



Humentum UK

Trustees' Report and Accounts

For the year ended 30 September 2025

Company No.:	3986178
Charity No.:	1081406

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Report of the trustees for the year ended 30 September 2025

The trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 30 September 2025 which are also prepared to meet the requirements for a directors' report and accounts for the Companies Act purposes.

The directors have taken advantage of the small companies' exemption under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 not to prepare a strategic report for the financial year.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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 (FRS 102), in addition to the Charities (Protection and Social Investment) Act 2016.

Humentum UK, is a UK-registered charity, regulated by the Charity Commission for England and Wales. Humentum UK, signed an Affiliation agreement, dated 21 June 2017, with InsideNGO, a not-for-profit organisation registered in Washington DC, USA. The affiliation appointed Humentum, formerly InsideNGO, as the sole member of Humentum UK.

Humentum UK's mission fits within the objects set out in its Memorandum and Articles of Association:

- To promote the efficiency and effectiveness of charities and the work of other voluntary organisations which are exclusively charitable, in particular (but without restricting the generality of the foregoing) in assisting non-governmental organisations with their charitable work in the relief of poverty.

The trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission.

In shaping the objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance Public Benefit: running a charity (PB2). The charity relies on income from fees and charges from other UK non-governmental organisations (NGOs) to cover its operating costs. The trustees ensure that this purpose is carried out for the public benefit by delivering expertise and services that are valued by the global development community, focused on UK NGOs operating model.

Affordability and accessibility to our programme is important to us. The global development community can access Humentum UK's services via Humentum's website and through Humentum's growing international and social media-based networks. Humentum UK encourages the smallest local NGOs with limited funds to access free resources through its website or to apply for bursaries for Humentum UK's fee-based services. Humentum UK seeks regular feedback on the quality of our work and the benefits that it creates for NGOs and their beneficiaries.

At the end of 2024, Humentum UK agreed a new arrangement with Humentum, where Humentum retains all income for services, but funds the staff that are employed by Humentum UK. Prior to 2024, Humentum UK income was for the services to entities based in the UK only, which based on the integrated services offered to many organisations the split by geography was more

representative of Humentum UK's purpose. Humentum UK receives funds for the work in the non-profit accounting standards and may in future receive other grant funding to further its objectives.

Our purposes and activities

Humentum and Humentum UK share a strategic plan. The vision of the whole organisation is a thriving and resilient social good sector working collaboratively to address the world's most pressing challenges and its mission is to:

- Strengthen social good organizations and their funders by providing strategic solutions, networking, and curated resources.

To achieve the strategy, Humentum and Humentum UK have a proven methodology to strengthen social good organizations, by enhancing operating models for sustainable success. This involves engagement, analysing, implementing a solution, sustaining and finally amplifying the results.

In the year to 30 September 2025, with focus on Humentum UK's mission, and pursuing the strategic goals of Humentum, there were two four objectives.

1. *We will grow the global development community's capacity and competency by leveraging digital content and know-how. (Training)*
2. *We will increase financial sustainability and program agility by designing customized solutions through consultancy. (Consultancy)*
3. *We will capture insight and co-create transformational solutions by catalysing connections amongst our members and stakeholders. (Community)*
4. *We will transform the enabling environment by influencing the sector's response to operational and policy challenges. (Advocacy)*

Achievements and Performance

The achievements during 2025 are set out against each of the objectives, with the information for 2024 retained for comparative purposes.

Objective 1. *We will grow the global development community's capacity and competency by leveraging digital content and know-how.*

Humentum UK no longer pursued this objective in 2025 due to its new arrangement with Humentum. The income resulted from two (2024:3) UK subscribers to Humentum's eLearning service. These subscribers paid £5k in total for these services.

In 2024, training income from five tailored courses to UK organisations was reflected under this objective. The courses generated income of £39k. During 2024, "Help with Fees" provided support for 45 people to attend 11 courses at a total cost of £17k. The total costs spent to achieve this objective was £1k (2024: £65k).

Objective 2. *We will increase financial sustainability and program agility by designing customized solutions through consultancy.*

Humentum UK no longer pursued this objective in 2025 due to its new arrangement with Humentum. In 2024, a total of four assignments were completed supporting a variety of organisations working in the sector on financial capacity, partner assessments and improved cost recovery. The work was completed remotely. The organisation spent £2k (2024: £130k) to achieve the activities under Objective 2.

Objective 3. *We will capture insight and co-create transformational solutions by catalysing connections amongst our members and stakeholders.*

Through membership of Humentum UK, organisations could access benefits in addition to connection with peer communities and networking events. During the year, there were three (2024:4) UK memberships worth £2k (2024: £13k). In June 2025, the Industry partner program was closed to explore other opportunities in working with corporate partners. In 2025, there was one remaining partner (2024:3) in the UK generating £nil income (2024: £5k).

Objective 4. *We will transform the enabling environment by influencing the sector's response to operational and policy challenges.*

The International Financial Reporting for Non-Profit Organisations (IFR4NPO) initiative was launched in July 2019. IFR4NPO aims to bring clarity and consistency to the Not-Profit Organisations (NPO) sector which must win the trust of its many national and international stakeholders through consistent, high quality financial reporting. The initiative also endeavours to reduce the current burden and duplication of effort for both NPO and funders in meeting multiple and, at times, conflicting financial reporting requirement.

Development of internationally applicable financial reporting standards for the sector will increase the quality and consistency of reports, making them more useful for users, improving the value of audit assurance, increasing credibility, and unlocking finance for the sector. Our engagement strategies are working to ensure that there is diverse and representative input from different countries and stakeholder groups, and to amplify the voices of the less powerful.

In the year ended 30 September 2025, Humentum UK obtained more funding of £254k (2024: £351k) from Ford Foundation, as well as utilising funds received from Oak Foundation. Both contributed in 2024.

During the year to September 2025, the project finalised the work on the non-profit accounting guidance (INPAG) and practice guides for implementation. This culminated in the launch of the non-profit accounting standard (INPAS) in Geneva in October 2025.

The project also supported the transition to the new structure with the formation of International Non-Profit Reporting Foundation (INPRF) in September 2025. The new entity will carry on the work of the adoption of INPAS from November 1, 2025.

The organisation spent £591k on these activities under Objective 4 (2024: £832k).

Fundraising

The primary aim of Humentum UK's voluntary fundraising is to improve the access to Humentum's service for small local NGOs in developing countries. Humentum UK seeks funding from organisations supportive to its mission. Humentum UK does not make direct contact with individuals, hence does not make unreasonable intrusion on vulnerable people. Humentum UK did not use any professional fundraiser or any commercial participator in raising its funds. In conducting its fund-raising activities, Humentum UK did not receive any complaints about its fundraising during 2024/25 and was registered with Fundraising Regulator. Humentum UK complied with Fundraising Regulator regulations and that there were no instances of non-compliance.

Financial review

Humentum and Humentum UK share a strategic plan to build and support social good organizations and their funders by providing strategic solutions, networking, and curated resources.

During the year, funds were mainly received for the:

- Support of the global non-profit reporting initiative, Ford Foundation and Oak Foundation contributing

Total income decreased by 24% from £784k in 2023/24 to £598k in 2024/25. This was largely due to a grant signed with the Ford Foundation for USD 1.5m in December 2022. The first instalment of £606k was received in January 2023. A second instalment of £351k was received in December 2023. The third and final lower instalment of £254k was received in December 2024 together with support from Oak Foundation. All other services were transferred to Humentum during 2025.

Overall, in the year, the charity made a surplus of £4k in the year, compared to a deficit of £243k in 2023/24. The surplus arose from the restricted income received in the year exceeding the expenditure. Total reserves are £151k as of 30 September 2025.

Income

For the year ended 30 September 2025, the principal source of funding of income were £589k (2024: £620k) from donations. The donations, being grant income. Total income decreased by £186k (24%) for the year, being £598k.

Expenditure

Total expenditure for the year ended 30 September 2025 was £594k compared to £1,027k for the year ended 30 September 2024 (-42%). Direct costs decreased by £265k (-31%) to £588k from £853k. The decrease in direct costs is mainly due to the decreased expenditure on restricted funds, but also due to the transfer of services to Humentum during 2025.

Support costs were £6k for the year ended 30 September 2025 compared to £173k (-97%) for the year ended 30 September 2024. The decrease is due to the recognition of the donated legal services of £116k in 2024. Following a review of support costs allocated between Humentum and

Humentum UK, only UK staff and governance costs were charged to Humentum UK. An indirect cost charge was made to Humentum for UK staff services and is included within support costs.

Reserves policy and going concern

The unrestricted reserves of Humentum UK exist to bridge the gap between fixed costs and income receipt, considering any potential risks related to income. The trustees recommend a reserves policy of maintaining unrestricted reserves at three to six months budgeted expenditure, for governance and staff costs net of direct costs recovered from projects. The range for three to six months of budgeted support expenditure for 2025 is between £140k to £280k. On 30 September 2025, unrestricted reserves were £147k (2024: £147k). The unrestricted reserves are within the range in the policy. A review of the allocation of Humentum's support expenses occurred during 2021 to ensure that with additional cost support from Humentum, the unrestricted reserves built to achieve the amount required under the approved reserves policy.

The trustees reviewed their responsibilities in assessing the going concern basis of accounting as appropriate, considering uncertainties in relation to the future solvency and liquidity risks. In 2024, the trustees adopted a new structure for Humentum UK as the IFR4NPO project moves to its final stages with the publication of the accounting standard. Humentum will continue to support Humentum UK and provide a support recharge to cover the costs of its governance and staff. This means that the reserves will be set to cover any UK specific commitment but maybe reduced further due to the support provided by Humentum.

Humentum's current reserve policy is to hold as least 15% of planned expenditure to ensure continued financial security and to provide for contingencies, this will be reviewed annually. Planned expenditure is defined as meeting core obligations to members, staff and external contracts and varies annually. Investment funds withdrawn for strategic investment must be able to demonstrate a Return on Investment and replaced within a three-year cycle. As Humentum is the only member of Humentum UK, its reserves provide the necessary financial and business support to ensure that Humentum UK continues as a going concern. Humentum's unrestricted reserves are one million US dollars as of 30 September 2025.

Restricted funds, which are tied to specific purposes, were £4k as of 30 September 2025 (2024: £nil).

Plans for future periods

Humentum wants to create tangible and lasting change and took what it heard from more than 300 discussions with members clients, partners and stakeholders and translated it into action.

Over the next 10 years, the aim is that:

- 50,000 organizations are using Humentum's events, resources and solutions
- Humentum is serving social good organizations who need whole-of-organization accompaniment to be more resilient
- Funders are committed to building resilience and capacity in their orgs

We continually assess impact on our income and uncertainty about the going concern of the organisation, due to impact of the changes in the non-profit sector. We look to continue activity through strong and enhanced membership services, training and consultancy, specific geographic

market approaches that allow for flexibility and adaptation to local needs and priorities. The focus on social good organizations is to increase scale and reach of our work and is proven through the work with current partners. We will continue to search for new strategic partners to work in collaboration and to widen the offerings that meet the need now in the radically changing environment. For Humentum UK, as we continue to be a global organization, it will continue to support our operations in the UK, particularly the employment of staff based there. In January 2026 Humentum took action to secure the future of the organisation into the foreseeable future.

Reference and Administrative Details

Charity number: 1081406

Company number: 3986178

Registered Office: c/o Gravita Oxford LLP, First Floor, Park Central, 40-41 Park End Street, Oxford OX1 1JD

Our advisers:

Independent Examiners: MHA, 6th Floor, 2 London Wall Place, London EC2Y 5AU

Bankers: CafCash Limited, Kings Hill, West Malling, Kent, ME19 4TA

Directors and trustees

The directors of the charitable company (the charity) are its trustees for the purpose of charity law. The trustees and officers serving during the year and since the year end were as follows:

Chair: Kathryn Gordon

Treasurer: Kim Schwartz (resigned 30 March 2026)

Trustee: Andrew Seddon

Secretary: Jocelyn Boughton

Member

Humentum, a not-for profit organisation 501(c)(3) registered in Washington DC, USA

Senior management personnel (Humentum)

Co-Chief Executive Officer: Christoper Proulx

Co-Chief Executive Officer: Jocelyn Boughton

Senior management personnel (Humentum UK)

Co-Chief Executive Officer: Christoper Proulx

Co-Chief Executive Officer: Jocelyn Boughton

Structure, Governance and Management

Governing Document

Humentum UK, formerly known as Mango, is a UK-registered charity, regulated by the Charity Commission for England and Wales. It is constituted as a company limited by guarantee. The organisation is bound by its Memorandum and Articles of Association, copies of which are available on request. In July 2017, Humentum UK, signed an Affiliation agreement with InsideNGO, a not-for-profit organisation registered in Washington DC, USA. The affiliation appointed Humentum, formerly InsideNGO, as the sole member of Humentum UK. Humentum as sole member has the power to appoint and remove directors of the company and trustees of the charity.

Appointment of trustees

Humentum appointed the trustees listed above as part of the Affiliation agreement. Nominations for new trustees are considered by the Humentum Board and may subsequently be invited to join the Humentum UK board. The management team of Humentum UK holds executive responsibility for implementing the policies and strategies approved by the board.

Trustee induction and training

New trustees are provided with an induction to familiarise them with the charity and the non-governmental organisation sector and to brief them on their responsibilities as trustees under charity and company law. New trustees are referred to the Charity Commission's guide "How to be an effective trustee". Existing trustees are informed of any changes in their legal obligations under charity and company law, the Charity Commission Guidance on public benefit and inform them of the content of the Memorandum and Articles of Association, the decision-making processes, the business plan, and recent financial performance of the charity. Trustees are encouraged to attend appropriate training events where these will facilitate the undertaking of their role. The trustees are invited to events to meet staff and other trustees when organised.

Trustees benefit from indemnity insurance to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Charity. The cost of this insurance in the year has been included within total insurance costs.

Organisation

The board of trustees, which can have up to four members, administers the charity. The board normally meets quarterly. Under the affiliation agreement, the Chief Executive Officer (CEO) of Humentum UK is the same as the CEO of Humentum. To facilitate effective operations the CEO has delegated authority, with terms of delegation approved by the trustees, for operational matters including finance, employment, and other operational activity.

Related parties and co-operation with other organisations

None of the trustees receive remuneration or other benefit from their work with the charity. Trustees were reimbursed for expenses in attending board meetings. Humentum, as the sole member of Humentum UK receives cash on behalf of Humentum UK as remittances for its

charitable activities, which is remitted monthly in arrears to the charity. Details of directors' expenses and related party transactions are disclosed in note 9 to the accounts.

Pay policy for senior staff

The directors consider the board of directors, who are Humentum UK's trustees, and the Co-CEOs comprise the key management personnel of the charity in charge of directing and controlling, running, and operating the charity on a day-to-day basis. All directors give their time freely and no director received remuneration in the year.

The pay of all staff is reviewed annually in accordance with its Total Rewards and Salary & Pay policies. Salaries are benchmarked against pay levels in other NGOs if a comparable size. The remuneration benchmark is the mid-point of the range paid for similar roles. All salaries are set by Humentum, with the Co-CEO's salary in line with its policy and approved by the Humentum board, rather than the Humentum UK Board.

Risk Management

The trustees have a risk management strategy which comprises:

- A regular review of the risk register to confirm the principal risks and uncertainties that Humentum and Humentum UK are facing.
- The establishment of policies, systems, and procedures the mitigate those risks.
- The implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

The major risk identified for Humentum is its financial sustainability due to the lack of predictability of its income streams. Action was taken to downsize the organisation to reduce the cost base, in addition to restructuring to focus on obtaining more reliable income sources.

For Humentum UK, the trustees identified the risk associated of declining reserves in the prior year and reviewed with management the income and cost allocation to Humentum UK from Humentum to ensure the reserves remain in line with its reserve policy.

The changing compliance needs in the UK charity sector was also identified as a risk by the UK trustees. The need to ensure adequate mechanisms are in place for identifying, acting on and reporting on serious incidences to the Charity Commission was added to the risk register for appropriate mitigation, particularly around data breaches and/or safeguarding incidences.

Trustees' Responsibilities in relation to the financial statements

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

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the accounts in accordance with Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice). Under company law the trustees must

not approve accounts unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources for that period. In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP.
- make judgements and estimates that are reasonable and prudent.
- state whether applicable UK accounting standards are 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 charitable company will continue in business.

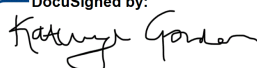
The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the financial position of the charitable company and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement as to disclosure to our auditors

In so far as the trustees are aware,

- there is no relevant audit information, information needed by the company's auditors in connection with preparing their report, of which the company's auditors are unaware; and
- each trustee has taken all the steps that he ought to have taken as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This trustees' report is prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006. This report was approved by the trustees and signed on their behalf by:

DocuSigned by:

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Kathryn Gordon

Chair

Date: March 30, 2026

Independent Examiner's Report to the members of Humentum UK

I report to the Charity Trustees on my examination of the accounts of the Company for the year ended 30 September 2025.

Responsibilities and Basis of Report

As the Charity Trustees of the Company (and also its Directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

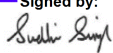
Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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 company as required by section 386 of the 2006 Act: or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 accounts to be reached.

Signed by:

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Signed:

Date:

4/29/2026

Sudhir Singh FCA

MHA Audit Services LLP, 6th Floor, 2 London Wall Place, London, EC2Y 5AU

Humentum UK
Statement of Financial Activities, including the income and expenditure account
for the year ended 30 September 2025

	<i>Note</i>	Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
Income		£000's	£000's	£000's	£000's
Donations	3	-	589	589	620
Investment Income	4	2	-	2	3
Income from charitable activities	2	7	-	7	161
Total Income		9	589	598	784
Expenditure					
Expenditure on charitable activities	5	9	585	594	1,027
Total Expenditure		9	585	594	1,027
Net (expenditure)/income and net movement in funds for the year		-	4	4	(243)
Reconciliation of funds					
Total funds brought forward		147	-	147	390
Total funds carried forward		147	4	151	147

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

The notes on pages 15 to 24 form part of these accounts.

Humentum UK

Balance Sheet as at 30 September 2025

		2025		2024	
	Notes	£000's	£000's	£000's	£000's
Current Assets					
Debtors	12	242		351	
Cash at bank and in hand		27		282	
Total Current Assets		269		633	
Liabilities					
Creditors falling due within one year	13	(118)		(486)	
Net Current assets			151		147
Total assets less current liabilities			151		147
Net Assets					
			151		147
Unrestricted funds			147		147
Restricted funds			4		-
Total Funds	16		151		147

The notes on pages 16 to 25 form part of these accounts.

The Charity's financial statements have been prepared in accordance with the provision applicable to companies subject to the small companies regime. These accounts were approved and authorised for issue by the trustees on 30 March, 2026 and signed on their behalf by:

DocuSigned by:

514AB55EF8D246F...

Kathryn Gordon, Chair.

Company number: 986178

Charity number: 1081406

Humentum UK
Statement of Cash Flows
for the year ended 30 September 2025

	2025	2024
	£000's	£000's
<i>Cash flows from operating activities</i>		
Net cash provided by operating activities (reconciliation below)	(255)	49
<i>Cash flows from investing activities</i>		
Change in cash and cash equivalents in the reporting period	(255)	49
Cash and cash equivalents at the beginning of the reporting period	282	233
Cash and cash equivalents at the end of the reporting period	27	282
<i>Reconciliation of net income to net cash flow from operating activities</i>		
Net income/(expenditure) for the reporting period	4	(243)
<i>Adjustments for:</i>		
Decrease/ (Increase) in debtors	109	(1)
(Increase) / Decrease in creditors	(368)	293
	(255)	49
There was no net debt in the year and prior year.		

Humentum UK

Notes to the Accounts

for the year ended 30 September 2025

1. Accounting policies

a) Basis of preparation

Humentum UK is a charitable company registered with the Charity Commission (charity registered no. 1081406) in England and Wales. The address of the registered office and nature of the charity's operations and principle activities are detailed in the Trustees' Report. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Practice as it applies.

Humentum UK 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 note(s).

The financial statements are presented in sterling which is the functional currency of the company and rounded to the nearest £'000.

b) Income

Income is recognised when the charity becomes legally entitled to the funds, any performance conditions attached to the item(s) of income have been met, it is reasonable certain of receipt and it can be measured. Where income is received in advance of its recognition, it is deferred and included in creditors. Where entitlement occurs before income is received the income is accrued and included in debtors. All training income is recognised in the month that the course commences. Consultancy income is recognised according to specific milestones agreed in the contract, or as work is completed if no milestones exist. Accrued income (WIP) is income which has been earned but not yet invoiced or received. Income is recorded in the accounting period in which it is earned. Therefore, accrued income is recognized in the accounting period in which it arises rather than in the subsequent period in which it will be received.

c) Donated services

Donated services (gifts in kind) are recorded at market value, when the risks or rewards of the service or item are transferred to Humentum UK. Donated services are recognised in the accounts when they are of material value to the charity.

d) 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 on notification of the interest paid or payable by the bank.

e) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the charity for specific purposes. The aim and use of each restricted fund is set out in the notes to the accounts.

f) Expenditure and Irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is allocated to the activity for which each specific cost was incurred. Expenditure is classified under the following activity headings:

- Cost of raising funds
- Expenditure on charitable activities includes the costs incurred on grants, providing training, consultancies and capacity development programmes, other activities undertaken to further the purposes of the charity and their associated support costs.

Humentum UK is partially exempt from VAT. Irrecoverable VAT is allocated within support costs. In the year ended 30 September 2025, Humentum UK incurred £6,138 (2024: £554) of irrecoverable VAT.

Humentum UK

Notes to the Accounts

for the year ended 30 September 2025

1. Accounting policies

g) Foreign exchange gain/loss

Transactions in foreign currencies are recorded using the rate of exchange ruling at the date of the transaction. All gains and losses are taken to the statement of financial activities as they arise. Monetary assets and liabilities denominated in foreign currencies are translated using the rate of exchange ruling at the balance sheet date. The year-end rate is based on the exchange rate in each currency as at 30 September. Humentum UK minimises the exposure of foreign exchange fluctuations by transacting in GBP, USD or other hard currencies. Wherever possible, expenditure is paid from a bank account of the same currency. Bank transfers between currencies are minimised.

h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, People & Culture, payroll and governance costs which support the Humentum UK's objectives. In 2025, as in 2024 support costs relate only to Humentum UK. Total support costs are allocated to each of the objectives, on the same proportion as the direct costs of that objective, as set out in note 4.

i) Operating leases

Rentals payable under operating leases are charged to resources expended on a straight line basis over the lease term. Lease incentives are also spread over the lease term.

j) Tangible fixed assets and depreciation

Individual fixed assets costing £1,200 or more are capitalised at costs and are depreciated over their estimated useful economic life on a straight line basis. Computers, projectors and software are depreciated over three years. All assets are held for direct charitable purposes.

k) Financial Instruments

The charity only holds basic Financial Instruments. The financial assets and financial liabilities of the charity are as follows:

- Debtors: trade and other debtors (including accrued income) are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 13. Prepayments are not financial instruments.
- Cash at bank: is classified as a basic financial instrument and is measured at face value.
- Liabilities: trade creditors, accruals and other creditors will be classified as financial instruments and are measured at amortised cost as detailed in note 14. Taxation and social security are not included in the financial instruments disclosure. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is simply an obligation to deliver charitable services rather than cash or another financial instrument.

l) Pensions

The company operates a defined contribution pension scheme, the Humentum UK Group Personal Pension Scheme, the assets of which are held in external funds. Contributions of 5% of pensionable salary during the period are charge to the statement of financial activities as they become payable. All pension contributions are allocated to unrestricted funds.

m) Preparation of the accounts on a going concern basis

The accounts have been prepared on a going concern basis as the trustees believe that whilst some uncertainties exist relating to the business and operational environment in which the charity operates worldwide, particularly to the financial impacts of USG funding, these are not considered to have a significant impact on UK operations. Humentum UK signed an agreement with its sole member Humentum in December 2020. This agreement confirms the financial commitment from Humentum to the UK to support for the foreseeable future. In January 2026, Humentum took further action to ensure the future viability of both Humentum and Humentum UK into the foreseeable future.

Humentum UK
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for the year ended 30 September 2025

n) Significant accounting estimates and judgements

Humentum UK makes certain estimates and assumptions regarding the future. Estimates and judgements are continually evaluated based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. In the future, actual experience may differ from these estimates and assumptions. The estimate for pro-bono services is significant and disclosed in the current reporting period or the prior year.

o) Redundancy and Termination Benefits

Redundancy and Termination benefits, which include both statutory and ex gratia amounts, are those amounts payable as a result of a decision by the charity to terminate an employee’s employment before their normal retirement date and are charged on an accruals basis to the relevant expense category in the Income and Expenditure account. Ex gratia payments, reflect the amount of weekly pay paid above the statutory capped amount for redundancy, where the trustees consider this to be in the best interests of the charity.

2. Details of Charitable Income

Funds received for charitable activities, analysed by Humentum UK objective is as follows:

Objective	2025 Unrestricted Funds £000's	2025 Restricted Funds £000's	2025 Total Funds £000's	2024 Total Funds £000's
1. We will grow the global development community's capacity and competency by leveraging digital content and know-how	5	-	5	68
2. We will increase financial sustainability and program agility by designing customized solutions through consultancy	-	-	-	75
3. We will capture insight and co-create transformational solutions by catalysing connections amongst our members and stakeholders	2	-	2	18
	7	-	7	161

Humentum UK
Notes to the Accounts
for the year ended 30 September 2025

3. Donations

Unrestricted donations, sponsorship and associated support	2025	2024
<i>Received from:</i>	<i>£000's</i>	<i>£000's</i>
Corporate donations and sponsorship:		
Milbank LLP	-	117
Total	-	117
Restricted income	2025	2024
<i>Received from:</i>	<i>£000's</i>	<i>£000's</i>
Ford Foundation	254	351
Oak Foundation	335	120
Services donated in kind	-	32
Total	589	503

Milbank LLP provided zero hours (2024:169 hours) of legal services, on a pro-bono basis, to support on the governance structure of Humentum UK.

IFR4NPO, an initiative to develop global financial reporting guidance for Non-Profit Organisations has been funded by **The Ford Foundation and Oak Foundation** in 2024. A third tranche of funding from the Ford Foundation was received for the period 1 December 2022 to 30 November 2025. Oak Foundation awarded a second grant for the period from September 2024 to October 2025.

Zero days of technical time (2024: 105 days) for advisory group meetings were donated by no organisations and individuals in 2025 (2024: 51) for the IFR4NPO project.

4. Investment Income

	2025	2024
<i>Unrestricted income received from</i>	<i>£000's</i>	<i>£000's</i>
Bank interest receivable	2	3
Total	2	3

Humentum UK
Notes to the Accounts
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5. Details of Charitable expenditure

The amount spent on charitable activities, including support costs analysed by Humentum UK objective is as follows:

	2025 Direct costs £000's	2025 Support costs £000's	2025 Total costs £000's	2024 Total costs £000's
Objective				
1. We will grow the global development community's capacity and competency by leveraging digital content and know-how	1	-	1	65
2. We will increase financial sustainability and program agility by designing customized solutions through consultancy	2	-	2	130
4. We will transform the enabling environment by influencing the sector's response to operational and policy challenges	585	6	591	832
Total	588	6	594	1,027

6. Analysis of support costs

	2025 £000's	2024 £000's
Administration	(9)	(10)
Finance	5	23
Governance (note 8)	9	124
People & Culture	1	22
Marketing	-	15
	6	174

Administration costs include the support recharge from Humentum.

7. Finance Costs

	2025 £000's	2024 £000's
<i>Finance costs include:</i>		
Irrecoverable VAT / Gift Aid	6	1
Unrealised and realised exchange losses/(gains)	-	23

8. Governance Costs

	2025 £000's	2024 £000's
Staff costs	3	4
Independent Examination	6	4
Donated legal services	-	116
	9	124

Governance costs include all costs directly related to meeting the charity's statutory requirements, including staff time spent supporting the board of trustees.

Zero hours (2024: 169) for legal governance advice were donated during 2025. The hours are valued at the partner's rates for the work completed on Humentum UK's governance structure.

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9. Trustees’ remuneration, related party and other transactions

Trustee reimbursed expenses in the year were £nil (2024: £nil). During the year salaries and expenses of £95k (2024: £122k) relating to Humentum, the sole member of Humentum UK, were paid by Humentum UK. In addition, training fees of £nil (2024: £17k) were collected by Humentum on behalf of Humentum UK and income of £nil (2024: £9k) was received by Humentum UK, for services provided by Humentum. Humentum received income of £nil (2024: £363k) for services provided by Humentum UK. At the year end, the amount owed to Humentum UK from Humentum was £239k (2024: £350k). Note 15. provides more details on the relationship between Humentum and Humentum UK.

Humentum UK's trustees are representative of the client organisations Humentum UK works to support. Where services are provided to those organisations they are dealt with on an arms length basis, with any conflicts of interest dealt with appropriately.

10. Director and employees

The average number of staff during the year to 30 September 2025 including full time and part time employees was 9 (2024: 10). Employee emoluments were as follows:

	2025	2024
	£000's	£000's
Staff salaries	606	556
Social Security costs	71	61
Pension Contributions	31	29
	<u>708</u>	<u>646</u>

Statutory redundancy payments of £15k (2024: £nil), pay in lieu of notice £23k (2024: £nil) and ex-gratia payments of £3k (2024: £nil) were paid in accordance with the redundancy and termination benefits policy and under the authority of the trustees in the year.

During 2024, the remuneration of the CEO was paid by Humentum. In March 2025, Co-CEOs were appointed and the remuneration of one Co-CEO was paid by Humentum UK. The remuneration paid to key management personnel, being the Co-CEO based in the UK, including employers' national insurance was £152,616 (2024: £139,650).

The number of employees who received total employee benefits (excluding employers' pension costs) of more than £60,000 in the reporting period is as follows:

	2025	2024
	No.	No.
£60,001 - £70,000	-	1
£70,001 - £80,000	1	1
£90,001 - £100,000	1	1
£110,001 - £120,000	-	1
£120,001 - £130,000	1	-
	<u>3</u>	<u>4</u>

11. Taxation

The charity is an exempt charity within the meaning of Schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in paragraph 1 schedule 6 Finance Act 2010, and meets the definition of a charitable company for the UK corporation tax purposes. Therefore it does not suffer tax on income or gains applied for charitable purposes.

Humentum UK
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12. Debtors and Prepayments	2025	2024
	£000's	£000's
Amounts owed from Humentum	239	350
Deposits	1	1
Other debtors	2	-
	242	351
13. Creditors: Amounts falling due within one year	2025	2024
	£000's	£000's
Trade creditors	67	39
Deferred income (note 14)	26	369
Accrued expenditure	5	54
Taxes and payroll liabilities	20	23
Other creditors	-	1
	118	486
14. Deferred Income	2025	2024
	£000's	£000's
As at 1 October 2024	369	118
Additions during the year	-	421
Amounts released to income	(343)	(170)
As at 30 September 2025	26	369

Deferred Income of £nil (2024:£2k) relates to membership fees for 2025/2026. Deferred Income of £nil (2024:£5k) relates to subscriptions for Humentum Learning Services for 2025/2026. Deferred Income of £26k (2024:£362k) relates to the OAK foundation grant for IFR4NPO.

Humentum UK
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15. Capital and Company Information

The company is limited by guarantee, incorporated and domiciled in England and does not have a share capital. Humentum, the sole member, has given a guarantee to contribute a sum, not exceeding £1 to the company should it be wound up. Humentum is incorporated in the District of Colombia in the United States of America, Employer Identification Number : 52-1312495. In accordance with the affiliation agreement, dated 21 June 2017, Humentum, as sole member, appoints all the trustees of Humentum UK. A copy of Humentum's financial statements is available on Humentum's website, www.humentum.org. These consolidated statements include Humentum UK.

Humentum's mission is to partner with the global development community to be an equitable, accountable, and resilient force for social good. Humentum is committed to deliver services that are valued by the global community, these include building community through online networking platform and events, advancing individual and organizational capability through online training and content, providing solutions to organisation-wide problems through our consultancy service and creating and advocating for data-driven policies and standards that address sector-wide challenges.

Transactions that occurred between the two entities during the year are detailed in note 9. as are outstanding amounts as at 30 September, 2025.

Following a review of support costs allocated between Humentum and Humentum UK, only UK staff and governance costs were charged to Humentum UK. An indirect cost allocation was made to Humentum for UK staff and is included within Humentum UK's support costs.

16. Statement of Funds

	As at 1 October 2024 £000's	Total Income £000's	Total Expenditure £000's	As at 30 September 2025 £000's
<i>Unrestricted funds</i>				
General funds	147	9	(9)	147
<i>Restricted funds (Grants and Contracts)</i>				
Ford Foundation	-	254	(250)	4
Oak Foundation	-	335	(335)	-
Total funds	147	598	(594)	151

Details in relation to the purposes in which the restricted funds are held is shown in Note 3.

17. Analysis of net assets by funds

	2025 Unrestricted Funds £000's	2025 Restricted Funds £000's	2025 Total Funds £000's
Current assets	265	4	269
Current liabilities	(118)	-	(118)
Total funds	147	4	151

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Notes to the Accounts
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18. Comparative statements for 2024

i Details of Charitable Income (note 2)

Funds received for charitable activities, analysed by Humentum UK objective is as follows:

Objective	2024 Unrestricted Funds £000's	2024 Restricted Funds £000's	2024 Total Funds £000's
<i>1. We will grow the global development community's capacity and competency by leveraging digital content and know-how</i>	68	-	68
<i>2. We will increase financial sustainability and program agility by designing customized solutions through consultancy</i>	75	-	75
<i>3. We will capture insight and co-create transformational solutions by catalysing connections amongst our members and stakeholders</i>	18	-	18
	161	-	161

ii Details of Charitable expenditure (note 6)

The amount spent on charitable activities, including support costs analysed by Humentum UK objective is as follows:

Objective	2024 Direct costs £000's	2024 Support costs £000's	2024 Total costs £000's
<i>1. We will grow the global development community's capacity and competency by leveraging digital content and know-how</i>	54	11	65
<i>2. We will increase financial sustainability and program agility by designing customized solutions through consultancy</i>	108	22	130
<i>4. We will transform the enabling environment by influencing the sector's response to operational and policy challenges</i>	692	140	832
Total	854	173	1,027

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18. Comparative statements for 2024 (continued)

iv. Statement of Funds (note 17)	As at 1 October 2023 £000's	Total Income £000's	Total Expenditure £000's	As at 30 September 2024 £000's
<i>Unrestricted funds</i>				
General funds	185	281	(319)	147
<i>Restricted funds</i>				
Training bursaries	17	-	(17)	-
<i>Grants and Contracts</i>				
Ford Foundation	129	351	(480)	-
Oak Foundation	-	120	(120)	-
Wellspring Philanthropic Fund	59	-	(59)	-
Services donated in kind	-	32	(32)	-
Total funds	390	784	(1,027)	147

Analysis of net assets by funds

	2024 Unrestricted Funds £000's	2024 Restricted Funds £000's	2024 Total Funds £000's
Current assets	633	-	633
Current liabilities	(486)	-	(486)
Total Funds	147	-	147