Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

Company Registration No. 01154049 (England and Wales)

Charity Registration No. 266983

ZURICH COMMUNITY TRUST (UK) LIMITED

(a Company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

Reference and administrative details

Company status

Zurich Community Trust (UK) Limited ("ZCT") is a company limited by guarantee and does not have share capital. Each member has guaranteed £1. Zurich Community Trust is incorporated in the United Kingdom ("UK"). Zurich Community Trust is a registered charity (registration number 266983). The registered address is:

Unity Place 1
Carfax Close
Swindon
SN1 1AP

Trustees

The Trustees are also the Directors of Zurich Community Trust for Companies Act purposes. All Trustee appointments are proposed by the Board of Trustees and approved by the members.

The Trustees who served during the year were:

Tim Bailey (resigned 7 March 2025)
Steve Collinson
Amy Dunster
Richard Peden
Caroline Dunn (resigned 7 May 2026)
Drazen Jaksic (appointed 10 March 2025)
Ben Skelton (appointed 10 April 2025)
Cadence Willis (appointed 14 May 2025)
Timothy Culling (resigned 10 April 2025)
Wayne Myslik (resigned 31 December 2025)

Qualifying third party indemnity provisions (as defined in Section 234(2) of the Companies Act 2006) have been in force for the benefit of Trustees during the year and remain in force as at the date of this Trustees' Report.

Zurich Community Trust members are Zurich Financial Services (UKISA) Limited ("UKISA") and Zurich Financial Services (UKISA) Nominees Limited. The members' ultimate parent company is Zurich Insurance Group Ltd ("ZIG"), which is incorporated in Switzerland.

Related Party transactions are disclosed in Note 21.

In light of Zurich Community Trust's structure, the Trustees had no financial interest in Zurich Community Trust.

Key management personnel

The Head of Zurich Community Trust Laurie Deans was on maternity leave from 4th February 2025 until 13th January 2026. The role was covered by Samantha Owen who acted as Interim Head of Zurich Community Trust during this period.

Bankers, Investment manager, company secretary and independent auditor

Zurich Community Trust's bankers are:

Lloyds Bank plc
PO Box 72
Bailey Drive
Gillingham Business Park
Kent
ME8 0LS

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

Reference and administrative details (continued)

Bankers, Investment manager, company secretary and independent auditor (continued)

Zurich Community Trust's investment manager is:

Threadneedle Investment Services Limited
Cannon Place
78 Cannon Street
London
EC4N 6AG

Zurich Community Trust's company secretary is:

Zurich Corporate Secretary (UK) Limited
Unity Place
1 Carfax Close
Swindon
SN1 1AP

Zurich Community Trust's independent auditor is:

Ernst & Young LLP
Statutory Auditor
The Paragon
Counterslip
Bristol
BS1 6BX

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

REPORT OF THE TRUSTEES

The Trustees are pleased to present their annual report together with the financial statements of Zurich Community Trust for the year ending 31 December 2025. This report and financial statements are also prepared to meet the requirements for an annual report and financial statements for Companies Act purposes. The reference and administration details form part of the Trustees Report on pages 1 and 2.

The financial statements comply with the Charities Act 2011 (as amended by the Charities Act 2022), the Companies Act 2006, The Charities (Accounts and Reports) Regulations 2008, the Articles of Association, and 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).

Zurich Community Trust has not prepared a strategic report as it has taken advantage of the exemption in this respect available for small companies (as defined in Section 381 of the Companies Act 2006).

Chair's report (from the Chair of the Trustees, Steve Collinson)

2025 – review of key activities

2025 marked an important transition year for Zurich Community Trust, as the Trust completed the final year of its 2022–2025 partnership cycle, while continuing to deliver on its purpose of enriching communities together.

During the year, Zurich Community Trust provided c£1.8 million of support to charities across the UK. This funding was primarily directed to three national partners and 56 local partners selected in 2022, alongside a continued partnership with Teach First, which sat outside these two categories as a separate England and Wales partnership. As partnerships entered their final year, ZCT maintained its commitment to flexible core-cost funding, providing stability and continuity for partners. We are particularly proud of the way the Trust team worked closely with exiting partners to ensure thoughtful transition support, including extending access to "More Than Money" support into 2026.

Alongside programme delivery, 2025 saw a strong focus on financial stewardship and long-term sustainability. This included the planned disinvestment of £600k from the investment bond, and work to align ZCT's strategic and partnership cycles, and to clearly align these with donations from Zurich Insurance, our major donor. These important activities put ZCT on a clear, sustainable footing, and make administration of the Trust simpler. ZCT also progressed a comprehensive review of its financial position, including cashflow, banking arrangements, investment approach and reserves policy. Trustees were comfortable reducing the reserves held under the policy given the ongoing stability of Zurich UK as ZCT's major funder and the opportunity to direct more funds towards charitable objectives. This work largely concluded during the year, with a small number of actions carrying into 2026, including the review of excess reserves, enhanced cashflow reporting and consideration of future investment vehicles.

In addition to financial support, Zurich Community Trust continued to deliver its "More Than Money" offer, providing partners with access to skills, networks and volunteering. During the year, ZCT also awarded £100k in 'sustainability grants' to support partners in strengthening their long-term resilience and impact.

Collaboration with The Z Zurich Foundation (the Switzerland-based global charitable foundation of Zurich Insurance) continued to deepen, enabling greater collective impact across the UK. This included expanded use of the Benevity 'MyImpact' platform, support for International UN Awareness Days and delivery of a global Volunteer Centre of Excellence, drawing on ZCT's long-established expertise.

By the end of 2025, over 55% of Zurich UK employees had registered on MyImpact, using the platform to donate, fundraise and record volunteering activity. Through matched funding and incentives provided by Z Zurich Foundation, ZCT benefited from over £113k of additional funding during the year. We are encouraged by this growing engagement and the role it plays in connecting colleagues more closely with community impact.

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

Chair's report (continued)

Despite delays to the reintroduction of payroll giving during 2025 (the facility was paused in 2024 to allow new processes to be implemented within Zurich UK; in the meantime regular giving through MyImpact provided an important alternative route for Zurich UK employees to donate to the Trust), the programme successfully relaunched in October 2025.

Employee engagement remained a key strength during the year. Zurich UK colleagues once again responded strongly to the bi-annual Challenge programme, with over 360 projects delivered across the UK. Alongside this, there was continued growth in education-based volunteering opportunities, particularly through ZCT's partnership with Teach First. We are encouraged not only by the level of participation, but also by the increasing focus on the outcomes and impact of these activities.

In February 2025, Laurie Deans began maternity leave following a short handover period. Trustees supported Samantha Owen in stepping into the interim role of Head of the Trust and are grateful for her leadership during this time. Laurie returned to her position in early 2026.

Trustees also undertook a review of board composition during the year, resulting in the appointment of two new independent trustees, Ben Skelton and Cadence Willis. In December 2025, Wayne Myslik stepped down from the board. Trustees would like to thank Wayne for his significant contribution and steadfast support to Zurich Community Trust during his tenure.

To support delivery of the strategy, ZCT undertook an organisational restructure during 2025, focused on aligning resources to areas of greatest impact and ensuring the best use of the business donation. This resulted in four colleagues leaving the organisation during the year and an overall reduction in cost. Trustees remain grateful for the contribution of those colleagues and their impact on the Trust's work.

Looking forward - 2026 and beyond

2025 was also the year in which trustees agreed the principles of Zurich Community Trust's new strategy. Shaped by input from Zurich UK employees, who voted to prioritise "Health" and "Mental Health". For the strategic period 2026 to 2028:

- 31 partners local to Zurich Insurance's office locations were selected
- Three new national partnerships were also agreed with Shout (Mental Health Innovations), Young Lives vs Cancer, and a one-year pilot with Goodgym.

Depending upon partnership performance, our agreement with the partners may be extended to include funding into 2029.

The new strategy developed by the trustees continues to build on ZCT's purpose of enriching communities together, with a strengthened focus on deep, locally rooted "More Than Money" partnerships, alongside more intentional national collaboration. This includes a growing emphasis on advocacy and collective action to help charities thrive and create lasting positive change in local communities. We see this as an important evolution, building on strong foundations while stretching further on impact.

During 2025 and into 2026 a proposal was also agreed to work more closely with the Zurich UK business on charitable engagement, including clearer ownership of volunteering and fundraising. Underpinning the new strategy is a strong focus on sustainability for ZCT, its partners and stakeholders, alongside a continued commitment to delivering impact in a more efficient and effective way.

Looking ahead, there is a clear ambition to become a more impact-focused and data-informed organisation, with further progress expected in 2026 through the introduction of a balanced scorecard.

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

Our purposes and activities

Zurich Community Trust is a public benefit entity therefore the Trustees of ZCT consider all Charity Commission guidance on public benefit.

ZCT has been a contributor to the Fundraising Regulator via its voluntary levy since the Regulator's inception and continues to do so. Fundraising from both Zurich UK employees and the wider community is undertaken by ZCT to part fund its grant making programmes.

Zurich Community Trust also has a Complaints Policy that can be found from the front page of the ZCT's website where the complainant is also able to download a complaints form.

The Board is responsible for setting the strategic direction of the charity. It delegates certain responsibilities to the Zurich Community Trust 'Trust Executive'. A significant focus in 2025 was the continued evolution of this group, and as a result it will transition to become a Charitable Engagement Alliance in 2026 that will drive and support charitable engagement, partnering and volunteering across the UK, supported by ZCT and ZZF (Z Zurich Foundation).

Zurich Community Trust is not affiliated with any umbrella groups and part of any wider network. ZCT's major donor is the Zurich Insurance UK business ('Zurich UK') and as such the Trust has a very close working relationship with the employees of Zurich UK. Zurich Community Trust also has a close working relationship with the Zurich Group's charitable foundation, "Z Zurich Foundation".

Zurich Community Trust fulfils its objective through:

- charity partnerships both at a local and national level across the UK encompassing a package of both financial and non-financial support; and
- an employee volunteering and fundraising programme engaging the employees of Zurich UK.

Zurich Community Trust manages all expenditure associated with all programmes. As well as making charitable grants, a significant amount of ZCT's staff time is committed to the community through working in partnership with charity partners and by brokering the volunteering needs of the voluntary sector with time and skills available from employees within the Zurich business.

Allocation of resources:

	2025	2024
Charitable activities	93%	91%
Raising funds	6%	8%
Other	1%	1%

Zurich Community Trust generates income from a range of activities:

- an annual donation from the Zurich UK businesses as part of an agreed funding track.
- regular donations through the MyImpact platform.
- regular voluntary donations through payroll giving from Zurich UK employees (from October 2025).
- operating a monthly society lottery.
- Zurich UK employee fundraising activity such as raffles, sweepstakes; and London Marathon
- income from Z Zurich Foundation through a matching programme via the Benevity 'MyImpact' platform.

Zurich Community Trust's Audit, Finance and Risk Committee receives quarterly management information which includes information on fundraising income and expenditure to monitor against plan. The Trustees have a continuing focus to ensure that the ratio of resources applied to generating income is appropriate for ZCT.

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

Our purposes and activities (continued)

Focus of charitable activity spend:

	2025	2024
Employee Involvement programmes	86%	85%
Volunteering	12%	12%
Long term Strategic Programmes	2%	3%

Employee Involvement Programme

In 2025, Zurich Community Trust continued to work with three national charity partners, Teach First and fifty six local charity partners as well as investing in a package of additional support available to its charity partners and in its volunteering programme. Throughout 2025, ZCT confirmed the final year of the partnerships with fourth year payments made. This amounted to a spend of £3,345,000 (2024: £2,651,000) across grants and ZCT support costs (excluding volunteer support costs and long-term strategic programmes).

Volunteering

Zurich UK also provides three days paid leave for all employees [pro rata for part-time] to enable employees to volunteer in the community and become involved in organising and managing fundraising events and volunteering schemes.

The breakdown of spend on the Employee Involvement Programme:

	2025	2024
Local Grants and Partnerships	39%	38%
National Partners	20%	21%
Employee Nominated Grants	0%	2%
Volunteering Support Costs	12%	12%
Other Support Costs	29%	27%

In 2025 ZCT programmes and partnerships were fairly static from 2024, except for ending of two areas of financial support for Insurance United Against Dementia (match funding now provided by ZZF) and Superhero Series (volunteering still provided).

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

Our purposes and activities (continued)

National and Local grant programmes

The social issues supported through the Employee Involvement Programmes were:

	2025	2024
Dementia	18%	19%
Vulnerable (young)	16%	15%
Mental Health	14%	14%
Homelessness	12%	11%
Education	11%	10%
Food Poverty	7%	7%
Domestic Abuse	5%	5%
Physical Disability/Learning Difficulties	1%	3%
Older People	3%	3%
Health	3%	3%
Young People	2%	2%
End of life Care and Bereavement support	3%	2%
BAME	2%	2%
Bereavement	2%	2%
Immigration	1%	1%

Throughout 2025, ZCT continued to develop and extend the partnerships that commenced in 2022 including the development and promotion of its non-financial package of support offering national and local charity partners access to a wide range of offerings including paid-for training courses, webinars, and memberships.

In addition to the support outlined above, the ZCT team also focused on the year four payments for each of the three national partners, Teach First and 56 local partners with the process prior to the releasing of any payment conditional upon receipt of impact surveys and analysis of the charities' most recent Report and Accounts.

2025 also saw the continued success of the 'Sustainability Fund' for use by ZCT's charity partners, with £100k granted to a backdrop of more demand. This demand and feedback have shaped the new strategic approach which will see a sustainability grant available annually for each new partner to express interest in funding up to £10k.

Zurich Community Trust continued to listen to the needs of its charity partners throughout 2025 through the ongoing "Partnership Forum". These forum meetings, that took place quarterly, are instrumental in the continued evolution of the package of non-financial support [often referred to as ZCT's 'More Than Money' approach].

"What wonderful news! I am absolutely delighted to receive this grant and truly grateful for your investment It is such a genuine pleasure to work with the Trust" - Winstons Wish

Your support will allow us to take a proactive approach to digital sustainability whilst also deepening our commitment to inclusivity, something that probably wouldn't be able to happen without the Trust! Both are vital to ensuring our charity can continue to grow responsibly, inclusively, and in line with our values." - Croydon Day Centre for the Retired

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

Our purposes and activities (continued)

National Partnerships voted for by Zurich UK employees

Barnardo's

Zurich Community Trust's continued funding of Barnardo's Education Community supported education staff and professionals across the UK to better respond to children and young people's mental health and emotional wellbeing needs.

The programme exceeded its key targets, including 110,623 website visits against a target of 90,000, 2,465 subscribers against a target of 1,500, and 1,115 professionals trained in 2025/26 against an annual target of 1,000.

Training feedback remained strong, with 97% rated good to excellent, and ZCT's funding has helped create a lasting legacy through quality-assured resources and training packages that Barnardo's plans to sustain beyond the grant period.

Dementia UK

During the final year of the partnership, Zurich Community Trust's support enabled Dementia UK to significantly expand its Virtual Clinics service, improving accessibility for carers and families through the introduction of evening and weekend appointments. In 2025, a total of 4,658 appointments were delivered, with 75% directly funded by ZCT, supporting a growing demand for specialist dementia support. The majority of appointments were for individuals accessing the service for the first time, helping to extend reach to new families and resulting in support being provided to over 5,400 people annually when considering both carers and those living with dementia. Feedback from service users highlights the meaningful difference these interventions make, with access to expert guidance providing reassurance, practical support and improved confidence in managing complex caring situations.

Magic Breakfast

In 2025, Zurich Community Trust provided a £135,000 grant to Magic Breakfast, supporting the provision of an estimated 466,000 nutritious breakfasts for children and young people across 13 schools. The funding contributed to Magic Breakfast's wider work reaching more than 800 schools across England and Scotland and supported policy and advocacy activity aimed at improving access to school breakfast provision.

As the partnership concluded after four years, Magic Breakfast reported that ZCT's total investment of more than £570,000 had helped advance its mission to ensure children can learn and thrive. The partnership also created a lasting legacy within the wider Zurich business, with employee engagement, volunteering and fundraising initiatives continuing to generate additional support for the charity.

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

Our purposes and activities (continued)

Other partnerships

Teach First

Over the five-year partnership, Zurich Community Trust's support of over £1 million enabled Teach First to deliver meaningful impact across teacher development, school leadership and pupil support. This included the recruitment and training of 200 teachers, collectively reaching approximately 45,000 pupils, alongside targeted coaching support for over 130 teachers and school leaders, extending the Trust's impact to a further 16,000 pupils.

In addition, the partnership supported a range of pupil-facing interventions, including careers education, transition support for primary pupils moving to secondary school, and skills-based volunteering opportunities. Through these activities, over 3,800 pupils were directly engaged, helping to build confidence, raise aspirations and better prepare young people for their future pathways. In total, the partnership is estimated to have positively impacted over 65,000 pupils.

A key strength of the partnership was the active involvement of Zurich UK employees, particularly through the coaching programme. In 2025 alone, 19 volunteers supported 21 trainees and ambassadors, helping them develop their practice, build confidence and navigate challenges. Feedback highlighted the mutual benefit of the programme, with volunteers also strengthening their own leadership and coaching capabilities.

Sustainability and DEIB Initiatives

In 2025, the Zurich Community Trust (ZCT) continued to advance its commitment to Sustainability and Diversity, Equity, Inclusion and Belonging (DEIB) through the Sustainability Fund, the DEIB & Sustainability Network and supporting volunteering.

As in 2024, these initiatives were designed to support partner organisations to strengthen their sustainability and environmental practices and embed inclusive approaches within their operations. As 2025 represented the final year of the multi-year partnership arrangements for several partners, activity in the second half of the year focused on supporting transition and maintaining continuity of support through our More than Money programme.

Through ZCT's Challenge Programme, Zurich employees were encouraged to prioritise inclusion and sustainability within their volunteering activity, aligning employee engagement with our strategic objectives.

During the year, ZCT also began exploring opportunities for skills-based volunteering in collaboration with Zurich UK's Sustainability team. This work focused on promoting inclusive engagement, responding to emerging sustainability priorities, and developing sustainability-aligned volunteering opportunities to support future programme delivery.

Sustainability Fund

In 2025, the ZCT Sustainability Fund, aligned with the 17 United Nations Sustainable Development Goals (SDGs), totalled £100,000. Grants were awarded to ten partner organisations, with most grants valued at or close to £10,000.

As in 2024, the fund supported a range of activities, including:

- Implementation of energy efficiency and environmental improvements
- Investment in energy-efficient equipment and infrastructure
- Delivery of sustainability training and educational resources
- Adoption of environmentally sustainable workplace practices
- Access to external expertise to support DEIB development
- Initiatives focused on waste reduction and sustainable consumption

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

Through this funding, partners were able to reduce environmental impact and strengthen organisational capability in relation to sustainability and inclusion.

DEIB & Sustainability Network

In 2025, the DEIB & Sustainability Network continued to provide a forum for collaboration and knowledge sharing across partners, with membership reaching 50.

As in the prior year, a programme of themed sessions was delivered, covering:

- Sustainability within the voluntary sector
- Organisational strategy and long-term sustainability planning
- Inclusive and people-centred approaches to sustainability
- Financial resilience
- Digital inclusion and the use of technology, including artificial intelligence

In addition, ZCT delivered a “Climate Fresk” workshop for ZCT employees to support increased awareness of climate-related risks and actions, including how they could make small sustainable changes at home and work. In 2025, climate change continued to be recognised as a principal risk and remained incorporated within the overall risk management framework.

Transition and Ongoing Support

In line with the conclusion of our multi-year partnerships on 31 December 2025, ZCT focused on supporting partners through a managed transition. Access to selected programme benefits, including memberships and learning and engagement opportunities, was extended beyond the formal partnership period to support continuity. This approach was intended to enable partners to sustain progress and maintain capacity to deliver inclusive, resilient, and sustainable outcomes beyond the period of direct funding.

Volunteer Centre of Excellence

In 2025, ZCT continued its pilot programme, funded by ZZF, to enhance volunteering, by providing resource to source, fund and manage scalable volunteering opportunities, with a view to reduce pressure on Zurich Insurance business units and make it easier for employees to get involved.

One graduate was retained from 2024 and two additional graduates were recruited to support the programme, through the Eagles programme with East London Business Alliance (ELBA). This is a paid graduate development programme that connects businesses with extraordinary and ambitious talent to facilitate social mobility, by working with disadvantaged communities to find talented, hard-working and motivated graduates that go on to shine in a corporate environment.

In addition to the graduates, ZZF provided funding to cover 0.5FTE from the ZCT Volunteer Partnership Manager team, to lead the programme. Funding for the graduates participating in the 12-month programme totalled £158,028 in 2025, inclusive of all training and recruitment costs. The cost for 2024 totalled £58,800.

ZCT’s grant making and volunteer programmes in the UK during 2025 helped “to improve the lives of people during times of vulnerability”.

In 2020, the Trustees agreed that this Mission Statement would be delivered by “Improving lives by supporting wellbeing and inclusion initiatives” and “Building more resilient and sustainable communities” and this was very much still the focus throughout 2025. This approach improved the alignment with the sustainability framework of our main donor, Zurich UK together with the aims of the Z Zurich Foundation, whilst continuing to focus on delivering public benefit.

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

Achievements and performance

Zurich Community Trust undertakes an annual planning exercise with the ZCT team and the ZCT 'Trust Executive' that is signed off by the Trustees. These plans involve both numerical targets and targets relating to the impact of the programmes operated by ZCT.

As highlighted in the report from the Chair of Trustees, a considerable focus of 2025 was on the final year of the three national, Teach First and 56 local charity partners chosen by Zurich employees in 2022, alongside the selection of new charity partners for 2026-2028, aligned with the strategy developed in 2024.

Zurich Community Trust measures the impact of its funding programmes through annual feedback from its charity partners, both locally and nationally. As a significant part of ZCT's partnership approach is focused on the non-financial support that is offered in addition to cash grants, the feedback seeks to obtain a holistic view on the whole partnership, whilst clearly allowing for specific feedback on separate elements within that. For all multi-year funding partnerships, a condition of future years funding is the receipt of a satisfactory impact/progress report.

In addition to Zurich Community Trust's grant making, a wide range of volunteering activity is brokered. This also seeks to further the aim of helping to improve the lives of people during times of vulnerability, whether this is through the donation of time or skills.

As with the grants, feedback is sought from organisations individuals have volunteered with, to understand the impact achieved and demonstrate the fulfilment of ZCT's aims and objectives.

2025 Objectives

The key focus areas for 2025 were:

- To select National and Local partners aligned with ZCT's new strategy in advance of 2026
- To exit in a considered manner, and support existing partners in their final year of partnership
- To deliver a new organisational structure
- To evolve the charitable engagement model between ZCT and Zurich UK
- To continue to develop the strategy principles in advance of 2026

During 2025, a total of £3,091,000 (2024: £3,135,000) was spent in grants, volunteering and support, the vast majority of which was grants supporting charity partnerships.

Overall, Zurich Community Trust brokered 17,330 hours of volunteering (2024: 19,505) throughout 2025. This was an 11% decrease in hours recorded on MyImpact in 2024 and is driven by a change in reporting where previously ZCT was able to make a manual adjustment for Challenge hours not logged and this practice ended in 2025. The underlying ZCT challenge volunteering numbers remained level to 2024 and adhoc feedback suggests that the actual Zurich UK volunteering hours exceed those reported. The charitable engagement alliance from 2026 onwards will start to pick up education and awareness around recording of wider volunteering hours.

Work continues into 2026 on how ZCT will measure impact as part of new partnerships with a balanced scorecard methodology to be implemented from the end of 2026.

Unrestricted funds are needed to enable the Zurich Community Trust to cover its core funding to manage its commitments and longer-term programmes should the current funding arrangement with the UK Zurich businesses change or cease.

Restricted funds can only be expended in accordance with specific restrictions, arising either by the wishes of the donor or by the nature of the appeal. In 2025 ZCT only received restricted funds in relation to covering the costs of running the volunteer centre of excellence, all other funds to ZCT are unrestricted.

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

Financial Review

During the year, the Trustees reviewed and approved a revised reserves policy to ensure the financial resilience of the Trust while maintaining sufficient funds to meet future obligations. Under this policy, reserves are held to cover approximately three months of projected operating costs and a contingency equivalent to approximately 25% of annual local partner grant expenditure. Trustees are reviewing the approach to managing excess reserves in line with the levels agreed under the new policy, including the balance between investment and future charitable spend.

The level of reserves has been reassessed using projected 2026 operating costs and anticipated grant commitments. At the year end, reserves reflect this updated approach and are considered appropriate in relation to the Trustees' policy. The reduction in designated funds during the year reflects both the reassessment of reserve requirements and lower levels of committed grant funding at the year end, following the conclusion of the majority of current grant partnerships and the Trust's transition to new partnership arrangements commencing in 2026.

At the end of 2025, ZCT reached the end of committed grant partnerships for three National, Teach First and 56 Local Partners, reducing the level of designated funds from £1,868,000 to £177,000.

Income from donations and legacies

Total income from donations and legacies for the year was £3,154,000 (2024: £3,015,000). This included donations from Zurich of £2,649,000 (2024: £2,649,000), income from ZZF of £202,000 (2024: £75,000) to offset salary costs, donated services of £133,000 (2024: £198,000), and employee donations from Zurich UK employees of £170,000 (2024: £93,000).

The increase in employee donations was primarily due to the resumption of payroll giving (GAYE) during 2025, following a temporary pause ahead of its migration to Benevity (MyImpact), as well as changes in classification following enhanced mapping in the accounts, which resulted in some income being reclassified from charitable activities to employee donations.

Income from charitable activities

ZCT reported income from charitable activities of £170,000 (2024: £308,000). The decrease compared with the prior year primarily reflects the reclassification of certain income streams to employee donations following enhanced account mapping.

Analysis of income:

Income excluding the donation from Zurich UK businesses and donated services is set out below:

	2025	2024
Regular Giving*	49%	22%
Runs & Cycle Rides	17%	11%
Charity Lottery	15%	14%
Staff fundraising*	11%	44%
Other	8%	9%

Regular Giving* saw a large increase in 2025 due to the reinstatement of payroll giving including matching. Staff fundraising* conversely dropped as ZCT consciously stepped back from fundraising efforts except for flagship events such as London Marathon.

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

Financial Review (continued)

Investment powers, policy, and performance

Zurich Community Trust seeks to maximise the social beneficial impact of the investments it holds through investments that deliver a positive social impact and a financial return. Since 2015, Zurich Community Trust has held its unrestricted reserves in Columbia Threadneedle's "UK Social Bond Fund".

Since its launch in 2013, the Fund has been invested to address the main areas of social need where social exclusion is particularly evident. This fund is invested in the following social outcomes;

- Affordable Housing and Property.
- Community Services.
- Education, Learning and Skills.
- Employment and Training.
- Financial Inclusion.
- Health and Social Care.
- Transport and Communications Infrastructure.
- Utilities & the environment.

The Bond has delivered an annualised financial return of 6.50% (2024: 3.26%). However, the carrying value of the investment decreased by 25.81% between December 2024 and December 2025 (2024: increase of 3.37%). This decrease reflects a partial disinvestment of £600,000 from the Bond during the year to improve liquidity and meet committed expenditure. As a result, although the Bond continued to generate income, the overall value of the investment declined during the year.

Throughout 2026, the Trustees will discuss whether investing its unrestricted reserves in this Fund is still the most suitable place for the Zurich Community Trust, noting its "Investments and Reserves'.

Fundraising

Zurich Community Trust does not engage professional fundraisers. ZCT raises funds from the Zurich UK business, its employees, key supplier employees and through Z Zurich Foundation matching through the Benevity platform. Fundraising from members of the public is limited and mainly occurs through sponsorship donations employees may seek when they are taking part in fundraising events, most of which flows through online giving sites.

On occasion, friends and family members of Zurich UK employees are engaged in key fundraising events, for example the London Marathon, if places are not fulfilled from Zurich UK employees alone.

Zurich Community Trust is a funded and compliant member of the Fundraising Regulator. During 2025, the charity received no complaints on its fundraising practices.

Risk management and Principal risks and uncertainties

Zurich Community Trust has a strong risk management and governance framework in place. ZCT is exposed to business and financial risk through its financial assets and financial liabilities. The specific financial risks are limited to liquidity risk and credit risk.

Business risk
The Trustees recognise, monitor, and regularly discuss the current macro-economic climate and its impacts on both the ZCT and the recipients of the ZCT's work, as well as understanding the ongoing pressures on charities brought about by the cost-of-living crisis throughout the UK. As a result, the Trustees believe that ZCT is well positioned to support the needs of the organisations it partners with from both a financial and a non-financial package of support standpoint.

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

Financial Review (continued)

Risk management and Principal risks and uncertainties (continued)

Other business risks include:

- reliance on Zurich UK operations for support in IT, HR, Facilities and Finance;
- a safeguarding issue arising in connection with a charity that Zurich Community Trust has funded or;
- volunteering activity brokered by Zurich Community Trust triggering a safeguarding issue.

As a funder of other organisations, the Charity Commission have placed a responsibility on ZCT to undertake due diligence on organisations it funds to check its safeguarding policies and practices are compliant. There is a risk ZCT could be involved in financially supporting an organisation where there is a safeguarding breach with the potential consequent reputational damage.

Zurich Community Trust's Total Risk Profile also covers the potential risk relating to a safeguarding issue arising out of a volunteering activity brokered by ZCT. This could involve a Zurich UK employee being accused of a safeguarding incident or the Zurich UK volunteer could be exposed to a safeguarding incident at the organisation where they are working. First and foremost exists the risk to the person who may be harmed but also the potential consequent reputational damage. This risk is seen to be within appetite.

Liquidity risk
Liquidity risk is the risk that cash may not be available to pay obligations when due at a reasonable cost due to the potential loss of donation income and engagement from Zurich due to competing demands on employees' time and the move to home/agile working.

Zurich Community Trust's finances are actively managed and monitored to ensure that sufficient funds are available to meet liabilities as they fall due. The Trustees are of the opinion that any liquidity risk that ZCT faces is mitigated, hence this risk is seen to be within appetite.

Credit risk
Credit risk is the risk that a counterparty will be unable to pay amounts in full when due.

Zurich Community Trust's cash and receivables are actively managed and monitored, hence this risk is seen to be within appetite and viewed as low by the trustees.

Pay and remuneration

Zurich Community Trust's Remuneration Committee has delegated authority to assess and agree the annual performance salary ranges for those working in the ZCT team. This is reviewed every year using a combination of an external voluntary sector salary survey coupled with data shared with ZCT from the Zurich UK's Reward team for community investment roles. Roles are benchmarked to relevant data and to each other.

The Remuneration Committee consists of four trustees, including at least one trustee independent from Zurich. The Committee is delegated to assess and agree the annual performance of ZCT and to review the external benchmarking of salaries and performance bonus to ensure that the ZCT teams' remuneration is in line with the policy and in the best interests of ZCT.

An annual budget for salary review is agreed by the Trustees considering market data. This budget is used on an annual basis to move people competent in their roles and delivering successful performances towards the market mid-point on the relevant salary range.

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

Financial Review (continued)

Pay and remuneration (continued)

Zurich Community Trust operates a performance related bonus scheme, independent from the Zurich business scheme. Each year the Trustees approve a series of delivery targets that the ZCT team is measured against. The Remuneration Committee meets in February each year to decide how well the ZCT team has delivered against these targets to determine if a performance bonus should be paid and if so, at what level. Individual performance is also measured and combined with the performance of ZCT when determining any individual performance related bonuses.

All the running costs of ZCT, including salary and bonus, are funded from the annual donation from the Zurich UK business.

Going concern

The Trustees are satisfied that Zurich Community Trust can continue to use the going concern basis in preparing the financial statements. In making this assessment the Trustees have considered the projected cash flows of ZCT which show ZCT has sufficient resources for 12 months from the date of approval of these financial statements.

Independent auditor

The auditor, Ernst & Young LLP (“EY”), have indicated their willingness to continue in office.

Structure, governance and management

Recruiting and training Trustees

The current Articles support a minimum of five Trustees, of which at least two must be independent from the Zurich business. At the end of 2025, there were nine active trustees.

The Trustees who work for Zurich are selected based on their ability to be effective Trustees and to provide the required level of influence within Zurich to enable ZCT to achieve its objectives. All Trustee appointments are proposed and approved by the Board of Trustees.

The induction and training of Trustees is led by the Chair and the Head of Zurich Community Trust and based on the Charity Commission’s core guidance for trustees: ‘The essential trustee: what you need to know and what you need to do [CC3]’. On appointment each Trustee is required to read and sign a Code of Conduct. In addition, Trustees who are external to Zurich receive a specific induction session about the Zurich business to better understand the key stakeholder and donor population of ZCT. The Trustees receive any relevant updates and guidance on their role as Trustees of Zurich Community Trust. The effectiveness of the current ZCT Board is reviewed by the Chair in consultation withthe Trustees.

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

Structure, governance and management (continued)

Organisational structure

Whilst Zurich Community Trust is linked to Zurich, the Board of Trustees operate independently in the best interests of ZCT. The Board of Trustees is supported, via documents of delegation which includes the Board Charter and respective Committees 'Terms of Reference' and by delegations to the Head of Zurich Community Trust and the Zurich Community Trust (UK) Limited 'Trust Executive' Committee. The former has delegated responsibilities for the day-to-day running of ZCT and the latter has key delegated responsibilities for oversight of operational matters. In all cases there are agreed guidelines for approval by Zurich Community Trust's Board of Trustees and once a year there is a joint meeting of the ZCT Board of Trustees and the ZCT 'Trust Executive' committee to agree plans and targets for the year.

There is also a separate Remuneration Committee ("RC") which consists of three Trustees with at least one Trustee independent from Zurich. The RC is chaired by Steve Collinson. Other members of the RC as at 31 December 2025 were Ben Skelton and Caroline Dunn.

There is also a separate Audit, Finance and Risk Committee consisting of three Trustees including at least one independent from Zurich. The Trustees delegate oversight of the external audit to this committee. As at the financial year end, this committee was chaired by Richard Peden and included Ben Skelton and was also joined by Richard Gaskell, a member of the Zurich Community Trust 'Trust Executive' committee.

Statement of Trustees' responsibilities

The following statement sets out the responsibilities of the Trustees (who are also Directors of Zurich Community Trust for the purposes of company law) in relation to the financial statements of Zurich Community Trust.

The Trustees are responsible for preparing the Trustees' Report and financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of ZCT and of the incoming resources and application of resources, including the income and expenditure, of ZCT for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principals in the Charities SORP.
- make judgments and estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis, where there are no material uncertainties about Zurich Community Trust's ability to continue, unless it is inappropriate to presume that ZCT will continue to operate.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain Zurich Community Trust's transactions and disclose with reasonable accuracy at any time the financial position of ZCT and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of ZCT and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

Statement of Trustees' responsibilities (continued)

So far as each Trustee is aware, there is no relevant audit information of which Zurich Community Trust's auditor is unaware.

Each Trustee has taken all the steps that they ought to have taken as a Trustee to make themselves aware of any relevant audit information and to establish that Zurich Community Trust's auditor is aware of that information.

The Trustees consider that they have pursued the actions necessary to meet their responsibilities as set out in this statement.

On behalf of the Board of Trustees

Signed by:

Trustee Steve Collinson
1F687F86C52746D...

Name Steve Collinson

Date 3/9/2026 | 12:00 PM BST

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

ZURICH COMMUNITY TRUST (UK) LIMITED (a Company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF ZURICH COMMUNITY TRUST (UK) LIMITED

Opinion

We have audited the financial statements of Zurich Community Trust (UK) Limited (the "Charitable Company") for the year ended 31 December 2025 which comprise of the Statement of Financial Activities and (summary income and expenditure account), the Balance Sheet, Statement of Cash flows and the related notes 1 to 21, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting standard applicable in the UK and Republic of Ireland".

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report below. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report. However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the trustee's ability to continue as a going concern.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained in the annual report.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in this report, we do not express any form of assurance conclusion thereon.

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of the other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purpose of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and

- The directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have identified no material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 16 and 17, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the charitable company or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect irregularities, including fraud. The risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and management.

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the charitable company and determined that the most significant are those that relate to the reporting framework Financial Reporting Standard FRS 102 regulation in the United Kingdom, the Charities Statement of Recommended Practice, the Charities Act 2011 (as amended by the Charities Act 2022) and The Charities (Accounts and Reports) Regulations 2008.
- We understood how the Charitable company is complying with those frameworks by making enquiries of management, those charged with governance, and those responsible for legal and compliance matters.
- We assessed the susceptibility of the charitable company's financial statements to material misstatement, including how fraud might occur by considering the controls that the Charitable Company has established to address the risks identified by the entity and to prevent or detect fraud, including in a remote-working environment, and how management monitors these controls. We identified the risk of material fraud related to management override of controls and by assuming income recognition and misappropriation of assets (grant expenditure) to be a fraud risk. We performed audit procedures, which included evaluating the appropriateness of management's assumptions and substantively tested all the material balances.
- Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations. Our procedures involved making enquiries of those charged with governance and management to understand if they are aware of any non-compliance with laws and regulations affecting the financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Michael Snelson Bell (Senior statutory auditor)
for and on behalf of Ernst & Young LLP, Statutory Auditor
Bristol

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

ZURICH COMMUNITY TRUST (UK) LIMITED (a Company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (and summary income and expenditure account)

FOR THE YEAR ENDING 31 DECEMBER 2025

	Note	Unrestricted funds £'000	Restricted funds £'000	Total 2025 £'000
Income from:				
Donations and legacies	4	2,952	202	**3,154**
Charitable activities	5	170	-	**170**
Other income	6	47	-	**47**
Total		3,169	202	3,371
Expenditure on:				
Raising funds	7	(213)	-	**(213)**
Charitable activities	7&8	(2,889)	(202)	**(3,091)**
Other	7	(41)	-	**(41)**
Total		(3,143)	(202)	(3,345)
Net gain on investments	14	112	-	**112**
Net income		138	-	138
Transfer between funds	18	(1)	-	(1)
Net movement in funds		137	-	137
Reconciliation of funds:				
Total funds brought forward		3,838	-	**3,838**
Total funds carried forward		3,975	-	**3,975**

All gains and losses recognised in the year are included in the Statement of Financial Activities. The prior year comparatives, for the year ended 2024, are shown on page 22.

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

ZURICH COMMUNITY TRUST (UK) LIMITED (a Company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (and summary income and expenditure account)

FOR THE YEAR ENDING 31 DECEMBER 2024

	Note	Unrestricted funds £'000	Restricted funds £'000	Total 2024 £'000
Income from:				
Donations and legacies	4	3,014	-	**3,014**
Charitable activities	5	161	147	**308**
Other income	6	81	-	**81**
Total		3,256	147	3,403
Expenditure on:				
Raising funds	7	(266)	-	**(266)**
Charitable activities	8	(3,114)	(21)	**(3,135)**
Other	7	(51)	-	**(51)**
Total		(3,431)	(21)	(3,452)
Net gain on investments	14	62	-	**62**
Net expenditure		(113)	126	13
Transfer between funds	18	133	(133)	-
Net movement in funds		20	(7)	13
Reconciliation of funds:				
Total funds brought forward		3,818	7	**3,825**
Total funds carried forward		3,838	-	**3,838**

All gains and losses recognised in the year are included in the Statement of Financial Activities.

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

ZURICH COMMUNITY TRUST (UK) LIMITED (a Company limited by guarantee)

BALANCE SHEET

AS AT 31 DECEMBER 2025

	Note	2025 £'000	2024 £'000
Fixed assets			
Investments	14	**1,403**	1,891
		1,403	1,891
Current assets			
Debtors	15	**22**	77
Cash at bank and in hand	16	**2,620**	2,215
		2,642	2,292
Liabilities			
Creditors: amounts falling due within one year	17	**(70)**	(345)
Net current assets		**2,572**	1,947
Net assets		**3,975**	3,838
The funds of Zurich Community Trust:			
Unrestricted income funds			
General funds	18	**3,798**	1,970
Designated funds	18	**177**	1,868
		3,975	3,838
Restricted income funds	19	**-**	-
Total funds		**3,975**	3,838

The financial statements on pages 21 to 39 were approved by the Board of Trustees on 03 September 2026 and were signed on its behalf by:

Signed by:
Steve Collinson
1F687F86C52746D...

Trustee .....

Name Steve Collinson .....

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

ZURICH COMMUNITY TRUST (UK) LIMITED (a Company limited by guarantee)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDING 31 DECEMBER 2025

	Note	**2025** **£'000**	2024 £'000
Cash flows from operating activities			
Net cash provided by operating activities	20	**(242)**	(558)
Cash flows from investing activities			
Dividends and interest from investments	6	**47**	81
Social Bond Divestment	14	**600**	-
Net cash provided by investing activities		**647**	81
Net decrease in cash and cash equivalents		**405**	(477)
Cash and cash equivalents at the beginning of the Year		**2,215**	2,692
Cash and cash equivalents at the end of the Year		**2,620**	2,215
Analysis of cash and cash equivalents:			
Cash at bank and in hand	16	**2,620**	2,215
Cash and cash equivalents	16	**2,620**	2,215

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

1. Statement of compliance

These financial statements have been prepared in compliance with United Kingdom Accounting Standards, including FRS 102 and the Companies Act 2006.

2. Accounting policy information

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented, unless otherwise stated.

2.1 Adoption of new and revised standards

There have been no changes that impact the financial statements.

2.2 Basis of preparation

The Trustees are satisfied that ZCT can continue to use the going concern basis in preparing the financial statements. In making this assessment the Trustees have considered the projected cash flows of Zurich Community Trust which show that ZCT has sufficient resources for a period of twelve months from the date of approval of these financial statements.

The financial statements have been prepared under the historical cost convention, as modified for investments held at market value in accordance with the Companies Act 2006, the Statement of Recommended Practice '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' ("SORP") and the Charities Act 2011 (as amended by the Charities Act 2022) and the Charities (Accounts and Reports) Regulations 2008.

2.3 Statement of Financial Activities (and summary income and expenditure account) ("SoFA")

Zurich Community Trust is a registered charity, and achievements cannot be measured by normal commercial criteria. Accordingly, the Trustees consider that it would be inappropriate to present a Profit and Loss Account in one of the formats set out in the Companies Act, and therefore, as permitted by that Act, and in order to reflect the special nature of the Company's activities and the SORP, the Trustees have presented a SoFA.

2.4 Income

Income from donations and legacies includes the amount receivable under Gift Aid from the Zurich UK employees of Zurich Employment Services Limited and Zurich UK General Services Limited, Zurich Management Services Limited, Zurich Insurance Group Ltd and ZZF.

Income from Charitable Activities represents amounts receivable as a result of a variety of fundraising events and initiatives including events organised by Zurich group staff and Capita employees (working on an outsourced Zurich contract).

Income is recognised when it is probable that the economic benefit in respect of the income will flow to Zurich Community Trust and when ZCT has the rights or other access to that economic benefit. Income from investments is also included in income.

All income relating to the reporting period to which the accounts relate is taken into account without regard to the date of payment or receipt.

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

2. Accounting policy information (continued)

2.5 Expenditure

Expenditure is recognised when a liability or cost is incurred. Expenditure that relates to more than one cost category (support costs) has been apportioned across raising funds, charitable activities and other costs based on the percentage of resource utilisation on these activities. Expenditure includes recharges from other Zurich companies relating to staff costs.

Multi-year grant payments are accounted for in the year that they relate to. Additional years commitments are not included in the current year where there are conditions to be met before the future grant payment can be released.

Expenditure on charitable activities includes expenditure related to grant giving. Grants represent amounts payable and amounts authorised for payment, for which certain conditions have been met, to charities during the year. Each grant is recognised as an expense when the liability is incurred. All grants made during the year supported the objectives of Zurich Community Trust and the recipient organisations.

Zurich Community Trust also uses its financial resources to provide its charitable partners with a variety of additional resources to support their activities and overall good governance. These include training courses, memberships, and access to online funding search engines.

Other costs include those incurred in the governance of ZCT and its assets and are primarily associated with constitutional and statutory requirements.

2.6 Donated services

Donated services have been recognised at the Trustees' best estimate of their value. These are recognised as income from donations and legacies and expenditure on Charitable Activities, as required by the SORP.

2.7 Fund accounting

Unrestricted funds comprise accumulated surpluses and deficits on general funds. They are available for use at the discretion of the Trustees in furtherance of the general charitable objectives.

Designated funds are unrestricted funds earmarked by the Trustees for specific purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by ZCT for particular purposes.

2.8 Investments

Investments are valued at fair value, being the market value at the reporting date. Any fair value adjustments are recorded in the Statement of Financial Activities. Investments that have a maturity date of less than one year are recognised as current asset investments. Investments that have a maturity date of more than one year or no maturity date are recognised as fixed asset investments. Investment income is accounted for on an accruals basis.

2.9 Cash at bank and in hand

Cash at bank and in hand includes cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

2. Accounting policy information (continued)

2.10 Recognition of liabilities

Liabilities are recognised when an obligation arises to transfer economic benefits as a result of past transactions or events.

3. Accounting policies and estimates

In the application of the company's accounting policies, management are required to make judgements and use certain estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. Zurich Community Trust currently does not have any critical judgements or use estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year.

4. Income from donations and legacies

	2025	2024
	£'000	£'000
Unrestricted funds		
Donation from Zurich UK Businesses	**2,649**	2,724
Regular Giving	**165**	88
Donated services	**133**	198
Other voluntary income	**5**	4
Restricted funds		
Other voluntary income - ZZF	**202**	-
	3,154	3,014

Gift aid forms part of the Regular Giving amount. Gift Aid is donated on the understanding that Zurich Community Trust can use that donation for any purpose to further its own objectives, with no conditions attached. Regular giving has increased due to the uptake of payroll giving and remapping.

Other voluntary income – ZZF represents funding received from ZZF to offset salary costs and amounted to £202,000 in 2025 (2024: £75,000). In the prior year, this income was included within Donations from Zurich UK Businesses. The current year presentation separately identifies ZZF income following enhanced account mapping.

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

5. Income from Charitable activities

	2025 £'000	2024 £'000
Unrestricted funds:		
Runs and Cycle Rides	**59**	44
Zurich UK Employee Fundraising	**37**	30
Lottery	**52**	55
Tax recoverable on gift aided donations	**14**	23
Other voluntary income	**8**	9
	170	161
Restricted funds:		
Zurich UK Employee Fundraising	**-**	147
	-	147
	170	308

6. Other Income

	2025 £'000	2024 £'000
Bank interest	**47**	81
	47	81

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

7. Analysis of expenditure

Zurich Community Trust allocates its expenditure as shown in the table below and then further apportions those costs between the three charitable activities undertaken (see Note 8). Support costs are allocated on a basis consistent with the use of resources.

	Other £'000	Raising Funds £'000	Charitable Activities £'000	**Total 2025 £'000**	Total 2024 £'000
Support Costs					
Staff and related costs	35	85	1,035	**1,155**	1,122
Fundraising expenses	-	88	-	**88**	54
Travel and accommodation	-	2	14	**16**	16
Stationery	-	-	-	**-**	6
Office equipment and IT	-	-	-	**-**	1
Miscellaneous	3	10	113	**126**	159
Lottery	-	12	-	**12**	11
Governance costs	-	-	25	**25**	3
Donated services	3	16	114	**133**	198
Total support costs	41	213	1,301	**1,555**	1,570
Charitable Donations	-	-	1,790	**1,790**	1,882
Total expenditure	**41**	**213**	**3,091**	**3,345**	3,452

Staff working on behalf of Zurich Community Trust are employed by Zurich Employment Services Limited (“ZES”). Staff costs are detailed in Note 10.

Governance support costs represent the portion of the fees borne by ZCT for the audit of ZCT’s financial statements. Amount in excess of £3,000 is borne by Zurich Assurance Ltd (“ZAL”) and recognised as part of donated services.

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

8. Charitable activities

	Charitable activities £'000	Support Costs £'000	**Total 2025 £'000**	Total 2024 £'000
Trust:				
Strategic Funding Programmes	15	59	**74**	100
National and Local Partnerships:				
National Partnerships (inc Teach First)	605	403	**1,008**	1,017
Local Partnerships	1,170	468	**1,638**	1,632
	1,775	871	**2,646**	2,649
- Volunteering	-	371	**371**	386
	1,790	1,301	**3,091**	3,135

A detailed analysis of grants made during the year can be found in Note 9. An analysis of support costs can be found in Note 7.

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

9. Grants paid

	2025 £'000	**2025 £'000**	2024 £'000	2024 £'000
Strategic Funding Programmes				
Fareshare	-		7	
Call in Time Programme	15		15	
Young People's Mental Health Programme	-		20	
		15		**42**
National and Local Partnerships				
Long-term Community Partnerships				
National Partners (inc Teach First):				
- Dementia UK	135		135	
- Teach First	200		200	
- Magic Breakfast	135		135	
- Barnardo's	135		135	
- Other	-		26	
		605		**631**
Local Partnerships	1,163		1,163	
Employee Nominated Grants	7		46	
		1,170		**1,209**
Total Grants Paid		**1,790**		**1,882**

All grants payable are institutional grants. No grant payments have been made to individuals.

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

9. Grants paid (continued)

The following represents those organisations benefitting from the highest value of grant payments made during the year. 'Other' is made up of grant payments totalling less than £30,000 to a single organisation.

	2025	2024
	£'000	£'000
Teach First	200	200
Magic Breakfast	137	136
Dementia UK	135	135
Barnardo's	135	135
The Deborah Ubee Trust	46	46
Step By Step*	43	-
Swindon & Gloucestershire Mind	40	30
The Soup Kitchen (Whitefield Charity SK Corporation)	37	46
Dementia Concern	37	36
Woman's Trust	36	36
Acacia Family Support*	33	-
Big Breakfast Plus*	31	-
Society Without Abuse*	31	-
The Olive Tree Cafe	30	30
Swindon Domestic Abuse Support Service*	-	30
Swindon Carers Centre*	-	30
Other	819	992
Total	**1,790**	1,882

Grants marked with an asterisk (*) are presented as nil, as they have been included within 'Other' where individual grant payments are less than £30,000 per organisation. These partners were supported by ZCT in both 2024 and 2025.

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

10. Staff

Staff are employed under contracts of employment with Zurich Employment Services Limited. Staff costs recharged to Zurich Community Trust are included to the extent that these are separately identifiable.

	2025	2024
	No.	No.
The average number of employees working for Zurich Community Trust during the year was:		
Charitable activities	**14**	13
Other	**2**	2
Raising Funds	**1**	2
	17	17

The aggregate payroll costs of these employees were:

	2025	2024
	£'000	£'000
Wages and salaries*	**927**	845
Other pension costs	**80**	84
Social security costs	**96**	85
Employee benefits	**53**	108
	1,156	1,122

*Wages and salaries of £927k (2024: £845k) are partially offset by £202k of ZZF income received by ZCT to manage the centre and fund the recruitment of Eagles agency staff, resulting in net ongoing salary costs of £725k in 2025. The number of Eagles increased from 2 to 3 in 2025, resulting in higher ZZF income received. The increase in the cost of running the centre of excellence through an agreed additional Eagle (and subsequent increased income to cover) masks an underlying slight reduction in wages and salaries of the ZCT team through the first phase of organisational restructuring. It is expected that this figure will reduce further in 2026.

The number of employees whose emoluments as defined for taxation purposes amounted to over £60,000 in the year was as follows:

	2025	2024
£60,000 - £69,999	**2**	3
£70,000 - £79,999	**-**	1
£80,000 - £89,999	**1**	-
£90,000 - £99,999	**-**	-
£100,000 - £109,999	**-**	-
£110,000- £119,999	**1**	-
£120,000- £129,999	**-**	1

The total emoluments paid to key management personnel during 2025 was £248,750 (2024: £159,206). There were two key management personnel during 2025 (2024: 2).

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

10. Staff (continued)

Zurich Community Trust is not the employing company for these staff and therefore no further pension disclosures or share based payment disclosures have been included in these financial statements. The costs are recharged from the employing company to ZCT and the disclosures are available in the financial statements of the employing company noted above.

11. Taxation

Zurich Community Trust is a registered charity, and as such is entitled to certain tax exemptions on income and profits from investments, and surpluses on any trading activities carried on in furtherance ZCT's primary objectives, if these profits and surpluses are applied solely for charitable purposes.

12. Net expenditure

Net expenditure for the year is stated after charging:

	2025	2024
	£'000	£'000
Auditor's remuneration in respect of audit services	**13**	13

Auditor's remuneration in respect of Zurich Community Trust audit was £13,099 (2024: £12,666). The amount borne by ZCT totalled £3,000 (2024: £3,000). Audit fee borne by Zurich Assurance Limited amounted to £10,099 (2024: £9,666).

13. Trustees' emoluments and expenses

Trustees claimed travel and training expenses of £226 (2024: 262).

No Trustee was paid in respect of services provided to Zurich Community Trust either by ZCT or by a related party (2024: nil).

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

14. Fixed asset investments

	2025	2024
	£'000	£'000
Investment in 'UK Social Bond Fund'	**1,403**	1,891

	At 1 Jan 2025	Divestment 2025	Valuation movement	At 31 Dec 2025
	£'000	£'000	£'000	£'000
Investment in 'UK Social Bond Fund'	1,891	(600)	112	1,403

	At 1 Jan 2024	Divestment 2024	Valuation movement	At 31 Dec 2024
	£'000		£'000	£'000
Investment in 'UK Social Bond Fund'	1,829	-	62	1,891

An unrealised gain on fixed asset investments of £112,000 (2024: unrealised gain of £62,000) was recognised in the year.

15. Debtors

	2025	2024
	£'000	£'000
Prepayments and accrued income	**22**	48
Sundry debtors	**-**	29
	22	77

16. Cash at bank and in hand

	At 1 Jan 2025	Cash flows	**At 31 Dec 2025**
	£'000	£'000	**£'000**
Cash at bank and in hand	2,215	405	**2,620**

	At 1 Jan 2024	Cash flows	**At 31 Dec 2024**
	£'000	£'000	**£'000**
Cash at bank and in hand	2,692	(477)	**2,215**

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

17. Creditors: amounts falling due within one year

	2025	2024
	£'000	£'000
Amounts due to Zurich Insurance Group Ltd undertakings	**51**	257
Accruals and deferred Income	**19**	88
	70	345

18. Statement of funds

	At 1 Jan 2025 £'000	Income £'000	Expenditure £'000	Investment Gain £'000	Transfers £'000	**At 31 Dec 2025 £'000**
General Funds	1,970	3,169	(3,143)	112	1,690	3,798
Designated Funds	1,868	-	-	-	(1,691)	177
Total Unrestricted Funds	3,838	3,169	(3,143)	112	(1)	3,975
Restricted Funds	-	202	(202)	-	-	-
Total Funds	3,838	3,371	(3,345)	112	(1)	3,975

Restricted fund income of £202k was received and fully utilised during 2025. Consequently, there were no restricted funds held at 31 December 2025

	At 1 Jan 2024 £'000	Income £'000	Expenditure £'000	Investment Gain £'000	Transfers £'000	**At 31 Dec 2024 £'000**
General Funds	3,423	3,256	(3,431)	62	(1,340)	1,970
Designated Funds	395	-	-	-	1,473	1,868
Total Unrestricted Funds	3,818	3,256	(3,431)	62	133	3,838
Restricted Funds	7	147	(21)	- -	(133)	-
Total Funds	3,825	3,403	(3,452)	62	-	3,838

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

18. Statement of funds (continued)

The general funds represent the free funds of Zurich Community Trust which are not designated for particular purposes and therefore have no trust law restrictions. Designated funds include funds set aside for the support of various long-term projects.

The designated fund has decreased by £1,691,000 during 2025 (2024: increased by £1,473,000). The decrease is mainly driven by the end of the majority of ZCT partnerships including 3 national partners, 56 local partners and Teach First and hence these funds are no longer committed. At the end of 2025 ZCT had not yet fully committed to funding for the newly selected partners, whose partnerships would begin in 2026. The decrease also reflects the application of the Trust's updated reserves policy, under which the level of designated reserves has been recalculated based on projected 2026 operating costs and anticipated grant commitments.

During the year, the Trustees approved a revised reserves policy under which reserves are held to cover approximately three months of projected operating costs and a contingency equivalent to approximately 25% of annual local partner grant expenditure.

At the year end, committed funding levels were lower than in the prior year, reflecting the transition to new partnership arrangements commencing in 2026. Committed amounts primarily relate to the G grant, challenge payments and the ongoing Age UK partnership

The designated funds for 2025 can be broken down into the below:

	2025	2024
	£'000	£'000
The long-term project commitments and future spend, for which designated funds have been set aside, include:		
Call in Time	**18**	15
Young People's Mental Health Programme	**-**	-
Local Multi Year Funding Partnerships	**-**	1,089
National Partnerships	**-**	405
Teach First	**-**	200
The short-term project commitments and future spend, for which designated funds have been set aside, include:		
Short-term project commitments	**159**	159
Income designated for future years	**-**	-
Total designated funds	**177**	1,868

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

19. Analysis of net assets between funds

	Restricted funds £'000	Designated funds £'000	General funds £'000	**Total £'000**
Fund balances at 31 December 2025 are represented by:				
Fixed asset investments	-	-	1,403	**1,403**
Current assets	-	177	2,465	**2,642**
Creditors	-	-	(70)	**(70)**
Net assets	**-**	**177**	**3,798**	**3,975**

	Restricted funds £'000	Designated funds £'000	General funds £'000	**Total £'000**
Fund balances at 31 December 2024 are represented by:				
Fixed asset investments	-	-	1,891	**1,891**
Current assets	-	1,868	424	**2,292**
Creditors	-	-	(345)	**(345)**
Net assets	**-**	**1,868**	**1,970**	**3,838**

20. Reconciliation of net expenditure to net cash provided by / (used in) operating activities

	Note	**2025 £'000**	2024 £'000
Net expenditure for the reporting period		137	13
Adjustments for:			
Decrease / (increase) in debtors	15	**55**	62
Increase / (decrease) in creditors	17	**(275)**	(490)
Income from investments	6	**(47)**	(81)
(Gain) on investments	14	**(112)**	(62)
Net cash provided by / (used in) operating activities		**(242)**	(558)

Docusign Envelope ID: C879560D-31BF-88CF-8341-5362857DF89F

21. Related parties

a. Controlling parties

Zurich Community Trust members are Zurich Financial Services (UKISA) Limited and Zurich Financial Services (UKISA) Nominees Limited. The principal activity of UKISA is that of an investment holding company, and its main source of income is dividends received from its subsidiaries.

The results of Zurich Community Trust are not included in the financial statements of UKISA because the Trustees are required by legislation to act independently in the best interests of ZCT.

The members' ultimate parent company and ultimate controlling party is Zurich Insurance Group Ltd, which is incorporated in Switzerland. The purpose of this company is to hold interests in companies active in the insurance services business, in particular in the areas of property and casualty and life insurance and asset management. Control can be exercised by the parent, for example through corporate trusteeship or through a power to appoint or remove the majority trustees. Copies of the consolidated financial statements of Zurich Insurance Group Ltd can be obtained from:

The Secretary
Mythenquai 2
8002 Zurich
Switzerland

b. Related party balances

Balances with Zurich Insurance Group Ltd undertakings are shown in Note 17. The balance is made up of:

Creditors:

- £47,572 (2024: £247,611) due to Zurich Employment Services Limited;
- £3,000 (2024: £9,000) due to Allied Dunbar Assurance Plc; and

All grant payments were in line with the current governance arrangements and delegated authorities for approval of grants made by Zurich Community Trust.