TALENT BEYOND BOUNDARIES UK
Charity Number: 1193389

Period ended 31 December 2025

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TALENT BEYOND BOUNDARIES UK
Charity Number: 1193389

LEGAL AND ADMINISTRATIVE INFORMATION

Registered Charity Number	1193389
Trustees	John Cameron (Chair) Alison Cameron Ian Robinson
Principal Office	275 New N Rd PMB 3012 London N1 7AA
Independent Examiner	Jason Foxwell FCCA FCIE independent-examiner.net 12 Hillbourne Road Poole BH17 7JB
Bankers	Wise Payments Ltd 6th Floor, The Tea Building 56 Shoreditch High Street London E1 6JJ

TALENT BEYOND BOUNDARIES UK
Charity Number: 1193389

REPORT OF THE TRUSTEES

The trustees of Talent Beyond Boundaries UK are pleased to present their report and financial statements for the first period ending 31 December 2025.

ORGANISATIONAL STRUCTURE AND MANAGEMENT

Charity status

Talent Beyond Boundaries UK is a registered Charitable Incorporated Organisation (CIO) and was registered with the Charity Commission on 3 February 2021.

The charity is governed by a CIO Constitution dated 28 January 2021.

Trustees

There must always be at least three charity trustees. The trustees appointed are (as initially appointed):

John Cameron (appointed 3 February 2021)
Alison Cameron (appointed 3 February 2021)
Ian Robinson (appointed 3 February 2021)

OBJECTIVES AND ACTIVITIES

Objects

The object of the CIO is for the public benefit to:

(1) Relieve unemployment, poverty, distress and financial hardship of forcibly displaced persons, principally by promoting and supporting skilled labour mobility pathways to enable resettlement of such persons in the United Kingdom;
(2) promote social inclusion for the public benefit among forcibly displaced persons who have resettled in the United Kingdom and are socially excluded due to their social and economic position or otherwise due to their status as a forcibly displaced person.

In these objects, forcibly displaced persons means individuals who have been forcibly displaced from their home country due to physical dangers, conflict, generalised violence, human rights violations or persecution, including refugees and those in refugee-like circumstances such as stateless persons and persons seeking asylum, and their dependents.

Aims and principal activities

Talent Beyond Boundaries UK's aim is to support forcibly displaced people gain equitable access to UK employment and immigration opportunities. We do this by leveraging the power of the private sector, who not only hire refugees through this model but are supported by Talent Beyond Boundaries UK to secure the highest standards of global mobility, settlement and integration in the UK.

The CIO's principal activities continue to include:

- Engaging with employers, governments and other partners to promote policy and practice changes that advance Displaced Talent Mobility.
- Participation in discussions with, and providing recommendations to, officials on improving government policy to secure positive outcomes for displaced people.
- Conducting outreach to employers to encourage recruitment of displaced talent and adoption of inclusive hiring practices.
- Supporting candidates who arrive in the UK with initial orientation and integration, working closely with UK-registered charities, international NGOs, employers and professional global mobility providers.
- Facilitating opportunities for candidates who have relocated to the UK to share their lived experience with peers and in expert forums.
- Monitoring and evaluating outputs, outcomes and impact through a range of methodologies, including surveys, interviews and focus groups, with findings informing programme design and reporting.

How Talent Beyond Boundaries UK activities deliver public benefit

Talent Beyond Boundaries remains the only organisation globally dedicated exclusively to advancing displaced talent mobility. Its work continues to receive strong support from government, the private sector, civil society, and the wider community in the UK.

Through these activities, the CIO delivers clear public benefit by fulfilling its charitable objects to:

1. Relieve unemployment, poverty, distress and financial hardship among forcibly displaced persons by promoting and supporting skilled labour mobility pathways that enable their resettlement in the United Kingdom; and

2. Promote social inclusion among forcibly displaced persons who have resettled in the UK and may otherwise be socially excluded due to their economic position or status.

ACHIEVEMENTS AND PERFORMANCE IN 2025

Overall Organisational Progress

In 2025, TBB UK drove significant policy impact by centering displaced talent mobility within the broader UK legislative agenda. Through consistent advocacy with the Home Office and Westminster since the conclusion of the Displaced Talent Mobility Pilot in November 2024, we achieved a key milestone following the government's November 2025 policy statement, *"Restoring Order and Control: A Statement on the government's asylum and returns policy,"* which announced the establishment of "a capped route for skilled refugees and displaced people to come to the UK for work, building on the experience of the Displaced Talent Mobility Pilot." This transition is a direct result of TBB's ongoing technical advice and advocacy to the government on the creation of 'safe and legal routes' to the UK.

To bring about this development, 2025 saw the following key activities:

- March 2025 - We met with Migration Special Advisor to the Prime Minister at No.10 Downing Street, to advocate for the inclusion of Displaced Talent Mobility in the May Immigration White Paper
- April 2025 - We met with Minister Seema Malhotra, Parliamentary Under-Secretary of State for Migration and Citizenship (at the time) to advocate for an effective and permanent Displaced Talent Mobility Programme
- April 2025 - We supported a powerful roundtable at the Home Office bringing together 40+ stakeholders to co-design the future of sponsorship in the UK
- July 2025 - We brought alumni together for a roundtable with IOM Director General Amy Pope in London, to discuss joint advocacy for Displaced Talent Mobility globally
- September 2025 - We brought displaced talent alumni and sector partners (IOM, UNHCR, Reset, REUK, Pathways International and Centre for Global Development) to workshop a collaborative pathway design for a displaced talent visa
- November 2025 - We brought the Home Office, Fragomen and a key green skills employer (ISS Labour) together to introduce how a displaced talent pathway can address specific workforce shortages in the UK's net-zero sectors.

Spotlight: Green Skills Pathways to the UK

During 2025, TBB focused its employer outreach, activity and regional work particularly in Scotland and Wales on opportunities to present displaced talent mobility as a solution for shortages in green skilled labour, to support the transition to Net Zero. In Wales, we presented displaced talent mobility at the Deeside Business Forum's Renewable Energy Conference, the Cardiff & Vale Sustainable, Renewable & Green Careers Information Event and new green sector employers including Carbon Zero Renewables and Alerion Clean Power. In Scotland, we presented at Migration Policy Scotland's December roundtable on Green Skills & Migration in Scotland's Transition to Net Zero. Advocating to key new contacts to target employers in the Highlands and Islands, including the Highland and Island Enterprises, Green Freeport and The Just Transition Commission.

To facilitate our focus on green-skills, in 2025, we launched 'project greenery' in partnership with Deloitte UK and Beamery. The project's core objectives were to develop a proof-of-concept for a technologically advanced platform capable of efficiently matching skilled refugees with green jobs, and to develop a proof-of-concept for training opportunities for displaced labour, using the UK as a pilot. The work focused on Beamery's expertise in talent intelligence and technology - providing rigorous matching data for 1000 candidates in TBB's Talent Catalog and their fit for a selection of UK green skills occupations.

Demonstrating the success of this approach, we secured a strategic partnership with ISS Labour, a leading provider of specialist services to the UK's infrastructure and rail sectors. This partnership represents a breakthrough in aligning displaced talent with the specific technical needs of the UK's green energy transition. Through this partnership, we facilitated the first Green Skills job offer from ISS Labour for an Overhead Power Linesman position; working on the Scottish and Southern Electricity Network (SSEN). The candidate Mojahed, is a Sudanese refugee in Uganda, and arrived in the UK in April 2026. This placement will be the first as a "proof of concept" as positions in the North of Scotland are set to scale in 2027.

Events and Engagement

TBB's UK Programme was highlighted at the launch of **Green Horizons**, a first-of-its-kind global platform designed to connect 10,000+ displaced talents with climate-critical jobs. The platform was launched at the 'Venice Commitment Summit' October 2025. In addition, We held and participated in 5 key employer outreach events in Wales, and 4 in Scotland in 2025. We published this blog spotlighting UK candidate Asma; "From Displacement to Global Law: Asma's Journey from Sudan to the UK", on top of the key policy and political engagements listed above.

Challenges and Reflections

At the beginning of 2025, TBB faced a challenging fiscal environment that necessitated a strategic consolidation of our resources. This included a series of redundancies in early 2025. These were difficult but necessary steps to ensure the organization's long-term sustainability. While these changes temporarily reduced our operational capacity, they allowed us to focus our remaining resources on high-impact projects like the *Green Horizons* launch, UK Advocacy efforts and the development of partnerships with ISS Labour as a recruiter intermediary. In addition, it focused TBB's strategic goals on priority countries for both sourcing and as destinations, and renewed investment in fundraising capabilities and diversified income streams.

The UK's external policy environment underwent a significant shift in 2025, particularly following the government's May White Paper, *"Restoring Order and Control"*. Since 2023, net migration has fallen by roughly 70% (ONS). Increases in Skilled Worker salary thresholds, changes to language requirements, settlement timelines and the removal of many roles from the shortage occupation lists made the use of the existing Economic Migration pathways more challenging for employers, and incredibly inaccessible for the candidates we look to support through them. In response, and after feedback from the Home Office, we shifted our advocacy narrative to focus on room for innovation within the humanitarian visa policy options - that creates a bespoke pathway that meets the demand of employers whilst remaining a viable route for displaced talent.

FINANCIAL REVIEW

The financial statements are set out on pages 9 to 14. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the CIO's Constitution, the Charities Act 2011 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 and Republic of Ireland published on 16 July 2014.

Overview

During the year to 31 December 2025, the charity recorded £669,510 of income and £536,696 of expenditure resulting in a total fund value of £72,408. There was £286,830 held in restricted fund balances and £(214,422) in unrestricted balances. The UK charity works closely with the Talent Beyond Boundaries charities in Canada, Australia and the US and the unrestricted fund deficit will be supported by reserves from the other countries where necessary.

Financial outlook

The charity is forecasting continued income in 2025 and into 2026 in connection with Displaced Talent Mobility programmes across the UK, expected to be delivered through the new Refugee Sponsorship Framework, through private philanthropy, employer engagement, and partnerships with devolved governments.

We are developing a revolving loan fund, which will support the charity's long-term financial sustainability and reduce reliance on grant funding.

Reserves policy

Our policy is for unrestricted reserves to be maintained with the aim to accumulate 3-6 months of operating costs. This reserve will allow the Charity to have the option of developing new services or expanding current ones in line with the changing needs of the community. It will ensure that delays in receipt of expected income do not interrupt services or cause financial difficulty for the Charity. In addition, it enables the Charity to survive unexpected setbacks and problems arising from internal or external causes.

The charity has a shared mission with Talent Beyond Boundaries' charities in Canada, Australia and the US, where there are operating license agreements between the charities, and unrestricted grants are issued to support operating costs and reserves. The Board considers the continuing rebuilding of unrestricted reserves to remain an objective in the coming years.

Risk management

The Trustees have overall responsibility for ensuring the Charity has the most appropriate and effective control systems to safeguard the organisation and any of its assets. These controls protect the organisation against fraud and other irregularities. This role and the associated practices offer reassurance that:

- The charity's assets are safeguarded against unauthorised use or disposition;
- Proper and reliable financial controls are maintained; and
- The Charity complied with all relevant legislation and regulations.

The Trustees have assessed the major risks to which the Charity is exposed, in particular those relating to the operation and finances of the Charity. Systems are in place to minimise exposure to the major risks, with a risk management register being in place and reviewed at least annually by the Trustees.

Moving forward we know we will face increased competition for Trust and Foundation funding, and over the next year may not be able to attract funding from these sources, so we have pivoted to more structured funding through employer engagement as well as Corporate Foundations and devolved governments. We expect to further diversify our income in coming years particularly through the sustainable loan fund.

The charity's overall size and function have remained consistent, particularly with the project that programming will be focused in the UK, where there is relative certainty of policy. For the first time, we are moving beyond pilot delivery into established programming, reflecting the growing maturity of the organisation's reputations, expertise and standing.

We have instated quarterly Board meetings, at which risks are identified and discussed, and necessary actions are taken to mitigate them.

In relation to staffing, wage increases during the year were primarily driven by a conservative 4% increase applied to align with inflation. This change supported the retention of skilled personnel essential to delivering our programmes in a difficult funding context. While this resulted in an increase in personnel costs, it was a planned and necessary investment to sustain programme quality and continuity in the UK, particularly at a time of organisational growth and heightened operational demands. We do not anticipate significant changes in staffing, which will ensure that knowledge and expertise continue into the new immigration policy framework.

STATEMENT OF TRUSTEE RESPONSIBILITIES

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

The law applicable to charities in England & Wales requires the charity trustees to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of the charity and of the results of the charity for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue to operate.

The Trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the CIO and enables them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Constitution. 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 on 8 October 2026
and signed on their behalf by:



John Cameron
Chair of Trustees

TALENT BEYOND BOUNDARIES UK
Charity Number: 1193389

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF TALENT BEYOND BOUNDARIES UK (the 'Charity')

I report to the charity trustees on my examination of the accounts of the Charity for the period ended 31 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 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 examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I am a member of the ACCA and ACIE, both of which are one of the listed bodies.

I have completed my examination. I confirm that no material 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 Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do 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.

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.



Jason Foxwell FCCA FCIE
independent-examiner.net
12 Hillbourne Road
Poole
BH17 7JB

Date: 13 October 2026

TALENT BEYOND BOUNDARIES UK
Charity Number: 1193389

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE PERIOD ENDED 31 DECEMBER 2025

	Notes	Unrestricted £	Restricted £	2025 Total £	2024 Total £ (restated)
Income					
Donations from individuals		593	-	593	6,991
Donations from corporates		-	175,362	175,362	28,234
Grants from Foundations		42,552	191,244	233,796	84,810
Grants from Government	2	44,693	153,507	198,200	350,681
Contributions from TBB entities		61,000	-	61,000	234,194
Other income		559	-	559	1,092
Total income		149,397	520,113	669,510	706,002
Expenditure:					
Expenditure on charitable activities:		256,678	280,018	536,696	946,963
Total expenditure	3	256,678	280,018	536,696	946,963
Net income/(expenditure) for the year		(107,281)	240,095	132,814	(240,961)
Transfer of funds		-	-	-	-
Exchange rate gains/(losses)		14,608	-	14,608	(2,872)
Net movement in funds		(92,673)	240,095	147,422	(243,833)
Reconciliation of funds:					
Total funds brought forward		(121,749)	46,735	(75,014)	168,819
Total funds carried forward		£(214,422)	£286,830	£72,408	£(75,014)

All amounts relate to continuing activities.

The notes on pages 11 to 14 form part of these financial statements

TALENT BEYOND BOUNDARIES UK
Charity Number: 1193389

BALANCE SHEET AS AT 31 DECEMBER 2025

	Note	2025		2024	
		£	£	£	£
Current Assets					
Debtors	5	**251,694**		**166,941**	
Cash at Bank and in hand		**50,216**		**115,942**	
		301,910		**282,883**	
Creditors:					
Amounts falling due within 1 year	6	**(229,502)**		**(357,897)**	
Net Current Assets/(Liabilities)			**72,408**		**(75,014)**
Net Assets			**£72,408**		**£(75,014)**
Reserves					
Unrestricted Funds			**(214,422)**		**(121,749)**
Restricted Funds	10		**286,830**		**46,735**
Total Funds			**£72,408**		**£(75,014)**

The financial statements were approved by the Trustees on 8 October 2026
and were signed on its behalf by:



John Cameron
Chair of Trustees

The notes on pages 11 to 14 form part of these financial statements

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

1 ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the financial statements.

a) ***Basis of Preparation***

The financial statements have been prepared in accordance with 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 (FRS102) (effective 1 January 2015) (Charities SORP (FRS 102)).

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

These financial statements have been prepared on the going concern basis. The charity has sufficient reserves, and the trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

b) ***Income***

All income is recognised when the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from contracts is recognised on an earned basis in the year in which the conditions for receipt are met.

c) ***Funds***

The accounts distinguish between restricted and unrestricted funds. The former have been raised by the charity for specific purposes or are received from donors and are subject to restrictions on the purposes for which they may be used. Unrestricted funds are those where there are no externally imposed restrictions and are available for use at the discretion of the Trustees for expenditure on its objects or appropriated to reserves for internally designated purposes.

d) ***Expenditure***

Expenditure is recognised in the period in which it is incurred.

2. GRANTS FROM GOVERNMENT

	Unrestricted	Restricted	2025	2024 (restated)
	£	£	£	£
NHS Scotland	-	-	-	32,775
DT4E 1.0 (EU Commission)	-	-	-	214,773
Welsh	12,468	66,500	78,968	67,282
Scottish Government	42,225	87,007	129,232	-
NHS Professionals	-	-	-	1,351
Home Office	(10,000)	-	(10,000)	34,500
	44,693	**153,507**	**198,200**	**350,681**

3. EXPENDITURE

	Unrestricted	Restricted	2025	2024 (restated)
	£	£	£	£
Candidate expenses	2,086	1,782	3,868	12,751
Wages and salaries	166,053	213,884	379,937	651,844
Meetings and travel	(737)	2,161	1,424	25,253
Consulting - EU program staffing[1]	1,077	52,789	53,866	228,201
Communications	-	-	-	1,655
Legal costs	5,861	-	5,861	-
Independent examiner and accounting fees	12,173	6,000	18,173	9,032
Conferences and events	-	3,385	3,385	1,681
Alumni expenses	-	-	-	2,733
Rent, insurance and office costs	1,024	-	1,024	2,857
Office supplies and equipment	999	-	999	2,511
Training and development	6,000	-	6,000	6,575
Grant to other TBB entity	61,000	-	61,000	-
Other expenditure	1,142	17	1,159	1,870
	256,678	**280,018**	**536,696**	**946,963**

[1] Expanded EU work and funding were delivered via UK-contracted consultants pending establishment of a dedicated EU entity.

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

4. STAFF COSTS

	2025	2024
	£	£
Salaries and wages	292,430	580,295
Social Security costs	70,540	59,876
Pension costs	16,967	11,673
	379,937	651,844

The average number of persons employed by the charity during the year was 9.58 (2024 – 10.42).

Four employees received emoluments in excess of £60,000 (2024 – 2).

5. DEBTORS

	2025	2024
	£	£
Advance to Belgian affiliate	17,585	12,170
Grant receivable[2]	234,108	152,001
Debtors	-	2,770
	251,693	166,941

6. CREDITORS: Amounts falling due within one year

	2025	2024
	£	£
Trade creditors	8,231	268
Social security costs	-	4,563
Deferred income[3]	219,771	349,861
Accruals	1,500	3,205
	229,502	357,897

7. TAXATION

The CIO is a Registered Charity and, under section 505(i) of the Income and Corporation Taxes Act 1988, is exempt from Corporation Tax on its charitable activities.

8. TRUSTEES' REMUNERATION AND REIMBURSED EXPENSES

No Trustee received any remuneration or were reimbursed any expenses.

9. RELATED PARTY TRANSACTIONS

During the year, the charity received £61,000 (2024 - £395,039) from Talent Beyond Boundaries Inc, a charitable foundation based in the US. Talent Beyond Boundaries UK shares resources and information with this charity in furtherance of its main purpose.

[2] Grant receivable - Contributions Government from DT4E1.0 from EU Commision
[3] Deferred income - Contributions received to be delivered in 2025 from Welsh, STEP, Bosch & Unbound Philanthropy

10. RESTRICTED FUNDS

	Balance at 1 January 2025	Income	Expenditure	Transfer between funds	Balance at 31 December 2025
	£	£	£	£	£
ACRI	9,790	8,491	(9,848)	-	8,433
Fondazione Maire	-	12,997	(2)	-	12,995
DT4E 1.0 (EU Commission)[4]	(34,673)	8,976	(16,247)	-	(41,944)
Scotland 24-25[4]	-	-	(11,560)	-	(11,560)
Welsh	250	66,500	(47,434)	-	19,316
Welsh 24-25[4]	-	-	(22,745)	-	(22,745)
Antwep WBI	(610)	6,863	(629)	-	5,624
Bosch	6,000	91,996	(54,624)	-	43,372
Scottish Government	-	87,007	(40,975)	-	46,032
GIZ	19,210	65,693	(11,957)	-	72,946
Home Office	30,952	-	-	-	30,952
Mattioli	14,463	9,299	-	-	23,762
DHA[4]	-	-	(1,162)	-	(1,162)
NHS Professionals	1,353	-	-	-	1,353
Unbound Philanthropy	-	36,627	(36,627)	-	-
GSP THSN	-	125,664	(24,846)	-	100,818
Diaconia IT[4]	-	-	(309)	-	(309)
PI IT[4]	-	-	(900)	-	(900)
Flora IT[4]	-	-	(153)	-	(153)
	46,735	**520,113**	**(280,018)**	**-**	**286,830**

11. RESTATEMENT OF COMPARATIVE BALANCES

Income and expenditure relating to the DT4E 2.0 and STEP programmes have been removed from the UK accounts as these were incurred on behalf of the Belgian entity, Talent Beyond Boundaries asbl. This removed £94,730 of government grant income and £94,730 of related expenditure. It does not change the surplus/deficit for the year or the fund balances.

[4] Debit balance due to timing