milestones. A financial breakdown of expenditure for the project is also requested to ensure ongoing compliance with charitable objectives.

The grant making policy is reviewed regularly to ensure it reflects the charity's objects and advances the public benefit.

A review of our achievements and performance: How our grant programmes delivered public benefit

This report covers activity that has taken place between 1st April 2022 and 31st March 2023.

In this period a total of 7 substantive partnerships were funded, comprising 5 that started in the Foundation's previous years, and 3 that were initiated in the reporting year. Between them, the partnerships span the UK, US, Netherlands, Germany and France, supporting a range of groups underrepresented in the technology sector, and intervene at school-level, university-level and in adulthood.

HG FOUNDATION**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023****Imperial College London – A-Level Further Maths Online Programme****Size of Grant:** £890,000 over 4 years**Target number of students to receive intensive support:** 450 over 4 years**Target number of teachers to receive intensive support:** 250 over 4 years**Target number of students with access to online materials:** 2,000+ over 4 years**Country:** UK

Imperial College London has developed a pioneering and scalable approach to Maths outreach via their mA*ths programme for A-Level Maths which includes mass online learning, e-mentoring, learning support for teachers, as well as intensive support to annual cohorts of disadvantaged students.

The Hg Foundation has funded the expansion of the Imperial College London mA*ths programme into A-Level Further Maths. The core aim of the Further mA*ths programme is to address the attainment gap at A-Level Further Maths by providing intensive support for annual cohorts of up to 150 disadvantaged students (this equates to approximately 16% of the total number of disadvantaged students who took Further Maths in 2019). This is a national scheme, targeting disadvantaged students from across the UK.

A smaller proportion of the Foundation's funding has gone towards investigating progression from GCSE into A-Level Further Maths. This project will examine the progression gap at GCSE and explore scalable and effective measures for increasing take-up of Further Maths by disadvantaged students, which is a key barrier to young people accessing highly selective university courses and, in turn, narrows future career opportunities in technology and related sectors.

The Further mA*ths Online Programme was successfully launched in January 2021 and in its second year reached almost 140 students in years 12 and 13, and 80 teachers. Ninety-eight percent of students successfully graduated from the programme and just over half the eligible cohort made applications to study at Imperial.

The evaluation plan for the Further mA*ths Online Programme includes both internal oversight and monitoring as well as independent external expertise. An evaluation lead has been recruited by the Imperial team to spearhead this work. The evaluation will interrogate the long-term impact of the programme on A-Level attainment and university progression. It will also ensure that the ongoing evaluation of Maths attainment-raising activities is informed by the latest evidence and best practice and will contribute to the growing body of knowledge around the most effective ways to support young people and their teachers in raising attainment.

Since the end of the reporting period, the programme has been extended by a year at Imperial College to gather further data on impact, and an operational pilot at Manchester University, in academic year 2023/24, has been agreed. Depending on the success of this pilot, there is potential to extend the programme further to other regions.

SEO Sponsors for Educational Opportunity – Tech Accelerator Programme**Size of Grant:** \$1,674,457 over 3 years**Target number of students to receive intensive support:** 238 over 3 years**Country:** USA

SEO is a non-profit organisation dedicated to providing supplemental educational and career support to young people from underserved communities. Tech Developer is one of their core programmes and has been funded and supported by The Hg Foundation since its inception. SEO's Tech Developer programme aims to speed up participants' development of the technical and soft skills, and industry knowledge, required for entry-level tech roles at leading tech businesses.

The programme serves Black, Latinx and Native American college students, predominantly low-income, who have little to no access to computer science or programming courses until college. They have already chosen to major in Computer Science or Engineering but lack the prerequisite knowledge, skills, and hands-on experience that they need to excel and feel confident.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

As an intensive immersion and training programme focused on eliminating the exposure and preparation gaps facing underrepresented students, Tech Developer supports students over multiple years. Students are recruited in their sophomore (second) year of college and are involved in a variety of programme activities as part of SEO Tech Developer. During their sophomore summer, they participate in a flagship 300-hour technical training program delivered in partnership with Codio, a cloud-based platform for high quality computing education and tech skills development. Following the summer bootcamp, students are supported with ongoing advice, mentorship and seminars to support them navigate their future tech careers and as they apply for internships. In their junior year, students then complete internships and following those are supported with applying to full-time roles as software engineers in their final year of college as they approach graduation.

The first cohort of 62 students took part in pre-work projects in April 2021 and a 6-week virtual summer residency in June 2021, which resulted in 54 of them securing internships (87% of the cohort). This cohort have now graduated from college, with 68% of the total cohort accepting full-time roles in tech (or 78% if just looking at the group that chose to seek out full-time employment). The second cohort of 77 students was recruited at the start of 2022. 56% of students have completed summer internships at tech companies this past summer with more applying for fall internships. The third cohort kicked off their programme in late May 2023 and is the largest cohort yet comprised of 99 college sophomores. Following a summer of technical training, they are now applying for internships.

upReachTech500

Size of Grant: £1,999,604 over 3 years

Actual number of students to receive intensive support: 512 over 3 years

Target number of students with access to digital skills training: 2,500 over 3 years

Country: UK

The vision of upReach is that everybody has an equal opportunity to realise their full career potential, regardless of social background. The charity helps young people achieve this by providing intensive and highly structured support that address socio-economic barriers to employment.

The Hg Foundation supports Tech500, a tailored programme across 3 years for 500 undergraduate students from less advantaged backgrounds who are looking to secure graduate roles in the technology sector. Through close collaboration with leading technology employers, upReach delivers comprehensive and exclusive training, networking and development opportunities aimed at narrowing the progression gap between graduates from working class backgrounds and their more privileged peers. By working with top technology organisations, upReach also work to influence hiring behaviours to support employers in their commitment to equal opportunity and diversity in the workplace.

As of August 2023, 512 students were enrolled on the Tech500 programme, in line with the core programme KPI of 500 enrolled students by December 2022.

By autumn 2023, 65% of Associates who graduated in 2022 have secured a highly skilled graduate job, with 47% of these graduate roles being in tech. Of the 2022 and 2023 graduating cohorts, 58% of students secured work experience or internships prior to graduation.

Alongside Tech500, upReach run targeted digital skills training - "Digital Skills Builder" - which are available to a further 2,500 upReach Associates from lower socio-economic backgrounds all over the UK. This includes video forums, speaker series, e-courses and video tutorials across eight core skills including programming and web development, cloud computing, digital marketing and data analysis and visualisation.

The Foundation is working with upReach on how best to evaluate its overall impact and that of the Tech500 specifically, building on the analysis the charity has already undertaken.

HG FOUNDATION**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023****GenerationPlus:TonEmploi****Size of Grant:** £1,000,823 over 3 years**Number of learners receiving support:** 850**Country:** France

Generation France was launched in 2018 and aims to bridge the gap between the many employers who struggle to recruit entry level talent and French youth from disadvantaged backgrounds who are not in any form of training or employment.

The collaboration between The Hg Foundation and Generation France aims to reach 850 unemployed or underemployed learners in France by the end of 2023 by expanding two existing employability programmes – around Digital Customer Care and Junior Full Stack Developer roles - and developing new ones in tech-related roles. The new programmes will be identified because the roles represent areas of jobs growth; have entry level requirements suitable to the target demographic; and provide good career prospects initially and in the medium term.

Additionally, The Hg Foundation's funding has supported the building out of Generation's third-party impact evaluation process and created a Return On Investment (RoI) analysis, both of which are led by Generation's global data and impact team and external experts. The goal of this work is to provide evidence to shape policy change in France and to show employers and government the validity of programmes such as Ton Emploi.

Since inception the programme has trained 578 learners and placed 71% of them in a paid job within three months of program completion and 90% within six months. While outcomes have been successful for those on the programme, recruitment has been challenging and numbers are below the initially agreed targets so these have since been adjusted to a more realistic 850 learners. The programme has been adapting to changes to the context in which it is operating, particularly new state-led initiatives in France which have impacted the number of referrals of young people from government employment offices. The Hg Foundation is working closely with Generation to make progress towards the revised objectives for its grant.

MeritAmerica:DataandEvaluationProgram**Size of Grant:** \$500,000 over 3 years**Country:** US

Merit America is a US not for profit that supports unemployed adults, and those earning low wages, into higher salary tech roles. The programme provides flexible pathways which combine training for in-demand careers with coaching and peer support, at no upfront cost to the participants. To recruit target learners, Merit partners with organisations which serve low-income workers and those who are unemployed. Its programmes combine in person activity with online learning to create cost effective interventions. Merit connects with firms such as Google, Amazon and IBM to connect its participants to appropriate entry-level positions which, on average, pay \$19,000 a year more than their prior jobs, therefore promoting economic-mobility.

The Hg Foundation's grant is supporting the data, analytics and evaluation capacity of Merit America. This will help the organisation to better track participant outcomes, analyse its operations, implement programme improvements, improve its reporting to donors and strengthen its fundraising and marketing materials. In turn, this will help to underpin the growth of the organisation from the 1,800 students it was reaching at the start of the partnership to 40,000 by 2026.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

Technical University of Munich (TUM): MINT-Impulse an der Schule

Size of Grant: €750,000 over 3 years

Number of learners receiving support: 600 per year

Country: Germany

The Hg Foundation supports MINT-Impulse an der Schule alongside the Technical University of Munich.

The project aims to reach 600 girls and young women per year aged 14-16 at schools from rural areas across Bavaria, focused on those facing barriers to access extracurricular programmes because of a lack of resources or isolation. Its ultimate aim is to encourage more girls to pursue further study in mathematics, information technology, natural sciences and technology (MINT – similar to STEM in a UK context), by providing practical and inspirational enrichment activities and breaking down gender stereotypes.

Female instructors from the university work on research projects, side-by-side with the students for one school day, offering hands-on exposure to the research field whilst also providing much needed role models. Students receive preparation beforehand to make the most of their time with the instructors and the programme is completed by an online-follow-up signposting further opportunities.

The programme launched in September 2022, targeting c10 schools and offering five courses per school for c.12 students each. The practical on the ground work is being accompanied by a longitudinal study to track the impact of the programme over the long term, including outcomes such as progression to careers in MINT areas and future salary levels, compared to similar students who did not participate in the programme.

The Technical University of Munich (TUM) was chosen as a partner by the Hg Foundation as it is one of Europe's top universities, regularly rated among the best European universities in international rankings and is one of the most renowned technical universities worldwide. Its main campuses span several large sites in Bavaria and southern Germany, which are also home to the TUM Schools and Departments and the target schools for the MINT-Impulse programme.

THE TEAK FELLOWSHIP

Size of Grant: \$600,000 over 3 years

Target number of learners receiving support: 180 per year

Country: US

Based in New York City and founded in 1998, TEAK is a free ten-year rigorous academic program that helps high-achieving students reach their potential through intensive after school and summer classes. TEAK prepares middle school students to gain places in the United States' most selective high schools and colleges and go on to have competitive careers. TEAK's support system is intended to help students thrive and graduate from college, pursue their professional goals and positively impact the world.

The Hg Foundation's 3-year financial contribution supports TEAK's continued goal of an expansion in student capacity and services, reaching up to 180 additional students per year. The support also allows TEAK to strengthen and increase its program offerings in STEM, including expanding its current coding courses, creating an extracurricular robotics programming group, whilst also supporting more internships and professional development opportunities in STEM. In addition, part of the grant will support an assessment of TEAK's initiatives on student outcomes, enabling further development and improvements for more impact in the future.

HG FOUNDATION**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023**

In addition to the above flagship programme grants, in the year the Foundation has also continued to support the ambitious research project developed by our partners at Generation Global, to gain an insight into current employment trends in the technology sector. The study surveyed unemployed people seeking entry level technology jobs, employed people in entry level and intermediate technology jobs, hiring managers for technology roles, and unemployed people pursuing non-technology entry level roles. The sample is drawn from across eight countries (Brazil, Canada, France, Germany, India, Mexico, UK and the US). The research aims to identify interventions that employers can make to support under-represented communities to access and thrive in entry-level tech jobs, and to inform the debate about globally-relevant solutions to increasing the supply and diversity of talent in the sector.

The Foundation also supported a new piece of analysis and research from the Education Policy Institute (EPI) considering the supply of, and demand for, technical and vocational qualifications in digital skills for 16–18-year-olds. The research, which considers the English system, is intended to inform the future work of the Foundation and others in this space, but also to make an impact on the wider policy landscape. The analysis explored issues such as the availability and take-up of qualifications in digital skills; the demand for qualifications amongst employers; and the capacity of further education colleges in particular to provide these qualifications.

Monitoring achievement

The Foundation defines clear intermediate and end-point goals for each grant, in collaboration with its partners. For direct delivery grants, these typically relate to measures such as participation targets; activity outcomes such as improved knowledge, skills and confidence; intermediate outcomes such as results and attainment; and longer-terms outcomes, for example progression to higher education, internship and career placements. We are also working with our partners to help build an understanding of the counter-factual – what would likely have happened to these learners anyway, without any additional support – for example through comparison groups, quasi-experimental designs and exploring randomised control trials.

Alongside quantitative measurements, assessment often includes qualitative methods to explore personal perceptions, confidence and future expectations. As the work of the Foundation grows, these findings will be triangulated in order to provide greater detail and understanding, both to ensure ongoing improvements can be made to continuously refine and improve the content of each of our partner programmes, but also to ensure that the work of these programmes is properly identified and understood and so that the learnings can be shared more broadly to effect greater change.

A number of our programmes now have an independent evaluation in place and we are working on an evaluation guide and accompanying resources to support our partners further in robustly evaluating their impact. The Foundation's partners also have access to an expert evaluation consultant to help them implement the recommendations in the guide and advise on related issues.

A priority for the coming year is to develop a cost effectiveness framework which will allow the Foundation to make instructive comparisons across the portfolio of programmes and to compare and contrast programmes working on different outcomes and with different age groups.

Fundraising

Hg Foundation does not undertake any fundraising activities from the general public. At present its sole source of income is from HgCapital LLP.

Related Parties

In accordance with its constitution, the majority of the trustees are employees or partners of the Foundation's donor, HgCapital LLP. There are three independent Trustees: Thomas Attwood, Sir Kevan Collins and Richard Donner. Thomas Attwood and Richard Donner were previously partners in HgCapital LLP.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

Financial review

The charity's results for the period are set out in the Statement of Financial Activities.

The charity had net incoming resources of £3,789,451 (2022: net outgoing resources of £757,583), comprising income of £6,490,799 (2022: £1,474,090) and expenditure of £2,701,348 (2022: £2,231,673). Funds brought forward from the previous year amounted to £3,153,761 (2022: £3,911,344). Income was solely derived from donations of profit and carried interest from HgCapital LLP. The charity only has unrestricted funds.

Investment policy and performance

The financial objective of the CIO is to at least maintain the real value of its assets.

It will have the ability to invest excess cash on a conservative basis to protect cash balances prior to distribution and is aiming to provide a well balanced portfolio of investments. It will adhere to a reserves policy (as set out below).

The CIO may also decide on a case by case basis to make social investments in support of its mission. A "social investment" means a relevant act of charity which is being carried out "with a view to both directly furthering the charity's purposes and achieving a financial return for the charity". The CIO recognises these investments may have a relatively higher risk reward profile, and which should be considered in a broader portfolio construction / asset allocation strategy.

The trustees of the CIO have the final decision making power for any financial investment matters but have delegated to a Finance Committee (the "Finance Committee") to review and make recommendations to the trustees. The Finance Committee are charged with agreeing a suitable asset allocation strategy which is set so as to achieve the overall CIO investment objective.

Internal controls and risk management

The Trustees have responsibility for ensuring that the Foundation has in place an appropriate system of controls, financial or otherwise, to provide reasonable assurance that it is operating effectively and in line with Charity Commission guidelines.

The systems of financial control are reviewed regularly and have been refined where necessary during the reporting period to provide reasonable assurance against material misstatement or loss.

The Trustees review the risks faced by the Foundation in Autumn each year. The main risks identified at the last review lie in the operational risks from ineffective grant making and the capacity of the Foundation to make effective grants. Notable risks identified include:

- Risk of grant recipients mismanaging or fraudulently using funds donated to them. To mitigate this, there is a robust due diligence process ahead of allocation of any grants which is led by a Foundation trustee, all grant recipients are expected to adhere to grant making policy stipulations, a grant agreement is signed by both parties and a grant monitoring process is in place which includes regular financial reporting by the grant recipient.
- HgCapital LLP is the primary funder of The Hg Foundation – the exact amounts donated are subject to HgCapital LLP funds hitting targets and timelines. There is a risk that if HgCapital LLP funds do not hit expected targets and forecasted budgets the funding for the Foundation will be reduced or delayed. To mitigate this risk, the Foundation's forecasted budget is cautious and is provided by the HgCapital LLP finance team, who update it on a regular basis.
- External / macro events pose a potential risk to HgCapital LLP's business (i.e. Hg Foundation's primary funding source) due to impact on the global economic and political environment. The HgCapital LLP finance team and Hg Foundation Trustees regularly monitor budgets and where necessary will explore alternative funding sources.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

Reserves policy

The Finance Committee meets at least quarterly to review the strategy, budgets, operating plans and forecasts for the forthcoming year. It considers contracted cashflows and unrestricted reserves versus contracted grant commitments. On this basis, the Finance Committee aims to ensure that there are sufficient funds available to meet grant commitments for the following 12 months plus operational costs. Contracted cashflows are based on the Foundation's share of contracted profit from HgCapital LLP during the subsequent financial year. The Foundation's share of carried interest is only recognised on receipt. The Finance Committee considers this to be a conservative approach.

On this basis, commitments for the forthcoming 2024 financial year total £3.5m, of which £450,277 have already been drawn down. At 31 March 2023 the Foundation held £6.9m in unrestricted reserves with forecast, contracted cashflows from HgCapital LLP in 2023/24 of £3.7m.

The trustees therefore consider the reserves policy to be met satisfactorily.

Plans for the future

The Foundation will continue to work with current partners and explore ways to share the knowledge and use the learnings from these programmes to effect change within education and specifically to improve employment prospects for those from disadvantaged backgrounds within the technology industry. The Trustees also appointed a full time Chief Executive (in September 2022) to help take forward the work of the Foundation, providing additional support to our partners, assisting in building the pipeline of future grants, assimilating and communicating learnings and refining its future strategy. The central focus of the Foundation will remain, as will its focus on a smaller number of substantial and longer term partnerships, which can benefit from the particular expertise and assets of the Foundation and HgCapital LLP more widely.

Structure, governance and management

Governing Document and Constitution

The Hg Foundation was incorporated on 27th April 2020. The Foundation is a Charitable Incorporated Organisation and a registered charity (number 1189216). Its governing document is its Constitution.

Trustees – Appointment, Induction and Training

New Trustees are appointed by a resolution passed at a meeting of the existing Foundation Trustees or by written resolution, such a resolution shall be effective only if at least half of the current Foundation Trustees have voted in its favour. The constitution allows for a minimum of 3 Trustees and a maximum of 10 Trustees, at any given time at least 2 Trustees must not be officers, partners or employees of HgCapital LLP or Hg Advisory GmbH & Co. KG.

On appointment, new Trustees sign a trustee declaration statement committing them to giving of their time and expertise. They are made aware of their legal obligations under Charity Law, the decision making process of the Foundation, key policies and procedures, its strategic aims and recent performance. New Trustees are provided with a copy of the current version of the Constitution and a copy of the latest statement of accounts.

Organisation

At the quarterly trustee meetings, the Trustees discuss areas of activity such as grant making (following the recommendations of the Partnerships Committee), performance against objectives, a high level review of the budget and cashflow forecasts, following prior in depth consideration by the Finance Committee.

At annual strategy meetings, the Trustees meet to discuss overall strategy, performance, annual budget and to determine how best to direct its resources to meet its objectives.

HG FOUNDATION**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023****Key management personnel remuneration**

The Trustees consider the board of Trustees, and the CEO, as comprising the key management personnel of the Foundation in charge of directing and controlling the Foundation and running and operating the Foundation on a day to day basis. All Trustees give of their time freely and no trustee remuneration was paid in the period.

In accordance with the Foundation's Conflict of Interest Policy, Trustees are required to declare and register any personal interests, business interests or other direct or indirect interests that might potentially conflict with their duties as a Trustee and absent themselves from decisions where a conflict of interest arises.

Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales 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 CIO and of its incoming resources and application of resources, including its income and expenditure, 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 of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the CIO will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the CIO's transactions and disclose with reasonable accuracy at any time the financial position of the CIO and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the CIO and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors

The auditors, RPG Crouch Chapman LLP, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees

Approved by order of the members of the board of Trustees and signed on their behalf by:

DocuSigned by:

 699E46728AF0402.....
Anna Martina Sanow

Date: 13-Dec-2023

DocuSigned by:

 630XFFB09869425.....
Richard Donner

15-Dec-2023

HG FOUNDATION**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HG FOUNDATION****Opinion**

We have audited the financial statements of Hg Foundation (the 'charity') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, 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 and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

The financial statements have been prepared in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

This has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In our opinion the financial statements:

- ✓ give a true and fair view of the state of the charity's affairs as at 31 March 2023 and of its incoming resources and application of resources 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 Charities Act 2011.

Basis for 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

In our evaluation of the Trustees' conclusions, we considered the risks associated with the charity's business model, including the effects arising from macro-economic uncertainties such as COVID-19 and analysed how those risks might affect the charity's financial resources or ability to continue operations over the period of twelve months from the date when the financial statements are authorised for issue. In accordance with the above, we have nothing to report in these respects. However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the absence of reference to a material uncertainty in this auditor's report is not a guarantee that the charity will continue in operation.

HG FOUNDATION**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HG FOUNDATION (CONTINUED)****Other information**

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Capability of the audit to detect irregularities including fraud

We gained an understanding of the legal and regulatory framework applicable to the charity and the industry in which it operates, and considered the risk of acts by the charity which were contrary to applicable laws and regulations, including fraud. These included, but were not limited to, compliance with the Charities Act 2011 and FRS102.

We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment.

We focused on laws and regulations that could give rise to a material misstatement in the financial statements. Our tests included, but were not limited to:

- agreement of the financial statement disclosures to underlying supporting documentation;
- enquiries of management;
- review of minutes of board meetings throughout the period; and
- obtaining an understanding of the control environment in monitoring compliance with laws and regulations.

There are inherent limitations in the audit procedures described above and the further removed noncompliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the Trustees that represented a risk of material misstatement due to fraud

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- ✓ the information given in the Trustees' Report is inconsistent in any material respect with the financial statements; or
- ✓ sufficient accounting records have not been kept; or
- ✓ the financial statements are not in agreement with the accounting records and returns; or
- ✓ we have not received all the information and explanations we require for our audit.

HG FOUNDATION

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HG FOUNDATION (CONTINUED)

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the Trustees are responsible for the preparation of the financial statements which 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 Auditors' 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 in the relevant paragraph above.

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. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditors' 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 charity and its trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

RPG Crouch Chapman LLP

14-16 Dowgate Hill
London
EC4R 2SU

Date:

RPG Crouch Chapman LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

HG FOUNDATION**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023**

	Note	Unrestricted funds 2023 £	Total funds 2023 £	<i>Total funds 2022 £</i>
Income from:				
Donations and legacies	4	6,490,799	6,490,799	1,474,090
Total income		6,490,799	6,490,799	1,474,090
Expenditure on:				
Charitable activities	6	2,701,348	2,701,348	2,231,673
Total expenditure		2,701,348	2,701,348	2,231,673
Net movement in funds		3,789,451	3,789,451	(757,583)
Reconciliation of funds:				
Total funds brought forward		3,153,761	3,153,761	3,911,344
Net movement in funds		3,789,451	3,789,451	(757,583)
Total funds carried forward		6,943,212	6,943,212	3,153,761

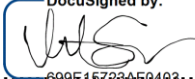
The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 18 to 28 form part of these financial statements.

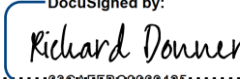
HG FOUNDATION**BALANCE SHEET
AS AT 31 MARCH 2023**

	Note	2023 £	2022 £
Investments	10	450,277	-
		<u>450,277</u>	<u>-</u>
Current assets			
Debtors	11	592,106	778,660
Cash at bank and in hand	17	6,453,719	2,927,682
		<u>7,045,825</u>	<u>3,706,342</u>
Creditors: amounts falling due within one year	12	(552,890)	(552,581)
Net current assets		<u>6,492,935</u>	<u>3,153,761</u>
Total net assets		<u>6,943,212</u>	<u>3,153,761</u>
Charity funds			
Unrestricted funds	14	6,943,212	3,153,761
Total funds		<u>6,943,212</u>	<u>3,153,761</u>

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

DocuSigned by:

 699E16728AF0402.....
Anna Martina Sanow

Date: 13-Dec-2023

DocuSigned by:

 83C8FFBC9989425.....
Richard Donner

15-Dec-2023

The notes on pages 18 to 28 form part of these financial statements.

HG FOUNDATION**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2023**

	2023 £	2022 £
Cash flows from operating activities		
Net cash used in operating activities	3,976,314	(456,339)
Cash flows from investing activities		
Purchase of investments	(450,277)	-
Net cash (used in)/provided by investing activities	(450,277)	-
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	3,526,037	(456,339)
Cash and cash equivalents at the beginning of the year	2,927,682	3,384,021
Cash and cash equivalents at the end of the year	6,453,719	2,927,682

The notes on pages 18 to 28 form part of these financial statements

HG FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

1. General information

The Charity is a CIO registered with the Charity Commission in England and Wales, charity number 1189216. Its registered address is 2 More London Riverside, London, SE1 2AP.

The principal activities of the CIO is to support skill development for the modern job market and contribute to improved, quality employment prospects for those who may otherwise experience barriers to access.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The trustees confirm their explicit and unreserved compliance with the above legislation.

Hg Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The accounts have been prepared in Sterling and all amounts are rounded to the nearest £.

2.2 Going concern

Based on their assessment of the twelve months from the date on which the balance sheet was signed, the Trustees are of the opinion that the charity is a going concern as the charity holds significant cash reserves and the accounts have therefore been prepared on the going concern basis.

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

HG FOUNDATION**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023****2. Accounting policies (continued)****2.4 Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

2.5 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.6 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of Financial Activities.

2.7 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.8 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

HG FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

2. Accounting policies (continued)

2.9 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2.10 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.11 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. There are no designated funds at the year end.

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The trustees are of the opinion that none of the estimates made result in a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year, however, they are of the opinion that the following estimates are significant accounting estimates used in the financial statements:

Accruals

Material accruals are included for project funding for which an obligation to pay exists. The amounts are based on best estimates of the amounts which will be due and payable in the future. Accruals of lower values comprise expected costs for expenditure to be invoiced in the future and is based on best estimates or invoices received after the year end.

Accrued income

Provisions are made for income relating to the year which is expected to be received after the year end. The figure is based on best estimates or communication received after the year end.

HG FOUNDATION**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023****4. Income from donations and legacies**

	Unrestricted funds 2023	Total funds 2023
	£	£
Donations	6,490,799	6,490,799
	<i>Unrestricted funds 2022</i>	<i>Total funds 2022</i>
	<i>£</i>	<i>£</i>
Donations	1,474,090	1,474,090

5. Analysis of grants

	Grants to Institutions 2023 £	Total funds 2023 £
Project grants	2,561,501	2,561,501
	<i>Grants to Institutions 2022 £</i>	<i>Total funds 2022 £</i>
Project grants	2,213,839	2,213,839

HG FOUNDATION**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

	2023 £	2022 £
Analysis of grants made		
Generation You Employed, Inc	447,720	-
Imperial College London: A-Level Further mA*ths Online Programme	262,826	290,000
Generation Plus: Ton Emplo	326,781	368,043
Technical University of Munich (TUM); MINT-Impulse an der Schule	225,966	262,662
Merit America; Data and Evaluation Program	137,358	209,977
upReach Tech 500	580,895	655,648
Education Policy Institute	25,200	25,200
TEAK	81,074	-
Laptop Donations	1,558	3,806
SEO Sponsors for Educational Opportunity – Tech Developer Programme	460,280	409,072
Other	11,843	(10,569)
	2,561,501	2,213,839

6. Analysis of expenditure on charitable activities**Summary by fund type**

	Unrestricted funds 2023 £	Total 2023 £
Project grants	2,561,501	2,561,501
Administration of the charity	139,847	139,847
	2,701,348	2,701,348
	<i>Unrestricted funds 2022 £</i>	<i>Total 2022 £</i>
Project grants	2,213,839	2,213,839
Administration of the charity	17,834	17,834
	2,231,673	2,231,673

HG FOUNDATION**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023****7. Analysis of expenditure by activities**

	Grant funding of activities 2023 £	Support costs 2023 £	Total funds 2023 £
Project grants	2,561,501	-	2,561,501
Administration of the charity	-	139,847	139,847
	<u>2,561,501</u>	<u>139,847</u>	<u>2,701,348</u>

	<i>Grant funding of activities 2022 £</i>	<i>Support costs 2022 £</i>	<i>Total funds 2022 £</i>
Project grants	2,213,839	-	2,213,839
Administration of the charity	-	17,834	17,834
	<u>2,213,839</u>	<u>17,834</u>	<u>2,231,673</u>

Analysis of support costs

	Total funds 2023 £	Total funds 2022 £
Legal Fees	2,100	2,582
Audit Fees	11,000	10,620
Bank Charges	552	314
Other Costs	540	-
Events	18,711	2,604
Insurance	551	554
General Admin	250	1,160
Marketing	1,783	-
Travel & Entertainment	1,229	-
Analysis & Evaluation	5,500	-
Salaries re-charge	97,631	-
	<u>139,847</u>	<u>17,834</u>

HG FOUNDATION**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023****8. Auditors' remuneration**

	2023	2022
	£	£
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	<u>11,000</u>	<u>10,620</u>

9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

Key management comprises the trustees and the charity CEO. Key management remuneration amounted to £97,631 (2022: £Nil). The charity does not operate its own payroll and all staff costs are re-charged to HgCapital LLP.

During the year ended 31 March 2023, no Trustee expenses have been incurred (2022 - £NIL).

10. Fixed asset investments

	Unlisted investments £
Cost or valuation	
At 1 April 2022	-
Additions	450,277
Revaluations	-
At 31 March 2023	<u>450,277</u>
Net book value	
At 31 March 2023	<u>450,277</u>

11. Debtors

	2023	2022
	£	£
Due within one year		
Prepayments and accrued income	<u>592,106</u>	<u>778,660</u>
	<u>592,106</u>	<u>778,660</u>

HG FOUNDATION**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023****12. Creditors: Amounts falling due within one year**

	2023	<i>2022</i>
	£	<i>£</i>
Trade creditors	282,850	<i>-</i>
Accruals and deferred income	270,040	<i>552,581</i>
	<u>552,890</u>	<i><u>552,581</u></i>

13. Financial instruments

	2023	<i>2022</i>
	£	<i>£</i>
Financial assets		
Financial assets measured at fair value through income and expenditure	<u><u>450,277</u></u>	<i><u><u>-</u></u></i>

HG FOUNDATION**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023****14. Statement of funds****Statement of funds - current year**

	Balance at 1 April 2022 £	Income £	Expenditure £	Balance at 31 March 2023 £
Unrestricted funds				
General Funds - all funds	~~3,153,761~~	~~6,490,799~~	~~(2,701,348)~~	<u>6,943,212</u>

Statement of funds - prior year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/(out) £	Balance at 31 March 2022 £
Unrestricted funds					
Designated funds					
SEO Sponsors for Educational Opportunity – Tech Developer Programme	1,111,890	-	(409,072)	(702,818)	-
Imperial College London: A- Level Further mA*ths Online Programme	569,783	-	(290,000)	(279,783)	-
	<u>1,681,673</u>	<u>-</u>	<u>(699,072)</u>	<u>(982,601)</u>	<u>-</u>
General funds					
General Funds - all funds	2,229,671	1,474,090	(1,532,601)	982,601	3,153,761
Total Unrestricted funds	<u>3,911,344</u>	<u>1,474,090</u>	<u>(2,231,673)</u>	<u>-</u>	<u>3,153,761</u>

HG FOUNDATION**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023****15. Analysis of net assets between funds****Analysis of net assets between funds - current year**

	Unrestricted funds 2023 £	Total funds 2023 £
Fixed asset investments	450,277	450,277
Current assets	7,045,825	7,045,825
Creditors due within one year	(552,890)	(552,890)
Total	6,943,212	6,943,212

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Current assets	3,706,342	3,706,342
Creditors due within one year	(552,581)	(552,581)
Total	3,153,761	3,153,761

16. Reconciliation of net movement in funds to net cash flow from operating activities

	2023 £	2022 £
Net income/expenditure for the year (as per Statement of Financial Activities)	3,789,451	(757,583)
Adjustments for:		
Decrease/(increase) in debtors	186,554	(43,304)
Increase in creditors	309	344,549
Net cash provided by/(used in) operating activities	3,976,314	(456,338)

HG FOUNDATION**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023****17. Analysis of cash and cash equivalents**

	2023	2022
	£	£
Cash in hand	6,453,719	2,927,682
Total cash and cash equivalents	6,453,719	2,927,682

18. Analysis of changes in net debt

	At 1 April 2022	Cash flows	At 31 March 2023
	£	£	£
Cash at bank and in hand	2,927,682	3,526,037	6,453,719
	2,927,682	3,526,037	6,453,719

19. Financial commitments

During the year, the charity committed to make future investments of £3,500,000 (2022: Nil). During the year, £450,277 (2022: Nil) was drawn down.

20. Related party transactions

During the year ended 31 March 2023, the charity received donations of £6,490,799 (2022: £1,474,090) from HgCapital LLP. The charity is connected to HgCapital LLP through its trustees as follows:

Trustees Anna Martina Sanow, Richard Earnshaw and Caroline Lofgren are employees of HgCapital LLP or its associated companies in Munich and New York. Gero Wittemann and Cornelius Becker (who resigned as trustees in September 2022) were also employed by HgCapital LLP. New trustees Robbie Citrino, Juan Campos and Genyi Zhao are also employees of HgCapital LLP.

During the year, the charity incurred expenditure of £97,631 (2022: £Nil) representing a re-charge of wages and salaries to HgCapital LLP.

HG FOUNDATION

England & Wales - Charity number 1189216

Accounts

Charity number: 1189216

**HG FOUNDATION
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

RPG Crouch Chapman LLP
Chartered Accountants & Statutory Auditor
14-16 Dowgate Hill
London
EC4R 2SU

HG FOUNDATION

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HG FOUNDATION

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2022

Trustees	Thomas Attwood Cornelius Becker (resigned 29 September 2022) Juan Antonio Campos Benitez (appointed 28 September 2022) Robert Joseph Citrino IV (appointed 28 September 2022) Sir Kevan Collins Richard Donner Richard Earnshaw Caroline Löfgren Anna Martina Sanow Gero Wittemann (resigned 18 October 2022) Genyi Zhao (appointed 28 September 2022)
Charity registered number	1189216
Principal office	2 More London Riverside London SE1 2AP
Chief executive officer	J Turner (since September 2022)
Independent auditors	RPG Crouch Chapman LLP 14-16 Dowgate Hill London EC4R 2SU
Bankers	RBS International 7th Floor 1 Princes Street London EC2R 8BP NatWest 10 Southwark Street London SE1 1TJ
Solicitors	Charles Russell Speechlys LLP 5 Fleet Place London EC4M 7RD Shoosmiths LLP The XYZ Building 2 Hardman Boulevard Manchester M3 3AZ
Tax and Legal	Deloitte LLP Abbotts House Abbey Street Reading RG1 3BD

HG FOUNDATION

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

The Trustees present their annual report together with the audited financial statements of the CIO for the year ended 31 March 2022.

Objectives and activities for the public benefit

The purpose of The Hg Foundation is to remove barriers to education and skills in the technology sector. The Foundation focuses on those groups who may otherwise experience barriers to access, for example because of their gender, socio-economic background or ethnicity.

The Trustees confirm that they have referred to the Charity Commission's guidance on public benefit when reviewing the Foundation's aims and objectives, in planning future partnerships and activities and when setting its grant making policy. The Foundation furthers its charitable purposes for the public benefit through making grants to established charitable organisations that directly enhance the employment prospects of underrepresented groups or which support their attainment in qualifications relevant to employment within the world of technology and the modern job market.

The Trustees carry out the Foundation's objectives by partnering with experienced, dedicated and proven charitable and non-profit organisations across the UK, Europe and the United States, all with a strong track record of delivery and which the Foundation will typically look to work with over a number of years.

The Hg Foundation is supported by HgCapital LLP, which provides the Foundation's funding and access to a team with deep technological and operational expertise, as well as its wider network comprising a portfolio of technology companies that offer benefits such as work experience, mentoring and job opportunities. The Foundation recognises that technology is high growth, high potential yet disruptive, and through its work seeks to harvest the benefits and mitigate the downsides of the industry. Furthermore, by leveraging Hg's existing and future networks the Foundation aims to create a multiplier effect to enhance the scale and reach of its activities..

Grant making policy

The Foundation has established its grant making policy to achieve its objects for the public benefit.

In order to meet funding criteria, prospective partners of the Foundation must be able to demonstrate that the proposed projects:

- Are in areas relevant to the world of technology that contribute to improved and sustainable high quality employment prospects.
- Support the development of education and skills. The Foundation is prioritising its work in three clusters reflecting different parts of the pipeline to high quality tech jobs: 1) the building blocks of careers in tech, focused on young people aged 11 plus, and supporting achievement in subjects such as maths, science and computer studies, as well as building aspirations and access to good careers advice; 2) entry level jobs in technology, focused especially on supporting those who are unemployed or on low wages; and 3) access to top end talent, working on bringing a diverse talent pool to graduate roles and the leadership positions of the future.
- Use clear metrics to track and measure outcomes and assess impact. The Trustees seek to appropriately measure and evaluate impact, in order to improve its own understanding, that of its partners and the sector more widely, and to promote consistent improvement. By working with established charitable and non-profit organisations and experts, the Foundation is able to support its partners in defining;
 - o quantitative and qualitative baseline measures
 - o a KPI and performance milestone framework to assess each project
 - o working towards a "best in class" impact evaluation framework

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

- Target those who need it most. The Foundation focuses on individuals from underrepresented backgrounds, where there is an access gap in education and training and subsequently employment opportunities within the sphere of technology. This includes underrepresentation by gender, socio-economic background and ethnicity.
- Are driven by experienced, dedicated and proven professionals, experts and institutions with a track record of delivery.
- Are strategic and scalable partnerships for the long term. Each partnership typically runs over two to four years, however, smaller, short-term commitments are made by exception; either to establish a new theme or where there is not currently a clear partner operating in a selected area of interest.

The Foundation takes a strategic and proactive approach to sourcing prospective partnerships and carries out thorough due diligence on any potential grant recipient to ensure the funds will be applied in accordance with the Foundation's charitable objectives. This process includes the submission of written proposals, a presentation to a group of Trustees and detailed conversations with leaders of the organisation and their team and where appropriate, due diligence visits will take place. The Foundation may also commission third party research in specific areas of interest in order to gain better insights on the most effective forms of intervention.

To mitigate any risk against the reputation of the Foundation, the Trustees may extend due diligence beyond the proposed grant recipient to include any other associated organisations. In cases where the Foundation supports an organisation for an extended period of time, due diligence will be re-run after a period of three years or if there is a material change of circumstances.

The Trustees require a written agreement to be entered into between the Foundation and the grant recipient which will include, as a minimum:

- The objective of the grant, and details of how the grant can be spent
- The time period for the delivery of the activities, services or outcomes being funded
- Requirements for receiving reports from the recipient on how they have spent the grant, progress against objectives, and achievements for the period covered
- The records that the Trustees require to see regarding the use of the grant, for example invoices for significant expenditure
- Monitoring arrangements, including key metrics around delivery and key outcomes, to enable the Trustees to have confidence that the grant is used for the intended purpose
- What will happen if the terms and conditions of the grant are breached, or if the recipient can no longer carry out the terms of the grant.

Once a grant agreement has been signed, the Foundation holds regular monitoring meetings/visits and will also receive regular grant monitoring reports to include updates on progress against pre-determined milestones specifically around impact and a financial breakdown of expenditure for the project or activity that was funded.

The grant making policy is reviewed regularly to ensure it reflects the charity's objects and advances the public benefit.

A review of our achievements and performance: How our grant programmes delivered public benefit

This report covers activity that has taken place between 1st April 2021 and 31st March 2022.

In this period a total of six substantive partnerships were funded, comprising one that started in the Foundation's first year and was in the second period of delivery, and five that were initiated in the reporting year. Between them, the partnerships span the UK, US, Germany and France, supporting a range of groups underrepresented in the technology sector, and intervene at school-level, university-level and in adulthood.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Imperial College London – A-Level Further mA*ths Online Programme

Size of Grant: £840,000 over 3 years

Target number of students to receive intensive support: 450 over 3 years

Target number of teachers to receive intensive support: 250 over 3 years

Target number of students with access to online materials: 2,000+ over 3 years

Imperial College London has developed a pioneering and scalable approach to Maths outreach via their mA*ths programme for A-Level Maths which includes mass online learning, e-mentoring, learning support for teachers, as well as intensive support to annual cohorts of disadvantaged students.

The Hg Foundation has funded the expansion of the Imperial College London mA*ths programme into A-Level Further Maths. The core aim of the Further mA*ths programme is to address the attainment gap at A-Level Further Maths by providing intensive support for annual cohorts of up to 150 disadvantaged students (this equates to approximately 16% of the total number of disadvantaged students who took Further Maths in 2019). This is a national scheme, targeting disadvantaged students from across the UK.

A smaller proportion of the Foundation's funding has gone towards investigating progression from GCSE into A-Level Further Maths. This project will examine the progression gap at GCSE and explore scalable and effective measures for increasing take-up of Further Maths by disadvantaged students, which is a key barrier to young people accessing highly selective university courses and, in turn, narrows future career opportunities in technology and related sectors.

The Further mA*ths Online Programme was successfully launched in January 2021 and in its second year reached almost 140 students in years 12 and 13, and 80 teachers. Ninety-eight percent of students successfully graduated from the programme and just over half the eligible cohort made applications to study at Imperial.

The evaluation plan for the Further mA*ths Online Programme includes both internal oversight and monitoring as well as independent external expertise. An evaluation lead has been recruited by the Imperial team to spearhead this work. The evaluation will interrogate the long-term impact of the programme on A-Level attainment and university progression. It will also ensure that the ongoing evaluation of Maths attainment-raising activities is informed by the latest evidence and best practice and will contribute to the growing body of knowledge around the most effective ways to support young people and their teachers in raising attainment.

Future research priorities include a more in-depth look at patterns of uptake of A-Level Further Maths amongst disadvantaged pupils across the country, and possible factors that influence this. The effectiveness of teacher observations and feedback within the evaluation of the programme's impact on participants' attainment will also be explored.

SEO Sponsors for Educational Opportunity – Tech Accelerator Programme

Size of Grant: \$1.6m over 3 years

Target number of students to receive intensive support: 180 over 3 years

SEO is a non-profit organisation dedicated to providing supplemental educational and career support to young people from underserved communities. Through the new SEO Tech Developer programme, supported by The Hg Foundation, SEO aim to address imbalances within the technology industry and raise the percentage of students from minority groups effectively competing for entry-level roles in the tech world.

Tech Developer is an intensive immersion and training programme focused on eliminating the exposure and preparation gaps facing underrepresented students. In partnership with Codio, a cloud-based platform for high quality computing education and tech skills development, SEO has curated a customised curriculum that hones minority students' existing tech skills. Participants will take part in both individual and team-based projects that focus on solving problems through software development.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

The programme provides sustained exposure to industry professionals, educators and recruiters through seminars, coaching and mentoring with senior tech executives, as well as access to tech firms for internships.

Applicants must identify as Black, Latinx or Native American, be enrolled as a sophomore at an accredited, four-year US college or university studying Computer Science, Computer Engineering or related STEM subjects and have basic proficiency in one or more programming languages.

The first cohort of 62 students, recruited last year, took part in pre-work projects in April 2021 and a 6-week virtual summer residency in June 2021, which resulted in 54 internship placements. The second cohort of 79 was recruited at the start of 2022.

Target KPIs over the course of the programme are for a 90% placement rate for internships within the first 12 months of the programme, 80% placement for full time roles within the first 24 months and an intent to scale the programme by 50% in the next 36 months.

The overall success of the programme will be measured by a combination of progression and attainment metrics. Participants will be evaluated using HackerRank - a widely used tech industry assessment tool where developers compete to programme according to provided specifications. These evaluations will occur at the beginning and end of the programme to measure how students have progressed in their technical skill levels. SEO will also track the number of students who obtain internships or employment with technology firms and will benchmark across SEO's other programmes to track the success of the Tech Developer programme specifically.

upReach Tech500

Size of Grant: £1,999,604 over 3 years

Number of students who received intensive support: 500 over 3 years

Target number of students with access to digital skills training: 2,500 over 3 years

The vision of upReach is that everybody has an equal opportunity to realise their full career potential, regardless of social background. The charity helps young people achieve this by providing intensive and highly structured support that address socio-economic barriers to employment.

The Hg Foundation supports Tech500, a tailored programme across 3 years for 500 undergraduate students from less advantaged backgrounds who are looking to secure graduate roles in the technology sector. Through close collaboration with leading technology employers, upReach delivers comprehensive and exclusive training, networking and development opportunities aimed at narrowing the progression gap between graduates from working class backgrounds and their more privileged peers. By working with top technology organisations, upReach also work to influence hiring behaviours to support them in their commitment to equal opportunity and diversity within the workplace.

As at April 2022, 325 students across four cohorts and from 55 unique universities were enrolled on the Tech500 programme, in line with the core programme KPI of 500 enrolled students by December 2022.

In 2021/22, 1,081 applications were made by 230 Associates on the programmes to graduate roles or internships. As of April 2022, 37% of Associates had secured a role and 68% of successful applications were in tech roles or in the tech sector. A further 54 students graduated from the programme in summer 2022. As at April 2022, 43% of these have made a successful application to either a graduate role or a post-graduate internship.

Alongside Tech500, upReach run targeted digital skills training - "Digital Skills Builder" - which will be available to a further 2,500 upReach Associates from lower socio-economic backgrounds all over the UK. This includes video forums, speaker series, e-courses and video tutorials across eight core skills including programming and web development, cloud computing, digital marketing and data analysis and visualisation.

The Foundation is working with upReach on how best to evaluate its overall impact and that of the Tech500 specifically, building on the analysis the charity has already undertaken.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Generation Plus; Ton Emploi

Size of Grant: £1,000,823 over 3 years

Number of learners receiving support: 3,000-3,500

Generation France was launched in 2018 and aims to bridge the gap between the many employers who struggle to recruit entry level talent and French youth from disadvantaged backgrounds who are not in any form of training or employment.

The collaboration between The Hg Foundation and Generation France aims to reach 3,000 unemployed or underemployed learners in France between 2021-2023 by expanding two existing employability programmes – around Digital Customer Care and Junior Full Stack Developer roles - and developing three new ones in tech-related roles. The new programmes will be identified because the roles represent areas of jobs growth; have entry level requirements suitable to the target demographic; and provide good career prospects initially and in the medium term.

Additionally, The Hg Foundation's funding is intended to support the building out of Generation's third-party impact evaluation process and to create a Return On Investment (RoI) fact base for employers, both of which will be led by Generation's global data and impact team and external experts. The goal of this work is to provide evidence to shape policy change in France and to show employers and government the validity of programmes such as Ton Emploi.

Since inception the programme has trained 406 learners, with an 83% graduation rate, and placed 82% of them in a paid job within three months of program completion. The team also launched one new employment programme and initiated a third-party impact evaluation study, which will include work to articulate the programme's RoI. While outcomes have been successful for those on the programme, recruitment has been challenging and numbers are below target. Over the course of the next year, the programme will be adapting to changes to the context in which it is operating, particularly new state-led initiatives in France which have impacted the number of referrals of young people from government employment offices. The Hg Foundation will be working closely with Generation on revised objectives for its grant.

Merit America; Data and Evaluation Program

Size of Grant: \$500,000 over 3 years

Merit America is a US not for profit that supports unemployed adults, and those earning low wages, into higher salary tech roles. The programme provides flexible pathways which combine training for in-demand careers with coaching and peer support, at no upfront cost to the participants. To recruit target learners, Merit partners with organisations which serve low-income workers and those who are unemployed. Its programmes combine in person activity with online learning to create cost effective interventions. Merit connects with firms such as Google, Amazon and IBM to connect its participants to appropriate entry-level positions which, on average, pay \$19,000 a year more than their prior jobs, therefore promoting economic-mobility.

The Hg Foundation's grant will support the data, analytics and evaluation capacity of Merit America. This will help the organisation to better track participant outcomes, analyse its operations, implement programme improvements, improve its reporting to donors and strengthen its fundraising and marketing materials. In turn, this will help to underpin the growth of the organisation from the 1,800 students it was reaching at the start of the partnership to 40,000 by 2026.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Technical University of Munich (TUM); MINT-Impulse an der Schule

Size of Grant: €750,000 over 3 years

Number of learners receiving support: 600 per year

The Hg Foundation supports MINT-Impulse an der Schule alongside the Technical University of Munich. The project aims to reach 600 girls and young women per year aged 14-16 at schools from rural areas across Bavaria, focused on those facing barriers to access extracurricular programmes because of a lack of resources or isolation. Its ultimate aim is to encourage more girls to pursue further study in mathematics, information technology, natural sciences and technology (MINT – similar to STEM in a UK context), by providing practical and inspirational enrichment activities and breaking down gender stereotypes.

Female instructors from the university work on research projects, side-by-side with the students for one school day, offering hands-on exposure to the research field whilst also providing much needed role models. Students receive preparation beforehand to make the most of their time with the instructors and the programme is completed by an online-follow-up signposting further opportunities.

The programme will launch in September 2022, targeting c10 schools and offering five courses per school for c.12 students each. The practical on the ground work is being accompanied by a longitudinal study to track the impact of the programme over the long term, including outcomes such as progression to careers in MINT areas and future salary levels, compared to similar students who did not participate in the programme.

The Technical University of Munich (TUM) was chosen as a partner by the Hg Foundation as it is one of Europe's top universities, regularly rated among the best European universities in international rankings and is one of the most renowned technical universities worldwide. Its main campuses span several large sites in Bavaria and southern Germany, which are also home to the TUM Schools and Departments and the target schools for the MINT-Impulse programme.

In addition to the above multi-year flagship grants, in the year the Foundation has also supported a research project by the Education Policy Institute (EPI) considering the supply of, and demand, for technical and vocational qualifications in digital skills in the 16-18 phase in England. The research is intended to inform the future work of the Foundation and others in this space, but also to make an impact on the wider system. The analysis is exploring issues such as the availability and take-up of qualifications in digital skills; the demand for qualifications amongst employers; and the capacity of further education colleges in particular to provide these qualifications. The research will be released towards the end of 2022.

In the coming year the Hg Foundation is also supporting an ambitious research project developed by our partners at Generation in the USA, to gain an insight into current employment trends in the technology sector. The study will survey unemployed people seeking entry level technology jobs, employed people in entry level and intermediate technology jobs, hiring managers for technology roles, and unemployed people pursuing non-technology entry level roles. The sample will be drawn from across eight countries (Brazil, Canada, France, Germany, India, Mexico, UK and the US). The research will aim to identify 'micro-interventions' that stakeholders (for example employers and policymakers) can make to support under-represented communities to access and thrive in entry-level tech jobs, and to inform the debate in the tech industry and amongst policymakers about globally-relevant solutions to increasing the supply and diversity of talent in the sector. The Foundation will also consider trialing the impact of programmes that emerge from the research across a number of employer partners.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Monitoring achievement

The Foundation defines clear intermediate and end-point goals for each grant, in collaboration with its partners. For direct delivery grants, these typically relate to measures such as participation targets; activity outcomes such as improved knowledge, skills and confidence; intermediate outcomes such as results and attainment; and longer-term outcomes, for example progression to higher education, internship and career placements. We are also working with our partners to help build an understanding of the counter-factual – what would likely have happened to these learners anyway, without any additional support – for example through comparison groups, quasi-experimental designs and exploring randomised control trials.

Alongside quantitative measurements like predicted grades and outcomes derived from administrative datasets, each assessment will also include qualitative methods to explore personal perceptions, confidence and future expectations. As the work of the Foundation grows, these findings will be triangulated in order to provide greater detail and understanding, both to ensure ongoing improvements can be made to continuously refine and improve the content of each of our partner programmes, but also to ensure that the work of these programmes is properly identified and understood and so that the learnings can be shared more broadly in order to effect greater change.

Fundraising

Hg Foundation does not undertake any fundraising activities from the general public. At present its sole source of income is from HgCapital LLP.

Related Parties

In accordance with its constitution, the majority of the trustees are employees or partners of the Foundation's donor, HgCapital LLP. There are three independent Trustees: Thomas Attwood, Sir Kevan Collins and Richard Donner. Thomas Attwood and Richard Donner were previously partners in HgCapital LLP.

Financial review

The charity's results for the period are set out in the Statement of Financial Activities on page 15.

The charity had net outgoing resources on unrestricted funds of £757,583 (2021: net incoming resources of £3,911,344), comprising income of £1,474,090 (2021: £4,576,315) and expenditure of £2,231,673 (2021: £664,971). Funds brought forward from the previous year, which was also the charity's first year of operation, amounted to £3,911,344. Income was solely derived from donations of profit and carried interest from HgCapital LLP.

As shown in note 13 to the accounts, the charity's funds are mainly held in cash.

Investment policy and performance

The financial objective of the CIO is to at least maintain the real value of its assets.

It will have the ability to invest excess cash on a conservative basis to protect cash balances prior to distribution and is aiming to provide a well-balanced portfolio of investments. It will adhere to a reserves policy (as set out below).

The CIO may also decide on a case-by-case basis to make social investments in support of its mission. A "social investment" means a relevant act of charity which is being carried out "with a view to both directly furthering the charity's purposes and achieving a financial return for the charity". The CIO recognises these investments may have a relatively higher risk reward profile, and which should be considered in a broader portfolio construction / asset allocation strategy.

The trustees of the CIO have the final decision-making power for any financial investment matters but have delegated or will delegate to an investment committee (the "Investment Committee") to review and make recommendations to the trustees. The Investment Committee are charged with agreeing a suitable asset allocation strategy which is set so as to achieve the overall CIO investment objective.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Internal controls and risk management

The Trustees have responsibility for ensuring that the Foundation has in place an appropriate system of controls, financial or otherwise, to provide reasonable assurance that it is operating effectively and in line with Charity Commission guidelines.

The systems of financial control are reviewed regularly and have been refined where necessary during the reporting period to provide reasonable assurance against material misstatement or loss.

The Trustees review the risks faced by the Foundation in Autumn each year. The main risks identified at the last review lie in the operational risks from ineffective grant making and the capacity of the Foundation to make effective grants. Notable risks identified include:

- Risk of grant recipients mismanaging or fraudulently using funds donated to them. To mitigate this, there is a robust due diligence process ahead of allocation of any grants which is led by a Foundation trustee, all grant recipients are expected to adhere to grant making policy stipulations, a grant agreement is signed by both parties and a grant monitoring process is in place which includes regular financial reporting by the grant recipient.
- HgCapital LLP is the primary funder of The Hg Foundation – the exact amounts donated are subject to HgCapital LLP funds hitting targets and timelines. There is a risk that if HgCapital LLP funds do not hit expected targets and forecasted budgets the funding for the Foundation will be reduced or delayed. To mitigate this risk, the Foundation's forecasted budget is cautious and is provided by the HgCapital LLP finance team, who update it on a regular basis.
- External / macro events pose a potential risk to HgCapital LLP's business (i.e. Hg Foundation's primary funding source) due to impact on the global economic and political environment. The HgCapital LLP finance team and Hg Foundation Trustees regularly monitor budgets and where necessary will explore alternative funding sources.

Reserves policy

The Trustees meet at least quarterly to review the strategy, budgets, operating plans and forecasts for the forthcoming year. They consider contracted cashflows and unrestricted reserves versus contracted grant commitments. On this basis, they aim to ensure that there are sufficient funds available to meet grant commitments for the following 12 months plus operational costs. Contracted cashflows are based on the Foundation's share of contracted profit from HgCapital LLP during the subsequent financial year. The Foundation's share of carried interest is only recognised on receipt. The Trustees consider this to be a conservative approach.

On this basis, commitments for the forthcoming 2023 financial year (including the social investment in Cornerstone) total £3.7m. At 31 March 2022 the Foundation held £3.15m in unrestricted reserves with forecast, contracted cashflows from HgCapital LLP in 2022-23 of £3.4m.

The trustees therefore consider the reserves policy to be met satisfactorily

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Plans for the future

The Foundation will continue to work with current partners and explore ways to share the knowledge and use the learnings from these programmes to effect change within education and specifically to improve employment prospects for those from disadvantaged backgrounds within the technology industry. The Trustees have also recruited a full time Chief Executive to help take forward the work of the Foundation, providing additional support to our partners, assisting in building the pipeline of future grants, assimilating and communicating learnings and refining its future strategy. The central focus of the Foundation will remain, as will its focus on a smaller number of substantial and longer-term partnerships, which can benefit from the particular expertise and assets of the Foundation and HgCapital LLP more widely.

Following the end of this reporting period, after considerable due diligence The Hg Foundation has made a social investment of £3.5m over a number of years in Cornerstone VC, which will invest in UK tech-enabled businesses at pre-seed and seed stage led by diverse teams. Cornerstone VC will look to adopt a people-first and diversity-focused strategy – backing senior teams that combine both inherent diversity (such as age, gender or ethnicity) with acquired diversity (social capital). This will support the creation and build-up of experience of socially diverse leadership teams in the Tech industry and help to create a more diverse employment base in Tech. The trustees view these aims as in line with the Trust's objectives of widening access to the technology sector for under-represented groups which face additional barriers.

Structure, governance and management

Governing Document and Constitution

The Hg Foundation was incorporated on 27th April 2020. The Foundation is a Charitable Incorporated Organisation and a registered charity (number 1189216). Its governing document is its Constitution.

Trustees – Appointment, Induction and Training

New Trustees are appointed by a resolution passed at a meeting of the existing Foundation Trustees or by written resolution, such a resolution shall be effective only if at least half of the current Foundation Trustees have voted in its favour. The constitution allows for a minimum of 3 Trustees and a maximum of 10 Trustees, at any given time at least 2 Trustees must not be officers, partners or employees of HgCapital LLP or Hg Advisory GmbH & Co. KG.

On appointment, new Trustees sign a trustee declaration statement committing them to giving of their time and expertise. They are made aware of their legal obligations under Charity Law, the decision-making process of the Foundation, key policies and procedures, its strategic aims and recent performance. New Trustees are provided with a copy of the current version of the Constitution and a copy of the latest statement of accounts.

Organisation

At the bi-monthly trustee meetings, the Trustees discuss areas of activity such as grant making, performance against objectives and a review of budget and cashflow forecasts. The due diligence process prior to a grant commitment is run by a nominated trustee who will bring a proposal to the full trustee board for final approval.

At annual strategy meetings, the Trustees meet to discuss overall strategy, performance, annual budget and to determine how best to direct its resources to meet its objectives.

Key management personnel remuneration

The Trustees consider the board of Trustees as comprising the key management personnel of the Foundation in charge of directing and controlling the Foundation and running and operating the Foundation on a day-to-day basis. All Trustees give of their time freely and no trustee remuneration was paid in the period.

In accordance with the Foundation's Conflict of Interest Policy, Trustees are required to declare and register any personal interests, business interests or other direct or indirect interests that might potentially conflict with their duties as a Trustee and absent themselves from decisions where a conflict of interest arises.

HG FOUNDATION

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales 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 CIO and of its incoming resources and application of resources, including its income and expenditure, 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 of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the CIO will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the CIO's transactions and disclose with reasonable accuracy at any time the financial position of the CIO and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the CIO and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

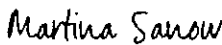
Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors

The auditors, RPG Crouch Chapman LLP, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees

Approved by order of the members of the board of Trustees and signed on their behalf by:

DocuSigned by:

699E15F20A7F0485.....
Anna Martina Sanow

DocuSigned by:

83CA5FBC996942E.....
Richard Donner

Date: 13/01/2023

HG FOUNDATION

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HG FOUNDATION

Opinion

We have audited the financial statements of Hg Foundation (the 'charity') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, 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 and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

The financial statements have been prepared in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

This has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2022 and of its incoming resources and application of resources 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 Charities Act 2011.

Basis for 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

In our evaluation of the Trustees' conclusions, we considered the risks associated with the charity's business model, including the effects arising from macro-economic uncertainties such as COVID-19 and analysed how those risks might affect the charity's financial resources or ability to continue operations over the period of twelve months from the date when the financial statements are authorised for issue. In accordance with the above, we have nothing to report in these respects. However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the absence of reference to a material uncertainty in this auditor's report is not a guarantee that the charity will continue in operation.

HG FOUNDATION

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HG FOUNDATION (CONTINUED)

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Capability of the audit to detect irregularities including fraud

We gained an understanding of the legal and regulatory framework applicable to the charity and the industry in which it operates, and considered the risk of acts by the charity which were contrary to applicable laws and regulations, including fraud. These included, but were not limited to, compliance with the Charities Act 2011 and FRS102.

We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment.

We focused on laws and regulations that could give rise to a material misstatement in the financial statements. Our tests included, but were not limited to:

- agreement of the financial statement disclosures to underlying supporting documentation;
- enquiries of management;
- review of minutes of board meetings throughout the period; and
- obtaining an understanding of the control environment in monitoring compliance with laws and regulations.

There are inherent limitations in the audit procedures described above and the further removed noncompliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the Trustees that represented a risk of material misstatement due to fraud.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' Report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

HG FOUNDATION

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HG FOUNDATION (CONTINUED)

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the Trustees are responsible for the preparation of the financial statements which 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 Auditors' 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.

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. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditors' 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 charity and its trustees, as a body, for our audit work, for this report, or for the opinions we have formed.



RPG Crouch Chapman LLP
14-16 Dowgate Hill
London
EC4R 2SU

Date: 18/01/2023

RPG Crouch Chapman LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

HG FOUNDATION**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022**

		Unrestricted funds 2022 £	Total funds 2022 £	<i>As restated Total funds 2021 £</i>
	Note			
Income from:				
Donations and legacies	4	1,474,090	1,474,090	4,576,315
Total income		<u>1,474,090</u>	<u>1,474,090</u>	<u>4,576,315</u>
Expenditure on:				
Charitable activities	6	2,231,673	2,231,673	664,971
Total expenditure		<u>2,231,673</u>	<u>2,231,673</u>	<u>664,971</u>
Net movement in funds		<u>(757,583)</u>	<u>(757,583)</u>	<u>3,911,344</u>
Reconciliation of funds:				
Total funds brought forward		3,911,344	3,911,344	-
Net movement in funds		(757,583)	(757,583)	3,911,344
Total funds carried forward		<u>3,153,761</u>	<u>3,153,761</u>	<u>3,911,344</u>

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 18 to 28 form part of these financial statements.

HG FOUNDATION**BALANCE SHEET
AS AT 31 MARCH 2022**

	Note	2022 £	2021 £
Current assets			
Debtors	10	778,660	735,355
Cash at bank and in hand	15	2,927,682	3,384,021
		<u>3,706,342</u>	<u>4,119,376</u>
Creditors: amounts falling due within one year	11	(552,581)	(208,032)
Net current assets		<u>3,153,761</u>	<u>3,911,344</u>
Total net assets		<u><u>3,153,761</u></u>	<u><u>3,911,344</u></u>
Charity funds			
Restricted funds	12	-	-
Unrestricted funds	12	3,153,761	3,911,344
Total funds		<u><u>3,153,761</u></u>	<u><u>3,911,344</u></u>

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

DocuSigned by:

Martina Sanow

690E15728AF0403.....

Anna Martina Sanow

Date: 13-Jan-2023

DocuSigned by:

Richard Donner

63CAFFBC9969425.....

Richard Donner

13-Jan-2023

The notes on pages 18 to 28 form part of these financial statements.

HG FOUNDATION**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2022**

	2022	2021
	£	£
Cash flows from operating activities		
Net cash used in operating activities	(456,339)	3,384,021
Cash flows from investing activities		
Net cash provided by investing activities	-	-
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	(456,339)	3,384,021
Cash and cash equivalents at the beginning of the year	3,384,021	-
Cash and cash equivalents at the end of the year	2,927,682	3,384,021

The notes on pages 18 to 28 form part of these financial statements

HG FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

1. General information

The Charity is a CIO registered with the Charity Commission in England and Wales, charity number 1189216. Its registered address is 2 More London Riverside, London, SE1 2AP.

The principal activities of the CIO is to support skill development for the modern job market and contribute to improved, quality employment prospects for those who may otherwise experience barriers to access.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The trustees confirm their explicit and unreserved compliance with the above legislation.

Hg Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The accounts have been prepared in Sterling and all amounts are rounded to the nearest £.

2.2 Going concern

Based on their assessment of the twelve months from the date on which the balance sheet was signed, the Trustees are of the opinion that the charity is a going concern as the charity holds significant cash reserves and the accounts have therefore been prepared on the going concern basis.

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

HG FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

2.5 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.6 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.7 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.8 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

HG FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

2. Accounting policies (continued)

2.9 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.10 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. There are no designated funds at the year end.

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The trustees are of the opinion that none of the estimates made result in a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year, however, they are of the opinion that the following estimates are significant accounting estimates used in the financial statements:

Accruals

Material accruals are included for project funding for which an obligation to pay exists. The amounts are based on best estimates of the amounts which will be due and payable in the future. Accruals of lower values comprise expected costs for expenditure to be invoiced in the future and is based on best estimates or invoices received after the year end.

Accrued income

Provisions are made for income relating to the year which is expected to be received after the year end. The figure is based on best estimates or communication received after the year end.

HG FOUNDATION**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022****4. Income from donations and legacies**

	Unrestricted funds 2022 £	Total funds 2022 £
Donations	1,474,090	1,474,090

	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Donations	4,576,315	4,576,315

5. Analysis of grants

	Grants to Institutions 2022 £	Total funds 2022 £
Grants for educational projects	2,213,839	2,213,839

	<i>Grants to Institutions 2021 £</i>	<i>Total funds 2021 £</i>
Grants for educational projects	646,186	646,186

HG FOUNDATION**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

	2022 £	2021 £
Analysis of grants made		
The Online Tutoring Pilot – Impetus	-	50,000
Imperial College London: A-Level Further mA*ths Online Programme	290,000	270,217
Generation Plus: Ton Emploi	368,043	-
Technical University of Munich (TUM); MINT-Impulse an der Schule	262,662	-
Merit America; Data and Evaluation Program	209,977	-
upReach Tech 500	655,648	-
Education Policy Institute	25,200	-
The Tutor Trust – Hybrid Tutoring Pilot	-	100,000
Laptop Donations	3,806	16,242
SEO Sponsors for Educational Opportunity – Tech Developer Programme	409,072	113,880
Charity Committee – Impetus	-	15,000
Other	(10,569)	80,847
	2,213,839	646,186

6. Analysis of expenditure on charitable activities**Summary by fund type**

	Unrestricted funds 2022 £	Total funds 2022 £
Grants for educational projects	2,213,839	2,213,839
Administration of the charity	17,834	17,834
	2,231,673	2,231,673
	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Grants for educational projects	646,186	646,186
Administration of the charity	18,785	18,785
	664,971	664,971

HG FOUNDATION**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022****7. Analysis of expenditure by activities**

	Grant funding of activities 2022 £	Support costs 2022 £	Total funds 2022 £
Educational projects	2,213,839	-	2,213,839
Administration of the charity	-	17,834	17,834
	<u>2,213,839</u>	<u>17,834</u>	<u>2,231,673</u>

	<i>Grant funding of activities 2021 £</i>	<i>Support costs 2021 £</i>	<i>Total funds 2021 £</i>
Educational Projects	646,186	-	646,186
Administration of the charity	-	18,785	18,785
	<u>646,186</u>	<u>18,785</u>	<u>664,971</u>

Analysis of support costs

	Total funds 2022 £	Total funds 2021 £
Audit Fees	10,620	10,200
Bank charges	314	249
Events	2,604	-
General admin	1,160	-
Insurance	554	-
Legal Fees	2,582	8,218
Other Costs	-	76
Subscriptions	-	42
	<u>17,834</u>	<u>18,785</u>

HG FOUNDATION**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022****8. Auditors' remuneration**

	2022 £	2021 £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	10,620	10,200

9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2021 - £NIL).

Key management comprises the trustees who give their time freely, and key management remuneration is therefore Nil. There is no paid staff.

During the year ended 31 March 2022, no Trustee expenses have been incurred (2021 - £NIL).

10. Debtors

	2022 £	2021 £
Due within one year		
Prepayments and accrued income	778,660	735,355
	<u>778,660</u>	<u>735,355</u>

11. Creditors: Amounts falling due within one year

	2022 £	2021 £
Accruals and deferred income	552,581	208,032

HG FOUNDATION**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022****12. Statement of funds****Statement of funds - current year**

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/(out) £	Balance at 31 March 2022 £
Unrestricted funds					
Designated funds					
SEO Sponsors for Educational Opportunity – Tech Developer Programme	1,111,890	-	(409,072)	(702,818)	-
Imperial College London: A- Level Further mA*ths Online Programme	569,783	-	(290,000)	(279,783)	-
	<u>1,681,673</u>	<u>-</u>	<u>(699,072)</u>	<u>(982,601)</u>	<u>-</u>
General funds					
General Funds - all funds	<u>2,229,671</u>	<u>1,474,090</u>	<u>(1,532,601)</u>	<u>982,601</u>	<u>3,153,761</u>
Total Unrestricted funds	<u><u>3,911,344</u></u>	<u><u>1,474,090</u></u>	<u><u>(2,231,673)</u></u>	<u><u>-</u></u>	<u><u>3,153,761</u></u>

HG FOUNDATION**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022****12. Statement of funds (continued)****Statement of funds - prior year**

	<i>Income</i> £	<i>Expenditure</i> £	<i>Transfers</i> <i>in/(out)</i> £	<i>Balance at</i> <i>31 March</i> <i>2021</i> £
Unrestricted funds				
Designated funds				
SEO Sponsors for Educational Opportunity – Tech Developer Programme	-	-	1,111,890	1,111,890
Imperial College London: A-Level Further mA*ths Online Programme	-	-	569,783	569,783
	<u>-</u>	<u>-</u>	<u>1,681,673</u>	<u>1,681,673</u>
General funds				
General Funds	<u>4,576,315</u>	<u>(664,971)</u>	<u>(1,681,673)</u>	<u>2,229,671</u>
Total Unrestricted funds	<u><u>4,576,315</u></u>	<u><u>(664,971)</u></u>	<u><u>-</u></u>	<u><u>3,911,344</u></u>

HG FOUNDATION**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022****13. Analysis of net assets between funds****Analysis of net assets between funds - current year**

	Unrestricted funds 2022 £	Total funds 2022 £
Current assets	3,706,342	3,706,342
Creditors due within one year	(552,581)	(552,581)
Total	3,153,761	3,153,761

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Current assets	4,119,376	4,119,376
Creditors due within one year	(208,032)	(208,032)
Total	3,911,344	3,911,344

14. Reconciliation of net movement in funds to net cash flow from operating activities

	2022 £	2021 £
Net income/expenditure for the year (as per Statement of Financial Activities)	(757,583)	3,911,344
Adjustments for:		
Increase in debtors	(43,304)	(735,355)
Increase in creditors	344,549	208,032
Net cash provided by/(used in) operating activities	(456,338)	3,384,021

HG FOUNDATION**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022****15. Analysis of cash and cash equivalents**

	2022 £	2021 £
Cash in hand	2,927,682	3,384,021
Total cash and cash equivalents	2,927,682	3,384,021

16. Analysis of changes in net debt

	At 1 April 2021 £	Cash flows £	At 31 March 2022 £
Cash at bank and in hand	3,384,021	(456,339)	2,927,682
	3,384,021	(456,339)	2,927,682

17. Related party transactions

During the year ended 31 March 2022, the charity received donations of £1,474,090 (2021: £4,576,315) from HgCapital LLP. The charity is connected to HgCapital LLP through its trustees as follows:

Trustees Anna Martina Sanow, Richard Earnshaw and Caroline Lofgren are employees of HgCapital LLP or its associated companies in Munich and New York. Gero Wittemann and Cornelius Becker (who resigned as trustees in September 2022) were also employed by HgCapital LLP. New trustees Robbie Citrino, Juan Campos and Genyi Zhao are also employees of HgCapital LLP.

HG FOUNDATION

England & Wales - Charity number 1189216

Accounts

Charity number: 1189216

**HG FOUNDATION
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2021**

HG FOUNDATION

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CIO, ITS TRUSTEES AND ADVISERS
FOR THE PERIOD ENDED 31 MARCH 2021**

Trustees	Sir Kevan Collins (appointed 14 June 2020) Richard Donner (appointed 27 April 2020) Cornelius Becker (appointed 14 June 2020) Caroline Löfgren (appointed 27 April 2020) Thomas Attwood (appointed 27 April 2020) Anna Sanow (appointed 27 April 2020) Gero Wittemann (appointed 24 April 2020) Richard Earnshaw (appointed 27 April 2020)
Charity registered number	1189216
Principal office	2 More London Riverside London SE1 2AP
Independent auditors	RPG Crouch Chapman LLP 5 th Floor 14-16 Dowgate Hill London EC4R 2SU
Bankers	RBS International 7 th Floor 1 Princes Street London EC2R 8BP NatWest 10 Southwark Street London SE1 1TJ
Solicitors	Charles Russell Speechlys LLP 5 Fleet Place London EC4M 7RD Burness Paul 120 Bothwell Street Glasgow G2 7JL
Other Advisers	Deloitte LLP Tax and Legal Abbots House Abbey Street Reading RG1 3BD

**TRUSTEES' REPORT
FOR THE PERIOD ENDED 31 MARCH 2021**

The Trustees present their annual report together with the audited financial statements of the CIO for the period 27 April 2020 to 31 March 2021.

Objectives and activities for the public benefit

The purpose of The Hg Foundation is to make an impact on the development of skills most required for quality employment within the technology industry. The Foundation focuses on those who may otherwise experience barriers to access. The Trustees confirm that they have referred to the Charity Commission's guidance on public benefit when reviewing the Foundation's aims and objectives, in planning future partnerships and activities and when setting its grant making policy.

The Foundation furthers its charitable purposes for the public benefit through making grants to established charitable organisations that directly enhance the prospect of employment or by supporting the attainment of qualifications and skills relevant to employment within the world of technology and the modern job market. The Foundation will also consider interventions where the application of technology can improve and disrupt conventional educational or training delivery mechanisms which may enhance their scale, efficiency and impact. It aims to support access to sustainable, quality and higher value employment for those from non-privileged backgrounds or low-income jobs who are typically underserved by existing public or private schemes or where access gaps and specific needs have been identified.

The Trustees carry out the Foundation's objectives by partnering with experienced, dedicated and proven charitable organisations across the UK, Europe and the United States, all with a strong track record of delivery and who the Foundation will typically look to work with over a number of years. The core partnerships formed in the financial year were with Imperial College London, Sponsors for Educational Opportunity (SEO) and The Tutor Trust. The Trustees also made a one-off donation to Impetus in support of the Online Tutoring Pilot.

The Hg Foundation is supported by Hg, who provide access to a team with deep technological and operational expertise, as well as its wider network comprising a portfolio of technology companies who offer benefits such as work experience, mentoring and job opportunities. The Foundation recognises that technology is high growth, high potential yet disruptive and through the work of partnership schemes seeks to harvest the benefits and mitigate the downsides of this industry. Furthermore, by leveraging Hg's existing and future networks the Foundation aims to create a multiplier effect to enhance the scale and reach of its activities.

Grant making policy

The Foundation has established its grant making policy to achieve its objects for the public benefit.

In order to meet funding criteria, prospective partners of the Foundation must be able to demonstrate that the proposed projects:

- Support the development of education and skills. This includes both the hard and soft skills required to succeed in today's working environment. Hard skills will include but not be limited to subjects such as Maths and coding or other specific skills needed for well-defined careers within the technology industry. Support and education is also given to enhance softer skills such as interview techniques, creating networks and giving those from underprivileged backgrounds access to certain experiences that are helpful for future employability in the technology industry.
- Are in areas relevant to the world of technology that contribute to improved and sustainable employment prospects for the long-term.
- Use clear metrics to track and measure outcomes and assess impact. The Trustees seek to gain best insight on how to appropriately measure and evaluate impact, so as to create a learning environment offering potential for consistent improvement. By working with established charitable organisations and experts the Foundation is able to support its partners in defining;
 - o quantitative and qualitative baseline measures
 - o a KPI and performance milestone framework to assess each project
 - o a "best in class" impact evaluation framework

**TRUSTEES' REPORT
FOR THE PERIOD ENDED 31 MARCH 2021 (continued)**

- Target those who need it most. Priority areas of support are projects that focus on individuals from less advantaged or diverse backgrounds, where there is an access gap in education and training and subsequently employment opportunities within the sphere of technology.
- Are driven by experienced, dedicated and proven professionals, experts and institutions with a track record of delivery.
- Are strategic and scalable partnerships for the long term. Each programme and partnership typically run over two to four years, however, smaller, short-term commitments are made by exception; either to establish a new theme or where there is not currently a clear partner operating in a selected area of interest.

The Foundation Trustees take a strategic and proactive approach to sourcing prospective partnerships and a group of Trustees will carry out thorough due diligence on any potential grant recipient to ensure the funds will be applied in accordance with the Foundation's charitable objectives. This process will include the submission of written proposals, a presentation to a group of Trustees and detailed conversations with leaders of the organisation and their team and where appropriate, due diligence visits will take place. The Foundation may also commission third party research in specific areas of interest in order to gain better insights on the most effective forms of intervention.

To mitigate any risk against the reputation of the Foundation, the Trustees may extend due diligence beyond the proposed grant recipient to include any other associated organisations. In cases where the Foundation supports an organisation for an extended period of time, due diligence will be re-run after a period of three years or if there is a material change of circumstances.

The Trustees will require a written agreement to be entered into between the Foundation and the grant recipient which will include, as a minimum:

- The objective of the grant, and details of how the grant can be spent
- The time period for the delivery of the activities, services or outcomes being funded
- Requirements for receiving reports from the recipient on how they have spent the grant, progress against objectives, and achievements for the period covered
- The records that the Trustees require to see regarding the use of the grant, for example invoices for significant expenditure
- Monitoring arrangements to enable the Trustees to have confidence that the grant is used for the intended purpose
- What will happen if the terms and conditions of the grant are breached, or if the recipient can no longer carry out the terms of the grant.

Once a grant agreement has been signed, the Trustees or an appointed grant monitoring officer will hold regular monitoring meetings/visits and will also receive regular grant monitoring reports to include updates on progress against pre-determined milestones specifically around impact and a financial breakdown of expenditure for the project or activity that was funded.

The grant making policy is reviewed annually to ensure it reflects the charity's objects and thereby advances the public benefit.

A review of our achievements and performance: How our grant programmes delivered public benefit

This report covers activity that has taken place between 27th April 2020 and 31st March 2021.

In this period a total of 1731 students were enrolled and actively engaged on a programme delivered by the charitable partners of The Hg Foundation. Due to the COVID-19 pandemic and subsequent government restrictions including school closures, all of the following programmes were moved to either full or partial digital delivery.

As a result of national lockdowns and school closures The Hg Foundation brought forward its planned launch date and deployment of its first grants in order to support some of its charity partners in the accelerated delivery of their programmes.

**TRUSTEES' REPORT
FOR THE PERIOD ENDED 31 MARCH 2021 (continued)**

Imperial College London – A-Level Further mA*ths Online Programme

Programme Launch Date: January 2021 Size of Grant: £840,000 over 3 years Target number of students to receive intensive support: 450 over 3 years Target number of teachers to receive intensive support: 150 over 3 years Target number of students with access to online materials: 2,000+ over 3 years

Imperial College London have developed a pioneering and scalable approach to Maths outreach via their mA*ths programme for A-Level Maths which includes mass online learning, e-mentoring, learning support for teachers, as well as intensive support to annual cohorts of disadvantaged students.

The Hg Foundation has funded the expansion of the Imperial College London mA*ths programme into A-Level Further Maths. The core aim of the Further mA*ths programme is to address the attainment gap at A-Level Further Maths by providing intensive support for annual cohorts of up to 150 disadvantaged students by 2022 (this equates to approximately 16% of the total number of disadvantaged students who took Further Maths in 2019). This is a national scheme, targeting disadvantaged students from across the UK.

A smaller proportion of the Foundation's funding has gone towards investigating progression from GCSE into A-Level Further Maths. This project will examine the progression gap at GCSE and explore scalable and effective measures for increasing take-up of Further Maths by disadvantaged students.

The Further mA*ths Online Programme was successfully launched in January 2021; 50 Year 12 pupils were enrolled, selected from 313 applications across 68 LEAs and 122 schools.

Survey results at the end of module 1 indicate that the students are broadly very satisfied with the programme - pitched at the right level, easy to access and use, and beneficial for their Further Maths learning. As at March 2021 there were 678 unique users enrolled for online learning resources, with over 80% of students stating that they found the MOOC easy to use.

One Year 12 Further mA*ths student commented:

"I am really happy to have been able to take part in the Further Maths Online Programme, and so impressed with the quality of the resources provided to assist me in improving my Further Maths skills. This programme served simultaneously as both a great revision source and a form of enrichment to stimulate my love of problem solving and Maths in general. Thanks so much!"

The evaluation plan for the Further mA*ths Online Programme includes both internal oversight and monitoring as well as independent external expertise. External evaluation will interrogate the long-term impact of the programme on A-Level attainment and university progression. It will also ensure that the ongoing evaluation of Maths attainment-raising activities is informed by the latest evidence and best practice and will contribute to the growing body of knowledge around the most effective ways to support young people and their teachers in raising attainment.

In spring 2021, the Imperial College London outreach team commissioned The Brilliant Club (a leading university access charity) to develop the knowledge and evidence base around short and medium-term indicators of improvements in Maths attainment.

Future research priorities include a more in-depth look at patterns of uptake of A-Level Further Maths amongst disadvantaged pupils across the country, and possible factors that influence this. The effectiveness of teacher observations and feedback as an extra perspective within the evaluation of the programme's impact on participants' attainment will also be explored.

**TRUSTEES' REPORT
FOR THE PERIOD ENDED 31 MARCH 2021 (continued)**

SEO Sponsors for Educational Opportunity – Tech Developer Programme

Programme Launch Date: April 2021
Size of Grant: \$1.6m over 3 years
Target number of students to receive intensive support: 180 over 3 years

SEO is a non-profit organisation dedicated to providing supplemental educational and career support to young people from underserved communities. Through the SEO Tech Developer programme, supported by The Hg Foundation, SEO aim to address imbalances within the technology industry and raise the percentage of minority students effectively competing for entry-level roles in the tech world.

This is an intensive immersion and training programme focused on eliminating the exposure and preparation gaps facing underrepresented students. In partnership with Codio, a cloud-based platform for high quality computing education and tech skills development, SEO has curated a customised curriculum that hones minority students' existing tech skills. Participants will take part in both individual and team-based projects that focus on solving problems through software development.

The programme will also provide sustained exposure to industry professionals, educators and recruiters through seminars, coaching and mentoring with senior tech executives, as well as access to tech firms for internships.

Applicants must identify as Black, Latinx or Native American, be enrolled as a sophomore at an accredited, four-year US college or university studying Computer Science, Computer Engineering or related STEM subjects and have basic proficiency in one or more programming languages.

Recruitment for the SEO Tech Developer took place between December 2020 and March 2021, with 62 students being selected from 435 qualified applicants. These students will take part in pre-work projects from April 2021 and a 6-week virtual summer residency from June 2021.

Target KPI's over the course of the next three years are for 90% placement for internships within the first 12 months of the programme, 80% placement for full time roles within the first 24 months and an intent to scale the programme by 50% in the next 36 months.

The overall success of the programme will be measured by a combination of progression and attainment metrics. Participants will be evaluated using HackerRank a widely used tech industry assessment tool where developers compete to programme according to provided specifications. These evaluations will occur at the beginning and end of the programme to measure how students have progressed in their technical skill levels. SEO will also track the number of students who obtain internships or employment with technology firms and will benchmark across SEO's other programmes to track the success of the tech developer programme.

The Online Tutoring Pilot

Programme Launch Date: June 2020
Date Ended: October 2020
Size of Grant: £50,000
Number of students who received intensive support: 1,381
Number of tuition sessions held: 7,000

The Online Tutoring Pilot was a collaboration between the UK government, the Education Endowment Foundation, Impetus, Sutton Trust, Nesta, and Teach First, and was one of the first steps in building the government's flagship National Tutoring Programme (NTP). The programme aimed to address the attainment gap between poorer pupils and their better off peers, which was expected to widen as a result of school closures during COVID-19, by providing schools with heavily subsidised tuition and trained tutors for intensive catch-up support to disadvantaged pupils.

**TRUSTEES' REPORT
FOR THE PERIOD ENDED 31 MARCH 2021 (continued)**

In spring 2020, The Hg Foundation was one of the founding funders of this online tutoring pilot, the findings from which fed into the evidence underpinning the NTP. The overarching aim of the pilot was to evaluate the feasibility of providing online tuition to disadvantaged learners during the COVID-19 school closures.

The pilot targeted learners from Year 5 to 13 and the majority of learners (80%) who took part were in Year 10 and 11. Average attendance was 65%, attendance was highest in primary schools where the students took part at school, however it was reported that attendance gradually declined over time and decreased significantly once summer holidays began.

The independent evaluation of the pilot was performed by NatCen Social Research and included analysis of monitoring information and feedback data collected routinely by the four tutoring organisations, surveys of school leads and learners, paired interviews with the strategic leads at the four tutoring providers and online focus groups with tutors, school staff and learners.

Despite the challenging circumstances of lockdown, the evaluation of the pilot found that delivering online tuition during the school closures was feasible. Learners reported that they enjoyed the tuition and felt that they benefited from the extra support, with tutors and other stakeholders reporting improvements in learners' confidence and engagement.

The Tutor Trust – Hybrid Tutoring Pilot

Programme Launch Date: September 2020: Size of Grant: £100,000 Number of students receiving intensive support: 238 Number of schools enrolled in programme: 16

The mission of The Tutor Trust is to transform lives through tuition by ensuring that young people who need additional academic support, but whose families might not be able to afford it, have access to inspiring tutors. The Tutor Trust recruit and train bright university students as tutors in the core subjects of Maths, English and Science and place them in state schools across the North-West of the UK.

The hybrid tutoring pilot supported by The Hg Foundation has been designed to test a hybrid model that blends in-person and online tutoring whilst also providing reconditioned computer hardware to pupils who need access to online learning at home.

Since autumn term 2020, 16 schools in Greater Manchester, Liverpool and Leeds have participated in small group tutoring in English and Maths. Participating pupils receive 15 hours support in English and 15 hours support in Maths with most tutoring sessions delivered on a 1:3 basis.

61% of pupils reached are at secondary school and 39% at primary. 65% of pupils receiving tutoring through the pilot qualify for Pupil Premium funding and 17% have Special Educational Needs (SEN).

As at March 2021, delivery is ongoing in 14 schools. Two schools did not restart programmes after the lockdown citing a lack of time in the curriculum with pupils preparing for GCSEs.

Tutoring has been delivered using the 'hybrid' model. The aim has been for 30% of sessions to be delivered in person, and 70% delivered online. However, disruption due to COVID-19 has meant that at times delivery models have had to be more flexible than those initially envisaged. In many cases, programmes have paused and restarted, and it has been difficult for some schools to maintain the planned 70/30 split. However, tutoring is ongoing, and the young people will be supported until the end of the school year, and in some cases into the summer holidays.

For these reasons, it is too early to say if there is anything unique about the impact of a hybrid tutoring model, however preliminary analysis of progress tests from schools that have finished the programme indicate that pupils made progress and enjoyed their tutoring.

**TRUSTEES' REPORT
FOR THE PERIOD ENDED 31 MARCH 2021 (continued)**

The external impact assessment and evaluation for this project is performed by Learning by Questions, an innovative formative and summative assessment platform that is closely linked to National Curriculum objectives. This software will provide detailed information on the progress that pupils have made during the tutoring programme and enable monitoring of the progress of pupils in Alternative Provision and those who are looked after.

Laptop Donations

The UK national lockdowns in 2020 and 2021 created a major challenge for many students to keep up with school and a key issue was a lack of access to technology. Since September 2020, The Hg Foundation has donated over 200 recycled and reconditioned laptops to disadvantaged pupils via The Tutor Trust and another educational outreach charity, The Access Project, to enable these students to engage in tuition programmes online.

The Headteacher at a primary school in Liverpool, who take part in the Hybrid Tutoring programme commented:

"We have recently started The Hg Foundation Hybrid Tutoring Project in school and remotely for twelve Year 6 pupils. It has been such a timely project for our children – particularly with the generous donation of laptops and headsets. This has supported not only the project, but our Year 6 pupils working remotely as their 'bubble' has been suspended three times already due to positive COVID-19 results.

"The nine laptops, provided by The Hg Foundation, supported our school to provide 28 pupils in Year 6 with devices in order to access their learning from home. Initial feedback from pupils is extremely positive. Ten of the twelve children accessing the tutoring programme are eligible for Free School Meals and probably would not have access to this type of after school provision. Thanks for your support."

Monitoring achievement

As this is the first year of the Foundation, and partnership programmes are in their first few months of activity there is not yet sufficient data from which to draw conclusive impact statistics and evaluation. However, as shown in each of the Foundation programme summaries on pages 4-7, thorough impact assessment and evaluation is a core requirement for every partner programme that The Hg Foundation funds.

The evaluation of each of our partner schemes includes both internal oversight and monitoring of specific programme KPIs as well as independent external expertise. Each of our partners will identify and track key measures such as participation targets; activity outcomes such as improved knowledge, skills and confidence; intermediate outcomes such as results and attainment; and longer-terms outcomes for example progression to higher education, internship and career placements.

Alongside quantitative measurements like predicted grades and administrative datasets each assessment will also include qualitative methods to explore personal perceptions, confidence and future expectations. These findings will be triangulated in order to provide greater detail and understanding, firstly so as to ensure ongoing improvements can be made to continuously refine and improve the content of each of our partner programmes, but also to ensure that the work of these schemes is properly identified and understood and so that the learnings can be shared more broadly in order to effect greater change.

Fundraising

Hg Foundation does not undertake any fundraising activities from the general public.

Related Parties

The charity is connected to its main donor, HgCapital LLP, through all of its trustees, with the exception of Sir Kevan Collins and Thomas Attwood, who ceased to be a related party in July 2020.

Financial review

The charity's results for the period are set out in the Statement of Financial Activities on page 14.

**TRUSTEES' REPORT
FOR THE PERIOD ENDED 31 MARCH 2021 (continued)**

The charity had net incoming resources on unrestricted funds of £3,911,345, comprising income of £4,576,315 and expenditure of £664,970. Income was solely derived from donations of profit and carried interest from HgCapital LLP.

This is the first year of operation for the charity and there is no accumulated surplus/deficit brought forward from previous years, therefore unrestricted funds carried forward to the next financial year amount to £3,911,345.

As shown in note 14 to the accounts, the charity's funds are mainly held in cash. Following the end of this reporting period, the Foundation has made a further two significant grant commitments. Firstly the sponsorship of the upReach Tech500 programme with a commitment of £2,000,000 to be paid over the next three years and secondly to Generation France with a commitment of £1,000,000 to be paid over the next two years. Further details of these programmes can be found in the "Plans for the future" section of this report.

Investment policy and performance

For the period ending 31st March 2021, the Foundation has no formal investment policy with assets being held in liquid/accrual facilities. Consideration to investments and a formalised investment policy will be given in due course.

Internal controls and risk management

The Trustees have responsibility for ensuring that the Foundation has in place an appropriate system of controls, financial or otherwise, to provide reasonable assurance that it is operating effectively and in line with Charity Commission guidelines.

The systems of financial control are reviewed regularly and have been improved where necessary during the reporting period to provide reasonable assurance against material misstatement or loss.

The trustees have reviewed the principal risks faced by the Foundation and found that they lie in the operational risks from ineffective grant making and the capacity of the Foundation to make effective grants. The Foundation Trustees consider risks on an annual basis as a minimum. Notable risks identified in the reporting period, which have been added to the risk register along with actions to mitigate the impact include:

- Risk of grant recipients mismanaging or fraudulently using funds donated to them. There is a robust due diligence process ahead of allocation of any grants which is led by a Foundation trustee, all grant recipients will adhere to grant making policy stipulations, a grant agreement will be signed by both parties and a grant monitoring process will be put in place which includes regular financial reporting by the grant recipient.
- HgCapital LLP is the primary funder of The Hg Foundation – the exact amounts donated are subject to HgCapital LLP funds hitting targets and timelines. There is a risk that if HgCapital LLP funds do not hit expected targets and forecasted budgets the funding for the Foundation will be reduced or delayed. To mitigate this risk, the Foundation's forecasted budget is cautious and is provided by the HgCapital LLP finance team who update it on a regular basis. The Foundation trustee board will only confirm grant allocations if it is holding sufficient funds at that time.
- COVID-19; external / macro events pose a potential risk to HgCapital LLP's business (i.e. Hg Foundation's primary funding source) due to impact on the global economic and political environment. The HgCapital LLP finance team and Hg Foundation Trustees regularly monitor budgets and where necessary will explore alternative funding sources.

Reserves policy

The Trustees meet annually to review the strategy, budgets, operating plans and forecasts for the forthcoming year. They consider contracted cashflows versus contracted grant commitments and they aim to ensure that there are sufficient liquid resources available to undertake grant allocations, programme activity and to cover operating costs for a minimum period of 12 months.

TRUSTEES' REPORT FOR THE PERIOD ENDED 31 MARCH 2021 (continued)

All funding to the Foundation is unrestricted and therefore can be used at the discretion of the Trustees, however, funds of £1,681,673 have been earmarked for special projects, as disclosed in Note 11.

The balance held as unrestricted funds at 31st March was £3,911,345. During the year, the charity incurred expenditure of £664,970. The current level of reserves is therefore higher than stated in the reserves policy, but in evaluating the reserves requirements for the next year, the trustees need to take into account the grant commitments of £3m for the upReach Tech500 programme and Generation France. The trustees therefore consider the reserves policy to be met satisfactorily.

Plans for the future

The Foundation Trustees will continue to work with and support current partners and explore ways to share the knowledge and use the learnings from these programmes in the hope of being able to effect change within education and specifically to improve employment prospects for those from disadvantaged backgrounds within the technology industry.

Following the end of this reporting period, The Hg Foundation Trustees have made significant commitments to these programmes:

- **upReach Tech 500** is a tailored programme for 500 undergraduates from disadvantaged backgrounds looking to secure graduate roles in the technology sector, with digital skills training also available to a further 2500 students.
- **Generation France** aims to bridge the gap between employers struggling to recruit entry-level talent and French youth not in any form of training or employment. Funding from the Foundation is specifically focused on technology businesses.

Over the next 12 months The Hg Foundation Trustees will also aim to develop research into themes and sectors where its interventions can be most effective, this includes engagement with leading researchers such as the Education Endowment Foundation and the Education Policy Institute. Such research underpins the Foundation's strategy, allowing the Trustees to focus on a small number of well researched themes within education and technology where it has been established that the greatest impact can be achieved.

Structure, governance and management

Governing Document and Constitution

The Hg Foundation was incorporated on 27th April 2020. The Foundation is a Charitable Incorporated Organisation and a registered charity (number 1189216). Its governing document is its Constitution.

Trustees – Appointment, Induction and Training

New Trustees are appointed by a resolution passed at a meeting of the existing Foundation Trustees or by written resolution, such a resolution shall be effective only if at least half of the current Foundation Trustees have voted in its favour. The constitution allows for a minimum of 3 Trustees and a maximum of 10 Trustees, at any given time at least 2 Trustees must not be officers, partners or employees of HgCapital LLP or Hg Advisory GmbH & Co. KG.

On appointment, new Trustees sign a trustee declaration statement committing them to giving of their time and expertise. They are made aware of their legal obligations under Charity Law, the decision-making process of the Foundation, key policies and procedures, its strategic aims and recent performance. New Trustees are provided with a copy of the current version of the Constitution and a copy of the latest statement of accounts.

Organisation

At the bi-monthly trustee meetings, the Trustees discuss areas of activity such as grant making, performance against objectives and a review of budget and cashflow forecasts. The due diligence process prior to a grant commitment is run by a nominated trustee who will bring a proposal to a nominated investment sub-committee. Once approved by the sub-committee the new grant proposal will be brought to the full trustee board for final approval.

At annual strategy meetings, the Trustees meet to discuss overall strategy, performance, annual budget and to determine how best to direct its resources to meet its objectives.

**TRUSTEES' REPORT
FOR THE PERIOD ENDED 31 MARCH 2021 (continued)**

Key management personnel remuneration

The Trustees consider the board of Trustees as comprising the key management personnel of the Foundation in charge of directing and controlling the Foundation and running and operating the Foundation on a day-to-day basis. All Trustees give of their time freely and no trustee remuneration was paid in the period.

In accordance with the Foundation's Conflict of Interest Policy, Trustees are required to declare and register any personal interests, business interests or other direct or indirect interests that might potentially conflict with their duties as a Trustee and absent themselves from decisions where a conflict of interest arises.

Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales 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 CIO and of its incoming resources and application of resources, including its income and expenditure, 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 of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the CIO will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the CIO's transactions and disclose with reasonable accuracy at any time the financial position of the CIO and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the CIO and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors

The auditors, RPG Crouch Chapman LLP, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees on 29th November 2021
and signed on their behalf by:



Trustee

Anna Martina Sanow



Trustee

Richard Donner

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HG FOUNDATION

Opinion

We have audited the financial statements of Hg Foundation (the 'charity') for the period ended 31 March 2021 which comprise the Statement of financial activities, 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 and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

The financial statements have been prepared in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

This has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the Charity's Trustees those matters we are required to state to them in an Auditors' 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 Charity and the Charity's Trustees 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 charity's affairs as at 31 March 2021 and of its incoming resources and application of resources for the period 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 Charities Act 2011.

Basis for 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue. Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

In our evaluation of the Trustees' conclusions, we considered the risks associated with the charity's business model, including the effects arising from macro-economic uncertainties such as COVID-19 and analysed how those risks might affect the charity's financial resources or ability to continue operations over the period of twelve months from the date when the financial statements are authorised for issue. In accordance with the above, we have nothing to report in these respects. However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the absence of reference to a material uncertainty in this auditor's report is not a guarantee that the charity will continue in operation.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HG FOUNDATION - continued

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 auditors' report thereon. Our opinion on the financial statements does not cover the other information and 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.

Capability of the audit to detect irregularities including fraud.

We gained an understanding of the legal and regulatory framework applicable to the charity and the industry in which it operates, and considered the risk of acts by the charity which were contrary to applicable laws and regulations, including fraud. These included, but were not limited to, compliance with the Charities Act 2011 and FRS102.

We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment.

We focused on laws and regulations that could give rise to a material misstatement in the financial statements. Our tests included, but were not limited to:

- agreement of the financial statement disclosures to underlying supporting documentation;
- enquiries of management;
- review of minutes of board meetings throughout the period; and
- obtaining an understanding of the control environment in monitoring compliance with laws and regulations.

There are inherent limitations in the audit procedures described above and the further removed noncompliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the Trustees that represented a risk of material misstatement due to fraud.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HG FOUNDATION - continued

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees are responsible for the preparation of the financial statements which 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurances 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 assurance, but it is not a guarantee that an audit concluded in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatement 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.

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.

Use of our report

This report is made solely to the charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's Trustees those matters we are required to state to them in an auditors' 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 charity and its Trustees, as a body, for our audit work, for this report, or for the opinions we have formed.



RPG Crouch Chapman LLP
5th Floor
14-16 Dowgate Hill
London
EC4R 2SU

Date: 7/12/2021

HG FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES FOR THE PERIOD ENDED 31 MARCH 2021

	Notes	Unrestricted Funds £	Total Funds £
Income from:			
Donations and legacies	3	4,576,315	4,576,315
Total income		<u>4,576,315</u>	<u>4,576,315</u>
Expenditure on:			
Charitable activities	5	664,970	664,970
Total expenditure		<u>664,970</u>	<u>664,970</u>
Net movement in funds		<u>3,911,345</u>	<u>3,911,345</u>
Reconciliation of funds:			
Net movement in funds		3,911,345	3,911,345
Total funds carried forward		<u>3,911,345</u>	<u>3,911,345</u>

The Statement of financial activities includes all gains and losses recognised in the period.

The notes on pages 17 to 21 form part of these financial statements.

HG FOUNDATION

BALANCE SHEET AS AT 31 MARCH 2021

	Notes	£	2021 £
Current assets			
Debtors	9	735,356	
Cash at bank and in hand	12	3,384,021	
		<u>4,119,377</u>	
Creditors: amounts falling due within one year	10	(208,032)	
Net current assets			<u>3,911,345</u>
Total assets less current liabilities			<u>3,911,345</u>
Total net assets			<u>3,911,345</u>
Charity funds			
Unrestricted funds	11		<u>3,911,345</u>
Total funds			<u>3,911,345</u>

The financial statements were approved and authorised for issue by the Trustees on 29th November 2021 and signed on their behalf by:



Trustee

Anna Martina Sanow



Trustee

Richard Donner

The notes on pages 17 to 21 form part of these financial statements.

HG FOUNDATION

STATEMENT OF CASH FLOWS FOR THE PERIOD ENDED 31 MARCH 2021

	2021 £
Cash flows from operating activities	
Net cash used in operating activities	3,384,021
Change in cash and cash equivalents in the year	3,384,021
Cash and cash equivalents at the end of the year	3,384,021

The notes on pages 17 to 21 form part of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2021**

1. General information

The Charity is a CIO registered with the Charity Commission in England and Wales, charity number 1189216. Its registered address is 2 More London Riverside, London, SE1 2AP.

The principal activities of the CIO is to support skill development for the modern job market and contribute to improved, quality employment prospects for those who may otherwise experience barriers to access.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Hg Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The accounts have been prepared in Sterling and all amounts are rounded to the nearest £.

2.2 Going concern

Based on their assessment of the twelve months from the date on which the balance sheet was signed, the Trustees are of the opinion that the charity is a going concern as the charity holds significant cash reserves and the accounts have therefore been prepared on the going concern basis.

2.3 Income

All income is recognised once the CIO has entitlement to the income, it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Grants are included in the statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2021 – continued**

2.4 Expenditure – continued

Expenditure on charitable activities is incurred on directly undertaking the activities which further the CIO's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year-end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

2.5 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.6 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.7 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the CIO anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the statement of financial activities as a finance cost.

2.8 Financial instruments

The CIO only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.9 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the CIO and which have not been designated for other purposes.

2.10 Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The trustees are of the opinion that the following estimates and assumptions could 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 FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2021 – continued**

Accruals

Material accruals are included for project funding for which an obligation to pay exists. The amounts are based on best estimates of the amounts which will be due and payable in the future. Accruals of lower values comprise expected costs for expenditure to be invoiced in the future and is based on best estimates or invoices received after the year end.

Accrued income

Provisions are made for income relating to the year which is expected to be received after the year end. The figure is based on best estimates or communication received after the year end.

3. Income from donations and legacies	Unrestricted Funds 2021 £	Total Funds 2021 £
Donations	4,576,315	4,576,315
	<u>4,576,315</u>	<u>4,576,315</u>

4. Analysis of grants	Grants to Institutions 2021 £	Total Funds 2021 £
Grant - educational projects	646,186	646,186
	<u>646,186</u>	<u>646,186</u>

Grants made to institutions:	2021 £
The Online Tutoring Pilot – Impetus	50,000
Imperial College London: A-Level Further mA*ths Online Programme	270,217
The Tutor Trust – Hybrid Tutoring Pilot	100,000
Laptop Donations	16,242
SEO Sponsors for Educational Opportunity – Tech Developer Programme	113,880
Charity Committee – Impetus	15,000
Charity Committee – individual grants < £5,000	80,847
	<u>646,186</u>

5. Analysis of expenditure on charitable activities	Unrestricted Funds 2021 £	Total Funds 2021 £
Summary by fund type		
Grants	646,186	646,186
Support costs	18,784	18,784
	<u>664,970</u>	<u>664,970</u>

6. Analysis of expenditure by activities	Grant Funding of Activities 2021 £	Support Costs 2021 £	Total Funds 2021 £
Education Projects	646,186	18,784	664,970
	<u>646,186</u>	<u>18,784</u>	<u>664,970</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2021 – continued**

6. Analysis of expenditure by activities - continued

Analysis of support costs

	Activities 2021 £	Total Funds 2021 £
Legal Fees	8,218	8,218
Audit Fees	10,200	10,200
Bank Charges	248	248
Other Costs	76	76
Subscriptions	42	42
	<u>18,784</u>	<u>18,784</u>

7. Auditors' remuneration

	2021 £
Fees payable to the CIO's auditor for the audit of the CIO's annual accounts	<u>10,200</u>

8. Trustees' remuneration and expenses and key management remuneration

During the period, no Trustees received any remuneration or other benefits.

During the period ended 31 March 2021, no Trustee expenses have been incurred.

Key management comprises the trustees, who give their time freely. There is no paid staff.

9. Debtors

	2021 £
Due within one year: Prepayments and accrued income	<u>735,356</u>

10. Creditors: Amounts falling due within one-year

	2021 £
Accruals and deferred income	<u>208,032</u>

11. Statement of funds

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2021 £
Unrestricted funds					
General funds	-	4,576,315	(664,970)	(1,681,673)	2,229,671
Designated funds	-	-	-	1,681,673	1,681,673
	<u>-</u>	<u>4,576,315</u>	<u>(664,970)</u>	<u>-</u>	<u>3,911,345</u>

Designated funds comprise expected expenditure for the following projects:

		Likely Timing of Expenditure
SEO - Tech Developer Programme	1,111,890	throughout 2021/22
Imperial College	<u>569,783</u>	in stages, by 31 August 2023
Total	<u>1,681,673</u>	

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2021 – continued**

12. Analysis of net assets between funds	General Funds 2021 £	Designated Funds 2021 £	Total Funds 2021 £
Current assets	2,437,704	1,681,673	4,119,377
Current liabilities	(208,032)	-	(208,032)
Total	<u>2,229,672</u>	<u>1,681,673</u>	<u>3,911,345</u>
13. Reconciliation of net movement in funds to net cash flow from operating activities			2021 £
Net income for the year (as per Statement of Financial Activities)			3,911,345
Adjustments for:			
Increase in debtors			(735,356)
Increase in creditors			208,032
Net cash provided by operating activities			<u>3,384,021</u>
14. Analysis of cash and cash equivalents			2021 £
Cash in hand			3,384,021
Total cash and cash equivalents			<u>3,384,021</u>
15. Analysis of changes in net debt		Cash Flows 2021 £	At 31 March 2021 £
Cash at bank and in hand		3,384,021	3,384,021
		<u>3,384,021</u>	<u>3,384,021</u>
16. Related party transactions			

During the period ended 31 March 2021, the charity received donations of £4,576,315 from HgCapital LLP. The charity is connected to HgCapital LLP through its trustees as follows:

Anna Martina Sanow, Caroline Löfgren, Richard Earnshaw, Cornelius Becker and Gero Wittemann are employees or Partners of HgCapital LLP (or its associated companies in Munich and New York). Thomas Attwood was on the board of HgCapital LLP until 15 July 2020, when his status as a related party ceased.

Richard Donner is a retired Partner at HgCapital LLP.