ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

RLABS UK

CHARITY REGISTRATION NUMBER 1182970

Independent Examiner
Amzes Accountant
232-236 Green Street
London, E7 8LE

RLABS UK

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LEGAL AND ADMINISTRATIVE INFORMATION

This report covers the period 1st January - 31st December 2025.

CHARITY NUMBER	1182970
START OF FINANCIAL YEAR	1 January 2025
END OF FINANCIAL YEAR	31 December 2025
TRUSTEES AT 31 December 2025	Jonathan Mills Carl Wills Rene Elizabeth Parker

The existing trustees appoint any new trustees following the provisions laid out in the Charity's governing instrument.

LEGAL STATUS	Charitable Incorporated Organisation Date registered 15th April 2019
GOVERNING INSTRUMENT	Constitution Adopted 4th May 2018

OBJECTS

1) TO DEVELOP THE CAPACITY AND SKILLS OF THE MEMBERS OF SOCIALLY AND ECONOMICALLY DISADVANTAGED COMMUNITIES IN THE UK AND INTERNATIONALLY IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY, AND HELP MEET, THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY.

2) TO ADVANCE SUCH OTHER CHARITABLE PURPOSES (ACCORDING TO THE LAW OF ENGLAND AND WALES) AS THE TRUSTEES SEE FIT FROM TIME TO TIME.

The charity operates throughout England, Tanzania and South Africa.

CORRESPONDENCE ADDRESS	2 Anglesey Road Alverstoke, Gosport Hants PO12 2EQ
PRIMARY BANKERS	CAF Bank Ltd 25 Kings Hill Avenue West Mailing Kent ME19 4JQ
INDEPENDENT EXAMINER	Amzes Accountant

232-236 Green Street

London, E7 8LE

Report of the Trustees
For the year ended 31st December 2025

RLabs UK was set up with the following objectives:

To advance in life young adults (18-25) through: providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.

The promotion and advancement of community capacity building, using innovation, technology and training in the UK and abroad.

To advance such other exclusively charitable purposes as are compatible with the purposes referred to at a) and b) above, as the trustees in their discretion think fit.

Specifically, our mission is to bring RLabs South Africa's award-winning programmes to the UK to transform lives and support youth entrepreneurs and leaders in emerging RLabs hubs across Africa, starting with Tanzania.

2025 Achievements

1. **Fundraising**

The Organisational Development Advisor supported the Tanzania team in fundraising and grant management, resulting in £61,209 raised in the UK and approximately £51,409 raised directly in Tanzania including restricted funding from Egmont Trust for Grow Street and Youth Savings and Loan Associations work alongside continued unrestricted support from the Segal Family Foundation. RLabs UK also managed payments from FAO for the Tanzania Wood Value Chain Study, which was implemented in Iringa in late 2025 / early 2026, building on RLabs Tanzania's existing experience of collaborating with forestry development programmes in the region.

The team has intentionally held back from rapid scale up while working on establishing strong leadership, programme management capacity and programme models.

2. **Organisational development and leadership**

The major organisational milestone of the year was RLabs Tanzania's continued transition from an Executive Team structure to single-director leadership. Moses Mkemwa built the track record for this through 2025 — leading the GROW partnership strategy and securing the RCA and WAEV partnerships — and was appointed RLabs Tanzania Director in early 2026.

Financial systems remain strong, with digital authorisation and bookkeeping requiring minimal external support. Monitoring and evaluation has been kept deliberately light-touch, focused on tracking reach and core impact indicators (principally savings levels).

3. Programme Impact

GROW Street

GROW Street worked with 581 street-connected youth in Iringa this year, 101 of them saving through the Malengo Savings Scheme and 60 receiving regular mentorship support.

70 young people moved into safer accommodation during 2025 (163 since the programme began in 2022), many as a result of saving money and paying for safer rented accommodation so they could move off the streets.

Through a new partnership with Railway Children Africa, GROW-trained youth were covering up to 50% of their own rent within eight months, compared with RCA covering it in full previously. This is the clearest test of the model's effectiveness: whether young people become able to support themselves.



Daudi once resisted saving for his own room. After consistent mentoring, he walked into the office one day holding the keys; clean, joyful, and proud. He now speaks confidently with community members, who see him positively, and has started his own piggy bank.

Youth Savings and Loan Associations (YSLAs)

The strongest evidence for YSLAs lies in the trajectory over time rather than a single year's totals. 670 active members across 17 supervised and 37 graduated groups saved a combined 300 million TSH in 2025 (over £85,000), an average of 448,000 TSH (£125) per member.

Songambele, the longest-running group, has grown from a 1,000 TSH weekly share price in 2020 to members now accessing loans of up to 10 million TSH (£2850), illustrating the growth in business income and discipline in money management that GROW aims to build across all groups over time.



GROW Livestock

GROW Livestock launched this year in response to demand from YSLA members, training 209 people in chick incubation, disease management, hygiene and record-keeping, 90% of them women. 40% of participants already report their income has doubled, and 60% report increased productivity, a meaningful early indicator of impact for a programme in its first year.

> *"I used to just 'live with chickens', because I could go two days without giving food or water but now surely I keep them properly".*



Like many group members, Conjesta never took poultry seriously and the chickens mostly looked after themselves, so her flock stayed at six. Then she came to the training, and something clicked. She started doing the small things right: the proper feed, clean bedding, and vaccinating on time. Her flock is now 42 strong, and the eggs she collects and sells recently covered a school fee contribution for her child.

GROW Uni

GROW Uni remains in development, adapting the same model to graduate unemployment through employment-readiness and entrepreneurship pathways, paired with a digital platform to track and verify participants' skills. A rollout to 1,000 graduates is planned for 2026. No impact evidence is yet available; this represents the next stage of GROW's development.

Partnerships

RLabs scaled its reach in 2025 by partnering with NGOs that already have delivery infrastructure in place, rather than building parallel structures of its own: Railway Children Africa and Women-Agri Enviro Vision, and continued work with Financial Sector Deepening Tanzania to digitise the Malengo Savings Scheme. Two AfriLabs awards, from a network spanning 52 African countries, reflect growing external recognition of RLabs' work. RLabs also conducted a Wood Value Chain Study for the Food and Agriculture Organisation of the UN (FAO) in late 2025 / early 2026, with payments channelled through RLabs UK.



Moses Mkemwa (right) represented RLabs Tanzania at the event and accepted the Awards on RLabs' behalf in Nairobi.

1. Statement in relation to public benefit

The trustees have considered the Charity Commission's guidance on public benefit. The activities to enhance the opportunity for marginalised people in the UK and Tanzania to participate in society are of public benefit in the reduction of poverty, and building community capacity.

2. Financial Review

RLabs UK was formed in 2019 to support RLabs Tanzania's growth through organisational capacity development and fundraising. Cumulative funding secured via RLabs UK since then stands at approximately £200,000.

RLabs Tanzania's own audited accounts for the year are summarised below (£1 = TZS 3,500).

Metric	2025	2024
Total revenue	TZS 234,346,127 (£66,956)	TZS 314,093,122 (£89,741)
Total expenditure	TZS 276,756,436 (£79,073)	TZS 323,947,496 (£92,556)
Deficit for the year	TZS 26,084,904 (£7,453)	TZS 7,853,443 (£2,244)
Reserves at 31 December	TZS 62,473,009 (£17,849)	TZS 88,557,913 (£25,302)

The deficit was funded from reserves. The reduction reflects lower restricted grant income in 2025, as prior multi-year grants, including the 2024 Egmont Trust grant of TZS 128,212,941 (£36,632), came to an end, alongside continued investment in leadership transition and organisational development. With Moses Mkemwa now in place as Director, the priority for 2026 is to consolidate management processes during the year, setting the foundation for growth from 2027.

3. Objectives for 2026

- Secure three new training/consultancy partners to scale GROW delivery
- Directly benefit 790 participants through GROW programmes, and launch the GROW Uni online platform with 1,000 students engaged
- Institute the Entrepreneurial Operating System to strengthen planning, delivery and reporting

4. Structure, Governance and Management

RLabs UK was registered as a Charitable Incorporated Organisation in April 2019. RLabs UK is governed by board of trustees with the following members:

	Trustee name	Office (if any)	Dates acted if not for whole year
1	Rene Parker	Chair	April 2019 - present
2	Jonathan Mills	Secretary	May 2020 – present
3	Carl Wills	Member	April 2021 - present

STATEMENT OF TRUSTEES RESPONSIBILITIES

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

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charity SORP;
- Make judgements and estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

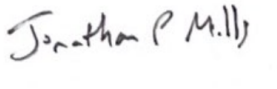
The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The trustees declare that they have approved the trustees' report above. Signed on behalf of the charity's trustees

Signature(s)



Full Name **...Jonathan Mills.....**

Position (e.g. Secretary / Chair etc) ...Trustee.....

Date **9th October 2026**

RLABS UK
INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

FOR THE YEAR ENDED 31st DECEMBER 2025

I report to the trustees on my examination of the accounts of the Charity for the year 31st December 2025.

Responsibilities and basis of report
As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiners statement

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

1. The accounting records were not kept in accordance with section 130 of the Charities Act; or

2. The accounts did not accord with the accounting records; or

3. The accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

4. 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.

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Zeeshan Munawar, ACCA
Accountant
Amzes Accountant
London, E7 8LE

Date: 02/10/2026

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STATEMENT OF RECEIPTS AND PAYMENTS FOR THE YEAR ENDED 31ST DECEMBER 2025

The notes on pages 10 form part of these financial statements.

	Unrestricted	Restricted	31/12/2025 Total	31/12/2024 Total
	£	£	£	£
RECEIPTS:				
Donations & Legacies	31,266	29,942	61,209	40,971
Gift Aid reclaimed	0		0	0
Total	**31,266**	**29,942**	**61,209**	**40,971**
PAYMENTS:				
Costs of Charitable Activities	26,300	18,943	45,242	43,477
Governance costs	-			
TOTAL PAYMENTS	**26,300**	**18,943**	**45,242**	**43,477**
NET RECEIPTS / (PAYMENTS)				
Transfers between funds				
NET MOVEMENT IN FUNDS	**4,967**	**10,999**	**15,966**	**-2,506**
RECONCILIATION OF FUNDS:				
Total Funds Brought forward*	2,380	3,063	5,443	7,948
TOTAL FUNDS CARRIED FORWARD	**7,347**	**14,062**	**21,409**	**5,442**

* includes a £0.47 prior-year reconciling adjustment (unrestricted funds, originated 2020-21)

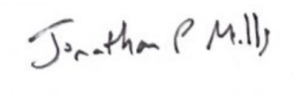
STATEMENT OF ASSETS AND LIABILITIES
AS AT 31st December 2025

	Unrestricted	Restricted	31/12/2025 Total	31/12/2024 Total
	£	£	£	£
Fixed Assets				
Current assets				
Debtors				
Cash at Bank	7,347	14,062	21,409	5,442
Creditors: amounts falling due within one year				
Net current assets			**21,409**	**5,442**
Total assets less current liabilities			**21,409**	**5,442**
The funds of the charity				
Unrestricted income funds	7,347	-	7,347	2,380
Restricted Income funds	14,062	-	14,062	3,063
Total Funds	**21,409**	**-**	**21,409**	**5,442**

TRUSTEES RESPONSIBILITIES IN RELATION TO FINANCIAL STATEMENTS

Charity Law requires the Trustees to prepare financial statements for each financial year which comply with the regulations set out in the Charities Act 2011. The Trustees have elected to take advantage of the provisions that apply to small charities and have prepared a Receipts and Payments Account and Statement of Assets and Liabilities which are set out on pages 11 and 12.

Approved by the Trustees on 9th October 2026
Signed on their behalf by Trustee



Print Name: Jonathan P Mills

RLABS UK

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31st DECEMBER 2025

1. BASIS OF ACCOUNTING

The accounts have been prepared under the "Receipts and Payments" basis as prescribed by the Charity Commissioners and they meet the appropriate legal requirements.

2. RECEIPTS

	Unrestricted	Restricted	31/12/2025 Total	31/12/2024 Total
	£	£	£	£
RL Charitable Trust		10,000	10,000	8,000
Treebeard Trust	30,000		30,000	20,000
Infinity Foundation			0	2,063
Ashworth Charitable Trust			0	0
Eleanor Rathbone Charitable Trust			0	2,000
Souter Charitable Trust			0	2,000
St Mary's		2,000	2,000	3,000
CB & HH Taylor			0	1,000
Unrestricted donations	1,266		1,266	2,908
Gift Aid			0	0
Coles Medlock Charitable Trust		7,000	7,000	0
Stafford Trust		3,000	3,000	0
FAO		7,942	7,942	0
	31,266	**29,942**	**61,209**	**40,971**

3. PAYMENTS

	Unrestricted	Restricted	31/12/2025 Total	31/12/2024 Total
	£	£	£	£
RLabs Tanzania ("Grow Street")	7,854	5,063	12,917	30,034
Grow Livestock	0	6,500	6,500	0
Innovation Lab	2,717	3,633	6,349	0
Fundraising	11,123	0	11,123	8,897
Organisational Capacity Development	4,546	3,747	8,293	4,480
Charges	60	0	60	66
	26,300	**18,943**	**45,242**	**43,477**

4. RESTRICTED FUNDS

	Balance 31/12/2024	Income	Expenditure	Transfers	Balance 31/12/2025
	£	£	£	£	£
RL Charitable Trust	0	10,000	5,112		4,888
Infinity Foundation	2,063	0	2,063		0
St Mary's, Alverstoke	0	2,000	2,000		0
CB & HH Taylor	1,000	0	1,000		0
Coles Medlock Charitable Trust	0	7,000	7,000		0
Stafford Trust	0	3,000	400		2,600
FAO	0	7,942	1,368		6,574
	3,063	**29,942**	**18,943**	**0**	**14,063**

PAYMENTS TO TRUSTEES

No payments were made to trustees or any persons connected with them during this financial period. Trustees made unconditional donations to the charity totalling £75 during the year (2024: £nil). There were no other related party transactions.

RISK ASSESSMENT

The Trustees actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated, combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The Trustees have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

RESERVES POLICY

The Trustees have considered the level of reserves they wish to retain, appropriate to the charity's needs. This is based on the charity's size and the level of financial commitments held. The trustees aim to ensure the charity will be able to continue to fulfil its charitable objectives even if there is a temporary shortfall in income or unexpected expenditure. The Trustees will endeavour not to set aside funds unnecessarily.

PUBLIC BENEFIT

The Charity acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the charity has achieved this are provided in the trustees report. The trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the charity should undertake.