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Registered No. 1186528

The Miranda Brawn Diversity Leadership Foundation

Financial Statements

For the Year Ended

30 November 2025

Docusign Envelope ID: 875213B9-12C1-8B79-832A-91425F063B29

Contents **Page**

Legal and Administrative Details 1

Trustees' Annual Report 2 - 3

Receipts and Payments Account 4

Statement of Assets and Liabilities 5

Notes to the Financial Statements 6

Accountants' Report 7

Docusign Envelope ID: 875213B9-12C1-8B79-832A-91425F063B29

Trustees

Dr Miranda Brawn (Chair)
Mr Darren Allaway
Mr Richard Anthony Ceeney (appointed 01 December 2025)

Address

Suite 81
95 Mortimer Street
London
W1W 7GB

Legal Status

The Charity was formed as a Charitable Incorporated Organisation (CIO) on 22 November 2019
Charity Commission Registration number: 1186528
Company number: CE019723

Bankers

TSB Bank Plc
London Holborn
120 High Holborn
London
WC1V 6RD

Accountants

PEM
Accountants
Salisbury House
Station Road
Cambridge
CB1 2LA

Website

www.tmbdlf.com

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The Trustees present their Annual Report and the financial statements for the year ended 30 November 2025. This report has been prepared in accordance with the provisions under section 133 of the Charities Act 2011 which allows for the preparation of Receipts and Payments accounts by CIO's with income less than £250,000 and using guidelines made available by the Charity Commission. The CIO is therefore not required to follow the requirements of the Charity SORP (FRS 102) with regard to content and disclosure.

Objectives

The Miranda Brawn Diversity Leadership Foundation is a Charity focused on education, building self-confidence, career development and networking opportunities to uncover diverse talent from all social backgrounds with the potential for leadership success in the workplace. We design and deliver innovative educational, diversity leadership programmes and skills-building workshops.

The objects of the CIO are:

1. To advance in life and help young people particularly but not exclusively from socially and/or economically disadvantaged communities for the public benefit by:
   A) Providing scholarships, work experience and mentoring programmes which are directed to developing skills capacities and capabilities to enable them to participate in society as mature and responsible individuals and so that they can compete in the job market on equal terms.
   B) Delivering talks and lectures to schools, colleges and universities to raise awareness among students about opportunities for success in their studies and future careers.
2. The promotion of equality and diversity for the public benefit by:
   A) Advancing education and raising awareness in equality and diversity;
   B) Cultivating a sentiment in favour of equality and diversity.

Review of Activities and Financial Performance

During the period, the Trustees have borne in mind the Charity Commission guidance on the principles of public benefit.

The year up to 30 November 2025 for The Miranda Brawn Diversity Leadership Foundation (TMBDLF) was a productive one where TMBDLF celebrated 10th Anniversary Lecture event at the UK House of Lords on 16 October 2025. The founding and existing funding relationships have been maintained while building new funding relationships. There is a continuation of collaborations with other organisations and charities. Stationery and books have formed part of the grants/expenses for students educational requirements. Etiquette mentoring sessions have also proven popular and very useful to help with educational and confidence levels including dining, email and various communication styles. Funding is still challenging in the current environment. TMBDLF have launched a new 10 Year Strategy called "1 Million Young People: From the Classroom to the Boardroom" to help educate and support 1 million young people by closing the gaps between education and the workplace. TMBDLF national and international impact to date have been over 100,000 young people who are students including through 'The D.A.R.E. Podcast'. The podcast serves as mentoring and coaching at your fingertips as another layer of education. There was also the launch of 'The Brawn Review on Boardroom Sustainability, Inclusion and Governance' at the UK House of Lords with 50 recommendations on the same day as TMBDLF's 10th Anniversary lecture event. TMBDLF's student impact feedback during the past ten years have been fantastic where many previous scholarship winners are successful lawyers, bankers, engineers and entrepreneurs.

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Financial Review

During the period the CIO received unrestricted income from donations of £21,420 (2024 - £22,250). Expenditure in the year amounted to £23,926 (2024 - £21,665) from unrestricted funds. This included £14,093 for 27 grants to individuals made in the year (£16,092 for 33 grants). As at 30 November 2025, unrestricted funds carried forward were £409 (2024 - £2,915) and there were no restricted funds carried forward. The Trustees consider the CIO to be a going concern.

The Trustees are satisfied that the level of free cash funds, currently £409, is adequate to meet the objects of the CIO. The Trustees have decided that a reserve of £10,000 should be aimed for over the next few years. The Trustees will seek to increase the donation income with a focus on key collaborations alongside other organisations working toward the same mission.

Legal Status

The Miranda Brawn Diversity Leadership Foundation was incorporated in England and Wales as a Charitable Incorporated Organisation (CIO) on 22 November 2019 and is governed by its constitution. It is registered with the Charity Commission under number 1186528.

Appointment of Trustees

The Trustees who held office during the period were:

Dr Miranda Brawn (Chair)
Mr Darren Allaway
Mrs Tendai Wileman (resigned 29 December 2025)

The Board of Trustees endeavours to appoint Trustees with necessary regard to the skills, knowledge and experience required for the post. New Trustees are made aware of their responsibilities under charity law.

Statement of Trustees' Responsibilities

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

Law applicable to Charities in England and Wales requires the Trustees to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the CIO and of the incoming resources and application of resources of the CIO for that period. In preparing these financial statements, the trustees should follow best practice and:

- 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.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy the financial position of the CIO and which enable them to ascertain the financial position of the CIO and which enable them to ensure that the financial statements comply with the Charities Act 2011, supporting regulations and the Trust Deed. They are also responsible for safeguarding the assets of the CIO and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees and signed on their behalf by:



.....
Dr Miranda Brawn, Trustee

Date: 22 September 2026

Docusign Envelope ID: 875213B9-12C1-8B79-832A-91425F063B29

The Miranda Brawn Diversity Leadership Foundation
Receipts and Payments Account
for the year ended 30 November 2025

	2025 Restricted £	**2025 Unrestricted £**	**2025 Total £**	2024 Restricted £	2024 Unrestricted £	2024 Total £
Receipts						
Donations	-	21,420	**21,420**	-	22,250	**22,250**
Total receipts for year	-	21,420	**21,420**	-	22,250	**22,250**
Payments						
Grants to individuals	-	14,093	**14,093**	-	16,092	**16,092**
Printing, postage & stationery	-	1,064	**1,064**	-	1,324	**1,324**
IT consumables	-	461	**461**	-	254	**254**
Website development fees	-	311	**311**	-	235	**235**
Marketing	-	5,027	**5,027**	-	2,193	**2,193**
Accountancy fees	-	1,440	**1,440**	-	1,380	**1,380**
Insurance	-	173	**173**	-	96	**96**
Travel expenses	-	1,332	**1,332**	-	88	**88**
Bank charges	-	25	**25**		3	**3**
Other expenses	-	-	**-**	-	-	**-**
Total payments for year	-	23,926	**23,926**	-	21,665	**21,665**
Net receipts being net movement in funds	-	(2,506)	**(2,506)**	-	585	**585**
Cash funds brought forward	-	2,915	**2,915**	-	2,330	**2,330**
Cash funds at the year end	-	409	**409**	-	2,915	**2,915**

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The Miranda Brawn Diversity Leadership Foundation
Statement of Assets and Liabilities
for the year ended 30 November 2025

	2025 Restricted £	**2025 Unrestricted £**	**2025 Total £**	2024 Restricted £	2024 Unrestricted £	2024 Total £
Monetary Assets						
Cash at bank	-	409	**409**	-	2,915	**2,915**
Cash funds at end of the period: Total Monetary Assets	-	409	**409**	-	2,915	**2,915**
Non-monetary Assets						
Computer equipment (at cost)	-	399	**399**	-	399	**399**
Total Non-monetary Assets	-	399	**399**	-	399	**399**
Liabilities						
Accountancy fee	-	1,530	**1,530**	-	1,450	**1,450**
Total Liabilities	-	1,530	**1,530**	-	1,450	**1,450**

Approved by the Trustees and signed on their behalf by:



……...
Dr Miranda Brawn, Trustee

Date: 22 September 2026

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1 Accounting Policies

The financial statements have been prepared under Section 133 of the Charities Act 2011 and in accordance with Charity Commission guidance.

Particular accounting policies adopted by the trustees are described below.

a) **Income and Expenditure**

Income and expenditure are accounted for on a receipts and payments basis.

2 Trustees' Expenses

No trustees received any reimbursement of expenses in the year to 30 November 2025 (2024: £Nil) or had expenses paid directly to a third party on their behalf.

3 Related Party Transactions

During the year, donations were received from the employers of two of the trustees, amounting to £4,571 (2024 - £1,450). The trustees are the founders and CEOs of their respective employers. No benefits were received as a result of these donations, and no restrictions were placed on the use of those funds.

There were no other related party transactions during the year ended 30 November 2025 (2024: None).

4 Restricted Donations

There were no restricted donations received in the year (2024 - £Nil).

Docusign Envelope ID: 875213B9-12C1-8B79-832A-91425F063B29

The Miranda Brawn Diversity Leadership Foundation
Accountants' Report to the Board of Trustees on the Unaudited Financial Statements for the year ended 30 November 2025

In accordance with the engagement letter and in order to assist you to fulfil your duties under the Charities Act 2011, we have prepared for your approval the financial statements of the CIO which comprise the Statement of Receipts and Payments, Statement of Assets and Liabilities and the related notes from the CIO's accounting records and from information and explanations you have given us.

As a member firm of the Institute of Chartered Accountants in England and Wales (ICAEW), we are subject to its ethical and other professional requirements which are detailed at www.icaew.com/regulations.

This report is made solely to you in accordance with the terms of our engagement letter. Our work has been undertaken solely to prepare for your approval the CIO's financial statements and state those matters that we have agreed to state to you in this report in accordance with the guidance of ICAEW as detailed at www.icaew.com/compilation. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the CIO and the charity's Board of Trustees, as a body, for our work or for this report.

You have approved the financial statements for the year ended 30 November 2025 and have acknowledged your responsibility for them, for the appropriateness of the financial reporting framework adopted and for providing all information and explanations necessary for their compilation. You consider that the CIO is exempt from the statutory audit requirement for the year.

We have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the financial statements.

PEM

PEM

Accountants

Salisbury House
Station Road
Cambridge
CB1 2LA

Date: 23 September 2026