THE SOHO HOUSE FOUNDATION

ANNUAL REPORT AND ACCOUNTS

2025

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Reference and Administrative Information

The Soho House Foundation is a Charitable Incorporated Organisation and governed by its constitution.

Registered name of the Charity:	The Soho House Foundation
Charity Number (England and Wales)	1199179
Registered Office and operational address	180 Strand, London WC2R 1EA

Board of Trustees	**Date of appointment**		**Term**
Nick Jones (Chair)	26 May 2022		For life
Louise McCabe	26 May 2022	Reappointed 27 Aug 2025	3 years
Michael Penrose	26 May 2022	Reappointed 27 Aug 2025	3 years
Markus Anderson	26 May 2022		4 years
Vanessa Xuereb	26 May 2022		4 years
Haseena Farid	26 May 2022	Reappointed 27 Aug 2025	3 years

Advisors:

Bankers	HSBC UK Bank plc, Reading
Solicitors	Wrigley's Solicitors LLP, 3rd Floor, 3 Wellington Place, Leeds, LS1 4AP

The Soho House Foundation Report of the Board of Trustees for the Year ended 31 December 2025

The Board of Trustees ('The Board') submit their annual report and the financial statements of The Soho House Foundation ('The Charity') for the year ended 31 December 2025.

Charity Information

The organisation is a Charitable Incorporated Organisation (CIO -Foundation) registered 1 June 2022.

Purposes and Aims

We believe that talent is everywhere, but opportunity is not. The creative industries today don't accurately represent our society. Underrepresented groups in the creative economy based on ethnicity or socio-economic background face barriers to succeed.

The Soho House Foundation exists to provide resources to fund and empower creative young people and artists from underrepresented and lower socioeconomic backgrounds. We aim to unlock talent, confidence and skills through education and training, providing opportunities for those who have previously experienced barriers in accessing careers in the arts.

How our work delivers our aims

The Soho House Foundation's approach is to provide funding to carefully selected third party charities aligned with its mission via an annual grant programme. The grant programme is available to charities providing services to creative young people in 4 geographical territories, focussing on local communities where Soho House Limited has a presence. The grant programme is open to charitable organisations working in the UK, Europe, the Americas and Asia.

How our work delivers public benefit

The Soho House Foundation commits to working only with carefully selected registered charitable organisations to deliver programmes to support socially or economically disadvantaged young people. We also make provision for supporting disaster relief from time to time. Our charitable purposes therefore come under the categories of general charitable purposes, but also education and training, children and young people.

Our Achievements

In 2025 the charity made grants of £100,000 to carefully selected partner charities in the United Kingdom, United States of America, France, and Thailand. Our 2025 worldwide grant programme was aimed at increasing access to the arts and creative industries for people who face economic or other barriers to inclusion.

We identified impactful charitable organisations who have creativity and inclusion at their core, along with a proven track record in programme delivery.

Applicant organisations were assessed on criteria including:

- Their ability to provide transformative opportunities for young creatives
- The way the programme will address inequality of opportunity
- The geographical location of the programme
- The inclusivity of their organisation
- Their track record in delivering impactful programmes.
- The effectiveness of the way their organisation is managed

We prefer to support programmes run by smaller organisations, located in communities close to the point of programme delivery. We do not insist on being the sole funder of a project, where partnership with other organisations enables more impactful work that benefits young creatives.

Our primary focus is on young people from school age to 27 years old. We will also fund projects that support creatives of any age who have previously faced social or economic barriers to inclusion and missed opportunities to progress.

Our grant programme spans cities across the globe, reflecting the locations of Soho House.

Geographical regions covered by the grant programme:

- Americas: Atlanta, Austin, Chicago, Detroit, Los Angeles, Mexico City, Miami, Nashville, New York, San Francisco, São Paulo, St Vincent & the Grenadines, Toronto, Washington DC.
- Asia: Bangkok, Hong Kong, Mumbai, Singapore.
- Europe/Middle East: Amsterdam, Barcelona, Berlin, Copenhagen, Dublin, Istanbul, Lisbon, Milan, Mykonos, Paris, Rome, Stockholm, Tel Aviv, Zurich.
- UK: Brighton, London, Manchester, Oxfordshire, Somerset

For the 2025 Global Grant Programme, there were 4 grants of £25,000 available, one for each of the regions outlined above.

Application Screening Process

We follow a robust grant assessment process. We aim to avoid burdening organisations with a complex application process before checking their eligibility and legal standing. We therefore ask for a short initial expression of interest to confirm the organisation's eligibility. At this point we review key governance policies and the organisations' governing documents as part of our due diligence. Eligible groups are then be invited to complete a more detailed application form describing the impact our grant funding would make for the young creatives their organisation supports.

Soho House Foundation 2025 Global Grant Awards

The following four organisations were recipients of our Global Grant Scheme in 2025. These organisations will report back to The Soho House Foundation (TSHF) by September 2026, so full impact data was not available at time of publication. However, we include below some interim feedback from the funded groups:

Dhammajarinee Witthaya School, Thailand, Asia £25,000

Dhammajarinee Witthaya School provides free K-12 education and a safe home for more than 1,000 underserved girls in Thailand. The school provides a holistic to academics combining art, STEM, vocational training, athletics, leadership development, and mental health programmes.

With the Soho House Foundation grant, the school developed a professional-grade recording studio as an extension of its existing music programme. Designed in partnership with Playing For Change Foundation, the studio has been created to serve 883 students in Grades 2-12, providing opportunities for creative expression and technical learning in music production, audio engineering, podcasting, recording, and digital media. Once fully operational, the studio will support recording, composition, podcasting, and performance activities across the school's 27-period-per-week music programme.

During the reporting period, all major soundproofing and structural refurbishment works were completed, creating a professional-standard recording environment. Equipment procurement and installation are now underway, with the studio expected to be fully operational for the start of the new academic year.

Although full programme outcomes will not be reported until September 2026, the school reports that the completed studio has already generated significant excitement and anticipation among students. Once operational, the facility will become a permanent part of the curriculum, supporting creativity, skills development, confidence-building, and future pathways into the creative industries for hundreds of girls each year.

“For our more than 1,000 students, access to a professional recording facility would otherwise be unimaginable. This grant has transformed a simple music room into a purpose-built, soundproof studio that will equip our students with real technical skills in music production, recording and audio engineering, creating opportunities that extend far beyond our campus.”

Open Television (OTV), Chicago, Illinois, United States £25,000

OTV supports emerging and underrepresented storytellers through mentoring, grants, fellowships and distribution, creating pathways into film and media for communities that have traditionally faced barriers to entry.

Supported by a Soho House Foundation grant, OTV is developing its Table Read Club Tour, a three-city programme designed to connect emerging writers with professionals from across

the film and television industry through live script readings, industry feedback and professional development opportunities.

At the time of interim reporting in March 2026, OTV had focused on refining the programme model, strengthening partnerships and developing the tour framework, to expand the programme's reach. OTV had identified three host cities aligned with its mission to amplify intersectional voices and support regionally rooted artists and storytellers.

The full programme outcomes will not be reported until September 2026; however, plans were in place to deliver the Table Read Club Tour across Portland, Brooklyn and Los Angeles**.** Each event is to feature live script readings, performed by professional actors before a live audience, followed by feedback from producers, executives and peers. Participating writers will also be able to take part in virtual workshops focused on script development, industry navigation and career growth.

Through this project, OTV is empowering diverse storytelling voices and supporting underrepresented talent to gain a more visible and supported place in the entertainment industry.

“Support from the Soho House Foundation has given us the space to thoughtfully design and expand Table Read Club into a multi-city experience that centers writers and communities often overlooked by the industry. This planning phase has allowed us to build meaningful partnerships and create a program that not only showcases new scripts but helps writers strengthen their work and connect with collaborators who believe in the power of their stories.”

Deafinitely Theatre, London, United Kingdom *£25,000*

Deafinitely Theatre's vision is a world where deaf people are recognised and valued for their contribution to the national theatre landscape. Its fully accessible, deaf-led and bilingual (BSL and spoken English) training programme is the only scheme of its kind in the UK, equipping deaf and disabled young creatives with the skills and experience needed to access mainstream arts employment.

Supported by a Soho House Foundation grant, the programme comprises three strands: the Deaf Associate Directors Scheme, the Deaf BSL Actors Programme and the Deaf Theatre Makers Placement.

At the time of interim reporting in March 2026, the Deaf Associate Directors Scheme had already supported BSL interpreter provision for Associate Director Jude Powell during the youth theatre production *SHOE BOX*, enabling full participation and communication across the creative team and venue staff.

Full programme outcomes will not be reported until September 2026; however, plans were in place to deliver a two-week Deaf BSL Actors training course in July 2026, covering acting, stage combat, movement, storytelling and BSL translation for theatre, culminating in an industry showcase and networking event. The Deaf Theatre Makers Programme was also

scheduled to provide 10 professional placements with theatre partners across the UK in producing, writing, directing, technical theatre and fundraising, offering practical experience, mentoring and industry exposure for emerging deaf creatives.

“Working as Associate Director on the Deafinitely Youth Theatre production was an invaluable experience for me. It gave me the chance to develop my directing practice in a supportive deaf-led environment and to learn directly through working with young deaf performers and an experienced creative team. The placement has helped strengthen my confidence, skills and ambition as a director.”

PERLE SOCIALE, Paris, Europe *£25,000*

The Partnership for Education, Reintegration and Social Flourishment (PERLE SOCIALE), founded in France in 2023, is a non-profit organisation dedicated to empowering vulnerable communities through education, creativity, and international solidarity.

Supported by a grant from Soho House Foundation, Créa’Jeunes is a year-long creative empowerment programme for young people aged 16–25 from disadvantaged neighbourhoods in Paris. The programme combines individual mentoring, creative workshops and public presentations to help participants explore artistic expression, develop practical creative skills and gain greater awareness of opportunities within the creative industries.

At the time of the interim reporting in March 2026, the project had focused on stage one outreach, recruitment and participant engagement. Working through local youth organisations and community networks, PERLE SOCIALE has successfully engaged 53 young people, exceeding its original target of 50 participants, with 12 having begun personalised mentoring sessions.

The full programme outcomes will not be reported until September 2026; however, the project planned to continue delivery through summer 2026, including intensive creative workshops, a public showcase of participants' work, ongoing mentoring, and a final evaluation ahead of programme completion.

Créa’Jeunes aims to give young people who have faced social and cultural barriers the chance to access a structured, inspiring, and professional-level experience to support their creative and professional futures.

"This grant has enabled us to reach young people who previously had very limited access to creative opportunities. Through mentoring and creative workshops, they are beginning to discover their talents and imagine new possibilities for their future."

Structure, Governance and Management

Governing Document

The Soho House Foundation is a charitable incorporated organisation (CIO – Foundation) registered with the charity commission and governed by its Constitution.

Appointment of Trustees

All Trustees give their time voluntarily and receive no benefits from the charity. In selecting individuals for appointment, the Charity has regard for the skills, knowledge and experience needed for its effective administration.

During the year, the Board accepted the resignation and reappointed three trustees: Louise McCabe, Michael Penrose and Haseena Farid.

Trustee Induction and Training

7 trustees were appointed in June 2022 as part of the incorporation of the Charity and there are currently 6 Trustees. The Trustee board includes individuals who are experienced in charity trusteeship. On appointment, Trustees were invited to attend charity trustee training regarding their legal obligations, and received written guidance on public benefit, legal responsibilities, and charitable purpose, as well as a copy of the CIO's Constitution. Trustee meetings provide an opportunity to update Trustees on any new or additional guidance relevant to their governance of the Charity. Guidance from the Charity Commission is periodically distributed to Trustees.

Organisation

The Charity has no employees. The Trustees administer the charity and usually meet quarterly. To facilitate effective operations and the day to day running of The Soho House Foundation, the Trustees have delegated authority, within the terms of delegation approved by Trustees, to the Soho House Limited House Foundations (CSR) team (Soho House Limited, UK Company 03288116), and to the Soho House Limited finance team who provide regular management accounts. These delegated powers include managing the Charity by implementing the policy and strategy and expenditure within the budget approved by Trustees and providing advice to the Trustees in relation to such policy, strategy, and budget. The Trustee Board includes independent trustees as well as employees of Soho House Limited. The Trustees ensure that appropriate financial and operating controls are in place to ensure that the Charity's purpose is followed by setting authority levels for operating expenditure and funding grants.

Statement of responsibilities of the Trustees

Law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial

activities during the period and of its financial position at the end of the period. In preparing financial statements giving a true and fair view, 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.
- State whether applicable UK Accounting Standards and statements of recommended practice have been 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 charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and group 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 Charity's webpages. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The Trustees are responsible for the maintenance and integrity of the information included in this report and on The Soho House Foundation web pages.

During the reporting period the Trustees

- Reviewed our Grant Assessment process and made some minor changes to assessment process guidance in order to improve scoring accuracy.
- Carried out a robust assessment and due diligence process for screening international grant funding applications
- Reviewed and selected the successful organisations for grant funding
- Confirmed that any funds in response to disaster relief would be donated via the Red Cross/Red Crescent international aid charity and Direct Relief.
- Underwent our second external audit of the Annual Report and Accounts for FY24.

Financial Review

For the period of this report (January 2025 – December 2025), financial donations were received from Soho House Limited totalling £100,000. This donation ensured that The Soho House Foundation had sufficient funds to support the annual Global Grant Programme and to provide for occasional disaster relief donations agreed by Trustees in line with its charitable purpose.

In 2025, four charities were selected for the Global Grant Programme, and grants totalling £100,000 were made to these charities. At the year end, a balance of £28,740 was carried forward. These funds are unrestricted and available to support the charity's activities in 2026.

Reserves policy

Reserves are that part of a charity's unrestricted funds that is freely available to spend on any of the charity's purposes. The Soho House Foundation recognises its responsibility to:

- Provide a level of working capital that protects the continuity of our core work
- Ensure that commitments made to grant recipients can be met
- Provide a level of funding for unexpected opportunities
- Provide cover for risks such as unforeseen expenditure or unanticipated loss of income.

The Board of Trustees reviews the above criteria on an annual basis with reference to The Soho House Foundation's strategy and Annual Plan and determines the target level of free reserves to meet these responsibilities.

The Board of Trustees will at times designate funds from free reserves for significant project costs, purchase or replacement of major assets.

No reserves were held during 2025 in relation to overheads. Soho House Limited provides ongoing pro-bono administrative and accounting support to the Foundation, as well as office space.

Plans for future periods – 2026 Grant Programme

Soho House Limited has confirmed its intention to make further donations in respect of the Global Grant Programme in 2025. The Soho House Foundation will therefore offer a 2026 Grant Programme (launched in February 2026), with the same criteria and grant assessment process developed in 2023.

Approved by all Trustees on 15th October 2026 and signed on their behalf by:



Louise McCabe

Trustee

The Soho House Foundation

Examiner's report to the Trustees of The Soho House Foundation

I report on the accounts of the charity for the year ended 31 December 2025, which are set out on pages 12 to 15.

Respective responsibilities of trustees and examiner

As the charity's trustees you are responsible for the preparation of the accounts: you consider that the audit requirement of section 144(2) of the Charities Act 2014 (the Act) does not apply and that an independent examination is needed.

It is my responsibility to:

- examine the accounts (under section 145 of the Act);
- to follow the procedures specified in the General Directions given by the Charity Commissioners under section 145(5)(b) of the Act and;
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements

- to keep accounting records in accordance with section 130 of the Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Act;

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



19/10/2026

Nicholas Lawrence, ACA

61 Benskin Road, Watford, WD18 0HN

Statement of Financial Activities (incorporating an income and expenditure account)

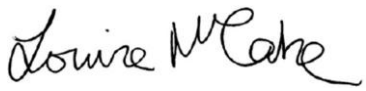
	Notes	Unrestricted 2025	Unrestricted 2024
Income from		£	£
Donations		100,000	150,490
Donated Services - Time from SHUK Staff & Consultants		15,500	17,980
Total income		**115,500**	**168,470**
Expenditure on			
Charitable activities	2	100,00	175,376
Charity Support	2	16,674	19,184
Total Expenditure		**116,674**	**194,560**
Net income and movement in funds		**(1,174)**	**(26,090)**
Total funds brought forward		29,914	56,004
Total funds carried forward		**28,740**	**29,914**

The Soho House Foundation Balance Sheet

	Notes	As at 31 Dec 2025 £	As at 31 Dec 2024 £
Current Assets			
Cash at bank and in hand		29,740	29,914
Liabilities			
Creditors: amounts falling due within one year	3	1,000	-
Net Current Assets		**28,740**	**29,914**
Net Assets		**28,740**	**29,914**
Funds			
Unrestricted funds		28,740	29,914
Total Charity Funds		**28,740**	**29,194**

The notes on pages 16-17 form part of these accounts.

Approved by the Trustees on 15 October 2026 and signed on their behalf by:



Louise McCabe

Trustee

The Soho House Foundation

Notes to the Financial Statements for the year ending 31 December 2025

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)).

Incoming resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Donated services

The value of donated services is recognised as income once the economic benefit of the service provided has passed to the charity and the value of the service can be measured reliably. The value of the gift to the charity has been measured using the cost of the service to the donor.

An equivalent amount is recognised as an expense under the appropriate heading in the statement of financial activities when the benefit of the service is utilised immediately.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. The charity has not received and does not hold restricted funds.

2. ANALYSIS OF TOTAL EXPENDITURE 2025

	Grant funding of activities to institutions	Support costs	Total
	£	£	£
Empowering young people and artists from underrepresented and lower socioeconomic backgrounds	100,000	16,674	116,674
Total	**100,000**	**16,674**	**116,674**

ANALYSIS OF TOTAL EXPENDITURE 2024

	Grant funding of activities to institutions	Support costs	Total
	£	£	£
Empowering young people and artists from underrepresented and lower socioeconomic backgrounds	100,000	19,129	119,129
Disaster relief	75,376	46	75,422
Total	**175,376**	**19,175**	**194,551**

3. CREDITORS

	2025	2024
	£	£
Accruals	1,000	-
Total	**1,000**	**-**