

Annual Trustees Report for
MBC
(the charitable organisation of the Mindful Business Charter)
A CIO registered in England and Wales

Registered number: 1193631

Registered office: c/o Jerroms, West Point, Mucklow Hill, Halesowen,
West Midlands, B62 8DY

Report for the period ending 31 December 2025

Prepared in accordance with the
Charities Statement of Recommended Practice FRS (102)¹

Approved by the trustees of MBC at their meeting
on 21 May 2026

¹ Please note that as we are a CIO we are required to report to the standard of a “Larger” charity as defined in FRS (102) (despite our income being below £500,000 per annum) and this report is therefore prepared on that basis

The trustees present their annual report and financial statements for the period ended 31 December 2025. It was approved by the trustees at their meeting on 21 May 2026. It is prepared in accordance with Charities Statement of Recommended Practice FRS (102) to the standard of a “Larger” charity as defined in FRS (102) as we are a CIO.

Introduction

MBC is the registered name of the CIO, which operates under the name Mindful Business Charter and/or MBC. We shall use the term MBC in this report. MBC was incorporated as a CIO on 23 February 2021, and this is therefore its fifth annual Trustees Report, covering the period to 31 December 2025. MBC is a community of employer organisations committed to promoting healthier and more effective ways of working through the implementation of a framework of principles and approaches set out in the Mindful Business Charter, which was launched on World Mental Health Day, 10 October, 2018. More information, including the Charter itself, and a list of member organisations, can be found at www.mindfulbusinesscharter.com.

Purpose

MBC was created to reduce the sources of unnecessary stress in the ways in which we work and in our interactions with each other, within and between our organisations, so as to create healthier and more effective ways of working. It is based on the Charter which establishes a permissive framework for change and a common language for collaboration. A key feature of MBC is the sharing of learning and best practice through the community of members. Activity is centred around the members, but we also share our learning with the wider community through our website and thought leadership.

It is well established that stress is both bad for our health (mental and physical) and results in diminished cognitive functioning resulting in lower productivity and a range of other performance indicators. The objects of the CIO set out in our constitution are:

- to protect and promote good mental health by reducing unnecessary stress in the workplace; and
- to advance the understanding of mental health issues as they relate to workplace practices and the interrelationship between workplace stress and mental health.

Governance

MBC is governed by a constitution which sets out how it is to be run.

MBC is run by a board of volunteer trustees, most of whom work for, or are partners in, member organisations as follows:

<u>Name</u>	<u>Date of initial appointment</u>	<u>Date of retirement</u>
Mr M J Cavers (Chair)	10 March 2021	n/a
Ms M E H Slape (Vice chair)	10 March 2021	n/a

Ms M Peterson	23 February 2021	n/a
Ms K Dodd	23 February 2021	n/a
Ms B G Gibson	10 March 2021	n/a
Mr D J Bastide	10 March 2021	12 June 2025
Mr J C Hoey	10 March 2021	n/a
Ms J M Carver	10 March 2021	12 June 2025
Mr H Parekh	10 January 2024	n/a
Mr W Merry	10 January 2024	n/a

Our constitution requires that a third of elected trustees retire at each AGM (with the option to stand for re-election if they so wish). Mr Bastide, Ms Carver and Mr Hoey retired at our AGM on 12 June 2025. Of these only Mr Hoey stood for re-election and was duly re-elected.

The trustees have sought and will continue to seek diversity among their numbers across as broad a range of relevant characteristics as possible.

No trustee holds any property on trust for MBC.

The trustees are all experienced professionals, and we are satisfied that they have not required training to fulfil their responsibilities thus far. These training needs will be reassessed on an ongoing basis.

The trustees meet on a bimonthly basis. Their meetings are minuted and those minutes are available to members upon request. The trustees provide governance, oversight and strategic direction to MBC.

Richard Martin is the Chief Executive Officer of MBC. During 2025 he worked four and a half days a week in that role. His remuneration, and that of all employees, is reviewed annually with any change taking effect in January of each year, taking into account market salaries for the different roles and responsibilities as well as the financial resources of the organisation.

Day-to-day decision-making is delegated to Richard Martin and the executive team working with him within the confines of the direction and strategy set by the trustees. The trustees are available to them for ad hoc guidance. In addition, the trustees have agreed responsibilities among themselves for specific areas (finance, HR, member community engagement, new members and international, and wider public benefit) and those trustees meet with each other and with Richard Martin on a periodic basis to review and discuss those specific areas.

During 2025 we undertook a review of governance structures and also succession planning for the organisation.

Jerroms, whose head office is at West Point, Mucklow Hill, Halesowen, West Midlands, B62 8DY, provide accounting and bookkeeping services to the CIO. The CIO banks with Virgin

Money, whose head office is at Jubilee House, Gosforth, Newcastle upon Tyne NE3 4PL. We also have savings accounts with Nationwide and with Cambridge & Counties Bank. Ad hoc pro bono legal advice has been provided by different member law firms.

Financial review

This Report accompanies the Annual Accounts for MBC for the period to 31 December 2025. Income comes primarily from the membership fees paid by our members which are based on the number of employees in the relevant member. The membership year runs from 1 September each year. New members joining during a membership year are charged a pro rata membership fee from the date their membership is approved by trustees.

We keep membership fees under review by reference to the benefits offered to members and the required and desired expenditure of the CIO. With effect from 1 September 2025, we revised the membership fee bands as follows:

Employees	Fee (excl VAT)	U.S. Fees	MBC fee band
Not for profit/up to 25/legal aid	£525	\$685	A
26-50	£1,050	\$1,370	B
51-100	£1,575	\$2,055	C
101-250	£2,100	\$2,740	D
251 to 500	£2,625	\$3,425	E
501 to 999	£3,150	\$4,110	F
1,000 to 10,000	£3,675	\$4,795	G
10,000+	£4,725	\$6,165	H

We also have smaller levels of income from speaking engagements and from sponsorship of our conferences.

While we retain healthy reserves, our activity and the associated cost has increased over recent years. As result, for 2025 we budgeted for a deficit for the year. The outturn was a deficit of £29,322, but lower than we budgeted. We are satisfied that this is affordable and prudent, in particular by reference to the trustees' view of the optimal level of reserves of the CIO and the current levels of those reserves. It is the intention of the trustees that income and expenditure will generally be in balance and the trustees generally expect membership

income to increase in future years through increases in member numbers and/or increases in membership fees. The budget for 2026 assumes a small surplus.

Our purpose is delivered through working with our members to support them in creating healthier and more effective ways of working, through webinars, conferences, and the production of resources and training materials, as well as promoting better ways of working more generally. This is heavily dependent on people and so a major part of our expenditure is on our staff, as well as communication, website development, running and attending events, travel (both within the UK and internationally) in support of our purpose, the administration of the CIO and ancillary costs associated with our purpose.

Reserves of the CIO (all of which are unrestricted) as at 31 December 2025 were £187,976. These reserves protect the CIO from any reduction in income and provide the ability for investment in greater levels of activity where such investment is considered prudent and would not be covered by income. We are satisfied of MBC's ability to continue as a going concern, we do not hold funds on behalf of anyone else and do not have any parent or subsidiary undertaking on which to report. The trustees have taken a view that it will be prudent going forward to look to hold reserves of at least six months' worth of non-discretionary expenditure, currently around £133,000, as protection against unexpected reductions in income. This figure will be reviewed as we continue to grow in membership and activity. We are currently holding reserves in excess of that level.

Our reserves are held in different bank accounts, the bulk in savings accounts. They are held between three different banks (Virgin Money, Nationwide and Cambridge & Counties Bank) to take advantage of the UK Financial Services Compensation Scheme (FSCS) for bank deposits. This approach will be kept under review as we move forward, not least as a result of Virgin's acquisition by Nationwide. In particular, the trustees note that holders of accounts in Virgin Money and Nationwide currently continue to enjoy separate protection under the FSCS but that this will change during 2026 at which point we will explore alternative arrangements to protect our reserves.

The primary risk to our income going forward would be the loss of members. Although the majority of our members are currently in the legal sector, we are not materially dependent upon any one member or group of members for our income and while of course some members may choose not to renew their membership, we do not foresee a significant risk of a material number so choosing.

The accounts were produced by our accountants, Jerroms, and the trustees have reviewed the accounts and are satisfied they present a true and accurate record.

There are no material other financial issues upon which we need to report.

What we achieved in the period to 31 December 2025

General

The purpose of MBC is to enable organisations and individuals to make meaningful changes to the way they work and interact within their organisation and also with external organisations, to remove unnecessary sources of stress so as to create healthier and more effective working environments. Part of this is through adoption of the Charter itself which sets out a number of things to be aware of and more mindful about. It is intended to be a permissive framework and to create a common language, rather than to be a prescriptive set of rules. Signing up to the Charter is an indication to others of your intentions and serves as an invitation to them to engage with you in discussion about how to work together more mindfully and healthily.

We have continued to welcome new members throughout the year. We run regular briefing calls to introduce MBC to interested organisations. Although a focus of these calls is to encourage them to join as members, the calls also provide information to them which they can readily use in their organisations without becoming members.

Total member numbers have remained largely unchanged across the year – although we welcomed a number of new members during 2025, a number also decided not to renew their membership at renewal with effect from 1 September. Because of the changes we had made to the membership fee bands (see above) overall income from membership fees increased notwithstanding those non renewals.

We continue to be invited to speak at events in the UK and internationally to promote our work and the Charter.

We continue to be guided by the Theory of Change model we created following an exercise in 2023 to better understand our purpose and ensure our activity is aligned fully with that purpose. We have recently reviewed the Theory of Change model to ensure it remains relevant and fit for purpose.

Our three-year strategy

During 2025 we adopted a new three-year strategy to cover the period to 2028. This envisages growth in membership internationally within the legal sector and across other sectors in the UK. We are also focussed on thought leadership and deepening the engagement of and impact in our member organisations around mindful ways of working.

A Wellbeing survey tool

In conjunction with academics and a working group of members we have created a survey tool to assess the wellbeing of employees within an organisation. The intention is that this will be used by members to understand the state of wellbeing, to identify areas of good practice and of concern, to assess the effectiveness of interventions and to provide, in time, benchmarking across different organisations.

A review of our Charter

We have started a lengthy consultation process to review the content of our Charter to ensure it remains relevant to workplaces as they have developed since our founding in 2018. This process will be ongoing during 2026.

A new Advisory Board

We have created an Advisory Board to provide the executive team with additional insight and experience in a range of different areas.

A collaboration in Singapore

We have entered into a collaboration with a number of different organisations in Singapore to promote mindful ways of working. While we hope this will support our wider public purpose, we also expect new members to join MBC as a result.

Members' conference

We held our second day-long conference for members in June 2025 which was very well received. We intend to continue this as an annual event going forward. As well as thought leadership the conference provided an opportunity for members to network and learn from each other as well as from our many expert speakers.

International

As well as the collaboration in Singapore we have continued to promote our work in North America and Iberia in particular.

White Paper publication

In April 2025 we published a White Paper bringing together a wide range of research evidence from around the world on the commercial case for promoting wellbeing in the workplace. We have been asked to speak about this White Paper at a number of conferences and events. This highlights our continued focus on thought leadership.

PR

Because part of our purpose, especially our wider public purpose, is around promoting healthier ways of working, during 2025 we engaged a PR and communications agency to help us with our external communications and profile building, and we continue to work closely with them.

Ongoing activity

We have substantially enhanced our activity on social media with a view both to promoting more mindful ways of working generally and raising awareness of our work to encourage wider engagement

We have spoken at a wide range of conferences and other events in the UK and internationally to promote the MBC and as recognised experts on workplace mental health.

We repeated our member survey which was first conducted in 2022 and have used the results of the survey to inform the support and resources we provide to members going forward.

We repeated our own awards scheme as an effective way to engage members, to share best practice, to celebrate achievement and to role model good working practices.

We continue to respond to members' requests for support in different ways.

We have run a series of community events through the year:

- every two months we hold a call for all signatories where we provide updates on activity and ask a different member each time to provide an in-depth update on their activity implementing the Charter. This enables the community to learn from and support each other, address challenges together and share resources and insights between individual members;
- we run a series of Insight sessions throughout the year looking at particular aspects of the Charter. Some of these involve experts from outside of MBC. The purpose of these sessions is to support our members in implementing and sustaining MBC ways of working. Some of these sessions are directed at the MBC leads in our member organisations and some are intended for all employees of our members. These are generally well attended and, as with the signatory calls, our normal practice is to record them and make them available in the members area of our website;
- we run an annual event towards the end of the year to welcome formally the organisations that have joined during the year, to act as a renewal of the commitment of all our members and to hear from speakers on topics relevant to our members and our purpose; and
- we have run a series of events around the country, hosted by our members, to socialise different aspects of our work.

In addition to the community-wide events, we continued to meet one-to-one with individual members to discuss in more detail their progress with MBC, help them address any challenges, gather useful insight and resources that might be of benefit to wider members and set objectives for the member going forward.

We continued to produce a monthly newsletter to members which contains news, events, resources and other information of interest to our members. We are monitoring the level of engagement with the newsletter to maximise its readership and impact.

The activity summarised above is undertaken in part by members and the trustees, and the most important work in changing workplace cultures is of course undertaken on the ground by individuals within organisations.

Wider public interest

Although much of our activity is focussed on the members of MBC, a lot of activity also involves promoting healthier and more effective ways of working across the wider business community. In a very real sense, every time we speak about MBC to any audience, whether on briefing calls, in meetings, at conferences or in webinars, or write about it in blogs and articles or on social media, we are promoting the message of healthier working practices to the wider public.

In addition, the Charter itself and a wider range of other resources are freely available to the wider public on our website. The need to keep in mind the wider public benefit is a standing item on the agenda for trustee meetings and two of the trustees have specific responsibility for advancing this wider priority. The trustees have had regard to the Charity Commission's guidance on public benefit in fulfilling their responsibilities.

Ancillary issues

We do not operate from an office; all work is done in a virtual way or at the premises of members when required.

We do not make investments or grants.

We have not relied on any exemptions from disclosure in preparing this Report.

Signed:



Michael Cavers (Chair of trustees)

Dated:

2 June 2026

Charity registration number 1193631 (England and Wales)

THE MINDFUL BUSINESS CORPORATION
OPERATING AS MBC
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

**THE MINDFUL BUSINESS CORPORATION
OPERATING AS MBC
LEGAL AND ADMINISTRATIVE INFORMATION**

Trustees	Ms K Dodd Ms B G Gibson Mr J C Hoey Mr M J Cavers (Chair) Ms M E H Slape Mr W Merry Ms H Parekh Ms M Peterson Mr Usman Masood	(Appointed 19 January 2026)
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Charity number	1193631
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Independent examiner	Jerroms GCN Limited West Point, Second Floor Mucklow Office Park Mucklow Hill Halesowen B62 8DY
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**THE MINDFUL BUSINESS CORPORATION
OPERATING AS MBC
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**THE MINDFUL BUSINESS CORPORATION
OPERATING AS MBC
INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF THE MINDFUL BUSINESS CORPORATION**

I report to the trustees on my examination of the financial statements of The Mindful Business Corporation (the Charitable Incorporated Organisation) for the year ended 31 December 2025.

Responsibilities and basis of report

As the trustees of the Charitable Incorporated Organisation you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011.

I report in respect of my examination of the Charitable Incorporated Organisation's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Charitable Incorporated Organisation's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared the financial statements in accordance with the relevant version of the Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard 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 now been withdrawn. I understand that this has been done in order for the financial statements to provide a true and fair view in accordance with UK Generally Accepted Accounting Practice.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the Charitable Incorporated Organisation as required by section 130 of the Charities Act 2011.
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.


Jerroms GCN Limited
West Point, Second Floor
Mucklow Office Park
Mucklow Hill
Halesowen
B62 8DY
Date:

2 June 2026.

**THE MINDFUL BUSINESS CORPORATION
OPERATING AS MBC
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT**

FOR THE YEAR ENDED 31 DECEMBER 2025

	Notes	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Income and endowments from:			
Charitable activities	3	298,181	250,989
Investments	4	6,007	7,130
Other income	5	22,795	13,128
Total income		<u>326,983</u>	<u>271,247</u>
Expenditure on:			
Raising funds	6	58,720	31,556
Charitable activities	7	297,585	243,716
Total expenditure		<u>356,305</u>	<u>275,272</u>
Net expenditure and movement in funds		(29,322)	(4,025)
Reconciliation of funds:			
Fund balances at 1 January 2025		<u>217,298</u>	<u>221,323</u>
Fund balances at 31 December 2025		<u>187,976</u>	<u>217,298</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

THE MINDFUL BUSINESS CORPORATION
OPERATING AS MBC
BALANCE SHEET
AS AT 31 DECEMBER 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	13		6,630		12,252
Current assets					
Debtors	14	20,210		25,584	
Cash at bank and in hand		405,490		379,456	
		<u>425,700</u>		<u>405,040</u>	
Creditors: amounts falling due within one year	15	<u>(244,354)</u>		<u>(199,994)</u>	
Net current assets			181,346		205,046
Total assets less current liabilities			<u>187,976</u>		<u>217,298</u>
Income funds					
Unrestricted funds			187,976		217,298
			<u>187,976</u>		<u>217,298</u>

The financial statements were approved by the Trustees on 21 May 2026.



Chair of trustees

THE MINDFUL BUSINESS CORPORATION
OPERATING AS MBC
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

1 Accounting policies

Charity information

The Mindful Business Corporation is a Charitable Incorporated Organisation registered in England. Its registered charity number is 1193631. If the Charitable Incorporated Organisation is wound up, the members of the Charitable Incorporated Organisation have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

1.1 Basis of preparation

The financial statements have been prepared in accordance with the Charitable Incorporated Organisation's constitution, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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 Charitable Incorporated Organisation is a Public Benefit Entity as defined by FRS 102.

The Charitable Incorporated Organisation has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements 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 Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the Charitable Incorporated Organisation. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the Charitable Incorporated Organisation has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

All Charitable Incorporated Organisation funds are classed as unrestricted. The Charitable Incorporated Organisation has no restricted funds.

1.4 Income

Income is recognised when the Charitable Incorporated Organisation is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Membership subscriptions are recognised on an accruals basis, in the period to which they relate.

THE MINDFUL BUSINESS CORPORATION
OPERATING AS MBC
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2025

1 Accounting policies

(Continued)

1.5 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.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Computer equipment	33.33% straight line
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the Charitable Incorporated Organisation reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The Charitable Incorporated Organisation only has financial assets and liabilities of a kind that qualify as basic financial instruments.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

THE MINDFUL BUSINESS CORPORATION
OPERATING AS MBC
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2025

1 Accounting policies

(Continued)

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charitable Incorporated Organisation is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2 Critical accounting estimates and judgements

In the application of the Charitable Incorporated Organisation's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

In the view of the trustees, no assumptions concerning the future or estimation uncertainty affecting the assets and liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

3 Income from charitable activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Mental Health Services		
Other income	298,181	250,989
	<u> </u>	<u> </u>

4 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	6,007	7,130
	<u> </u>	<u> </u>

THE MINDFUL BUSINESS CORPORATION
OPERATING AS MBC
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2025

5 Other income

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Other income	22,795	13,128

6 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
Advertising	58,720	31,556

7 Expenditure on charitable activities

	Mental Health Services 2025 £	Mental Health Services 2024 £
Direct costs		
Depreciation and impairment	5,624	4,397
Consultancy	-	2,500
	5,624	6,897
Share of support and governance costs (see note 8)		
Support	280,683	228,420
Governance	11,278	8,399
	297,585	243,716
Analysis by fund		
Unrestricted funds	297,585	243,716

THE MINDFUL BUSINESS CORPORATION
OPERATING AS MBC
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2025

8 Support costs

	Support costs	Governance costs	2025	2024
	£	£	£	£
Bank fees	335	-	335	244
Insurance	1,849	-	1,849	1,562
Website costs	3,829	-	3,829	5,359
IT software and consumables	4,070	-	4,070	3,192
Printing and stationery	-	-	-	55
Staff costs	240,390	-	240,390	199,177
Subscriptions	516	-	516	371
Staff welfare and entertaining	1,458	-	1,458	2,708
Staff training	1,100	-	1,100	50
Event speaker costs	21,485	-	21,485	15,692
Telephone & Internet	-	-	-	10
Direct expenses	5,651	-	5,651	-
Accountancy	-	7,918	7,918	7,723
Legal and professional	-	3,360	3,360	676
	<u>280,683</u>	<u>11,278</u>	<u>291,961</u>	<u>236,819</u>
Analysed between				
Charitable activities	<u>280,683</u>	<u>11,278</u>	<u>291,961</u>	<u>236,819</u>

Governance costs includes payments to the independent examiner of £750 (2024: £750) for independent examination fees.

9 Net movement in funds

	2025	2024
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	750	750
Depreciation of owned tangible fixed assets	<u>5,624</u>	<u>4,397</u>

10 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the Charitable Incorporated Organisation during the year.

11 Employees

The average monthly number of employees (including trustees) during the year was:

	2025	2024
	Number	Number
Trustees/Employees	<u>11</u>	<u>13</u>

THE MINDFUL BUSINESS CORPORATION
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2025

11 Employees

(Continued)

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
£120,001 - £130,000	-	1
£140,001 - £150,000	1	-
	<u> </u>	<u> </u>

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	143,670	129,760
	<u> </u>	<u> </u>

Increase in key management personnel was due to an increase in working hours.

12 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

13 Tangible fixed assets

	Computer equipment £
Cost	
At 1 January 2025	16,940
At 31 December 2025	16,940
Depreciation and impairment	
At 1 January 2025	4,686
Depreciation charged in the year	5,624
At 31 December 2025	10,310
Carrying amount	
At 31 December 2025	6,630
At 31 December 2024	12,252

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2025

14 Debtors

	2025	2024
	£	£
Amounts falling due within one year:		
Trade debtors	17,082	23,811
Other debtors	1,363	-
Prepayments	1,765	1,773
	<u>20,210</u>	<u>25,584</u>

15 Creditors: amounts falling due within one year

	2025	2024
	£	£
Other taxation and social security	-	2,149
Deferred income	229,821	185,590
Trade creditors	938	129
Other creditors	7,347	773
Accruals	6,248	11,353
	<u>244,354</u>	<u>199,994</u>

16 Deferred income

	2025	2024
	£	£
Other deferred income	<u>229,821</u>	<u>185,590</u>

Deferred income is included in the financial statements as follows:

	2025	2024
	£	£
Deferred income is included within:		
Current liabilities	<u>229,821</u>	<u>185,590</u>
Movements in the year:		
Deferred income at 1 January 2025	185,590	158,000
Released from previous periods	(185,590)	(158,000)
Resources deferred in the year	<u>229,821</u>	<u>185,590</u>
Deferred income at 31 December 2025	<u>229,821</u>	<u>185,590</u>

THE MINDFUL BUSINESS CORPORATION
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17 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 January 2025	Incoming resources	Resources expended	At 31 December 2025
	£	£	£	£
General funds	217,298	326,983	(356,305)	187,976
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Previous year:	At 1 January 2024	Incoming resources	Resources expended	At 31 December 2024
	£	£	£	£
General funds	221,323	271,247	(275,272)	217,298
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

18 Related party transactions

There were no disclosable related party transactions during the year.