

A man with curly brown hair and glasses, wearing a white t-shirt, stands on the left. A woman with pink hair and glasses, wearing a black long-sleeved top, stands on the right with her arms crossed. They are in front of a modern building with a glass facade under a blue sky with some clouds.

MISSION 44

ANNUAL REPORT 2024-25



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A NOTE FROM OUR FOUNDER

From day one, we have known that for Mission 44 to have a lasting impact, we need to think big. We need to take collective action. And we need to inspire those in positions of power to play their part in building a more inclusive future.

Mission 44's big thinking in 2024 took us all the way to 10 Downing Street, to the United States, and beyond, as we continued to spread our message and drive change for young people.

Our meeting with the UK Prime Minister earlier this year was the result of a powerful ongoing campaign we began in 2024 to make education more inclusive for young people across England – and that meeting led to a government pledge to take action. For far too many young people, school is full of hurdles that are impossible to overcome. We have a vision of a more inclusive system and are working hard to make that vision a reality. We are hopeful that this pledge will be a part of that movement.

After years of successfully collaborating with F1, Mission 44 proudly made our partnership official in 2024, and brought together industry leaders at an event designed to formally address inclusion.

Seeing so many organisations in the room determined to take action made me feel so energised and optimistic as we expand our reach and continue to grow.

Throughout the year, we had the pleasure of connecting with many young people around the world who dream of a career in STEM. From our motorsport scholarship recipients at Silverstone to the young groups at our Miami and Austin Grand Prix events, I am constantly amazed by the drive and determination of all the young people I meet, and grateful to see more and more incredible partners opening doors for them.

You are only young once, and it only takes one person to believe in you to set you on the road to success. Teachers, mentors and employers everywhere have the power to transform lives – we are here to champion them, so they can do the same for young people.

Thank you to each and every person who works with and for Mission 44. You are playing your part in creating a fairer, more inclusive, more compassionate world. And to any young person reading this, keep believing in yourself – and know that we've got your back.

Sir Lewis Hamilton



A NOTE FROM OUR CHAIR AND CEO

The last year continued to be a challenging one for too many young people, with just one in four UK students feeling they belong in school, child poverty a pressing issue, and the most vulnerable students around the world being left behind, unable to access the education they deserve, aspire to a great career, and achieve the life they want.

Despite these challenges, we're proud that Mission 44, along with our brilliant partners and inspirational young people, has been able to make significant progress in our pursuit of a fairer future for all. There was much to celebrate in our third year of operation. Through our collaborative work, the voices of young people grew louder, the collective efforts of our partners grew stronger, and our reach grew further.

The momentum is truly building. We're evolving our approach and, together with our collaborators, sparking action. More STEM employers are now backing our mission than ever, dedicating their funds and resources to diversifying an industry that has the power to transform young lives. On the pages that follow, you will see a snapshot of many impactful initiatives creating opportunities for young people around the world.

In November 2024, we launched our first-ever public policy campaign, Nothing Happens In Isolation. A pivotal moment for Mission 44, the campaign called for urgent, coordinated action to build an inclusive education system where every child feels safe, heard, and able to thrive. Our campaign ultimately opened the door to 10 Downing Street, where we met with the UK Prime Minister and Secretary of State for Education. As a result, the government pledged to take action on education reform, and we will continue to keep the pressure on and hold them to account.

Internally, we have welcomed new colleagues and trustees who have enabled us to deepen our presence in the US and further embed inclusion into our organisation. Mission 44's diverse and determined team is a source of great pride to us, and we would like to thank every member, along with our young advisors, trustees and partners, and our founder, Sir Lewis Hamilton, for all their hard work and dedication this year. We also wish to extend a huge, heartfelt thank you to our supporters for backing our mission and making all of this possible.

Mark Hamlin, Chair
Jason Arthur, CEO



HIGHLIGHTS FROM OUR YOUTH ADVISORY BOARD



‘Working in collaboration with our partners and seeing young people advocating for a better world, and leading change in their communities.’

NEISHA



‘Recognising Mission 44’s journey and vision for the future at our Reimagining the Future gala.’

LOUIS



‘The collaborative process of turning our vision into concrete action, methodically mapping out how we can create the change we want to see.’

JOSHUA





“

‘Heading to Silverstone for the first time with the team and celebrating the success of our Motorsport scholars.’

JOHNAL

“

‘Speaking in front of 200 guests at our gala. I left feeling seen, inspired, and proud to be part of a movement dedicated to empowering youth.’

SAFA

“

‘Being a part of the Learning and Evaluation team, unpicking our approach to designing the Youth Empowerment Programme.’

BUKUNMI

“

‘Welcoming a fourth member to the Impact Committee, furthering Mission 44’s commitment to intergenerational grantmaking.’

MICHAEL

“

‘Working on the Youth Empowerment Programme has given me the agency to explore unique areas where we can make a difference for marginalised young people.’

JADA



OUR VISION

TO BUILD A
FAIRER, MORE
INCLUSIVE
FUTURE FOR
YOUNG PEOPLE
AROUND THE
WORLD

DRIVING CHANGE

MISSION 44



MISSION 44

DRIVING CHANGE





OUR MISSION

**WE DRIVE CHANGE
SO THAT EVERY
YOUNG PERSON
CAN THRIVE IN
SCHOOL AND
ACCESS GREAT
CAREERS IN STEM**

DRIVING CHANGE

MISSION 44

MISSION 44

DRIVING CHANGE



9



MISSION 44

IN NUMBERS



A SNAPSHOT OF OUR ORGANISATION'S IMPACT TO DATE

DRIVING CHANGE

550K

young people supported through our partnerships

£8M

awarded in grants

43

partnerships established in the UK, US and Brazil

DRIVING CHANGE

94%

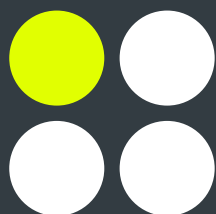
of partners said working with us improved their effectiveness

51%

of partners led by people of colour

THE CHALLENGE

EDUCATION DOES NOT SUPPORT ALL YOUNG PEOPLE TO THRIVE



In the UK, only

1 IN 4

students feel like they belong in school 'every day'

(Department for Education, 2024)



UK 15-year-olds have the

LOWEST

average life satisfaction in Europe

(PISA, 2022)



39%

of pupils said they **felt safe at school** every day in the past week

(Department for Education, 2024)



HALF

of young people leave school **unprepared for work**

(IPPR, 2025)



Disadvantaged pupils in the UK are

19 MONTHS

behind their peers by the end of secondary school

(Education Policy Institute, 2024)



LESS THAN HALF

of students globally **feel as though they belong** at school

(Programme for International Student Assessment, 2022)

ACCESS TO CAREERS IN STEM AND MOTORSPORT IS UNEQUAL



15 MILLION

students live in US households **without broadband internet** or a suitable learning device

(Pew, 2023)

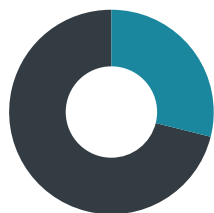


In England, disadvantaged students are

44% LESS LIKELY

to progress to advanced STEM studies compared to their more advantaged peers

(EPI, 2024)



Women make up just

29%

of the global STEM workforce

(World Bank, 2024)

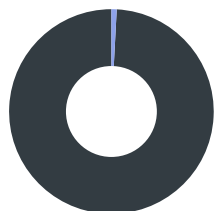


Those from higher social grades are

25% MORE LIKELY

to be interested in STEM jobs than those from lower social grades

(Mission 44 Opinion survey, 2024)



In the UK, fewer than

1%

of professional motorsport engineers are Black

(Hamilton Commission, 2021)



OUR PRIORITIES

We believe in the power of education and employment to transform lives – and we know we must create *systemic change* in these areas for all young people to thrive. Every young person, no matter what their background, should have the opportunity to thrive in school and access a great career. And every young person should feel empowered to create the fairer future they deserve.

DRIVING CHANGE

INCLUSIVE EDUCATION

Build an inclusive education system in which every young person is supported to succeed

STEM EMPLOYMENT

Create opportunities for young people to pursue great careers in STEM and motorsport

YOUTH EMPOWERMENT

Empower young people to take action and shape the world they live in

MISSION 44



MISSION 44

DRIVING CHANGE



OUR IMPACT MODEL

At Mission 44, we seek out the most effective initiatives, so we can expand their reach, understand what works, and influence society's leaders to drive greater change.

DRIVING CHANGE

INVEST IN ORGANISATIONS
WITH SYSTEM-CHANGING
POTENTIAL

DRIVING CHANGE

CONNECT OUR PARTNERS TO
SHARE LEARNINGS
AND COLLABORATE

CAMPAIGN FOR CHANGE DOMESTICALLY
AND STORY TELL ON A
GLOBAL SCALE



WHO WE FUNDED

INCLUSIVE EDUCATION

Aspiring Heads

Being Luminary **NEW IN 2024/25**

The Black Curriculum

Black Equity Organisation

CAPE Tuition & Mentoring

Centre For Young Lives **NEW IN 2024/25**

Chartered College of Teaching **NEW IN 2024/25**

Chiltern Learning Trust **NEW IN 2024/25**

Class 13

Coop Academies Trust

The Difference

Milk Honey Bees

Mindful Equity UK Partnership **NEW IN 2024/25**

National Institute of Teaching **NEW IN 2024/25**

Now Teach **NEW IN 2024/25**

Oasis Community Partnerships

Power the Fight

Rekindle

Thomas Coram Foundation for Children

The Traveller Movement

The National Foundation for Educational Research in England and Wales **NEW IN 2024/25**

STEM EMPLOYMENT

Ação Educativa

Ann Richards Young Women's Leadership Network

Association For Black & Minority Ethnic Engineers

Black Women in Science Network

Bradford College

Casa Amarela

CEAP – Professionalizing Educational Assistance Center

Code2College

Gender Action

Driven By Us

Motorsport UK

North Hertfordshire College

Peregum Black Reference Institute

Royal Academy of Engineering

Stevenage Borough Council

upReach

YOUTH EMPOWERMENT

The Advocacy Academy

The Felix Project

Fair Education Alliance

My Life My Say

2024/25 PARTNER SURVEY RESULTS

Our 2025 survey was completed by **19 partners**. While this means the results may not fully represent the views of all partners, they still offer valuable insights that can inform our grantmaking approach.

IMPROVING IMPACT

94%

said partnering with us improved the effectiveness of their organisation

TRANSPARENCY

100%

felt they could be open with Mission 44 staff about successes and challenges

YOUTH ENGAGEMENT

84%

said partnering with us increased awareness of their work

EVALUATING WORK

90%

said partnering with us helped them learn where they could enhance their impact

COLLABORATION

95%

felt Mission 44 is collaborative and genuinely values their expertise and experience

COMMUNICATION

89%

said our proposal and assessment processes were clearly communicated



AREAS FOR IMPROVEMENT

79%

felt our reporting was proportionate. However, we know that for smaller organisations, the frequency can be overwhelming, so we're looking to tailor our approach in future.

61%

said they benefited from access to networks in the Mission 44 ecosystem. As a funder with a bird's-eye view, we are keen to facilitate opportunities for more collaboration.

79%

felt they had clear communications guidance. However, we're committed to amplifying our partners' stories and will refine our processes to make this as easy as possible.







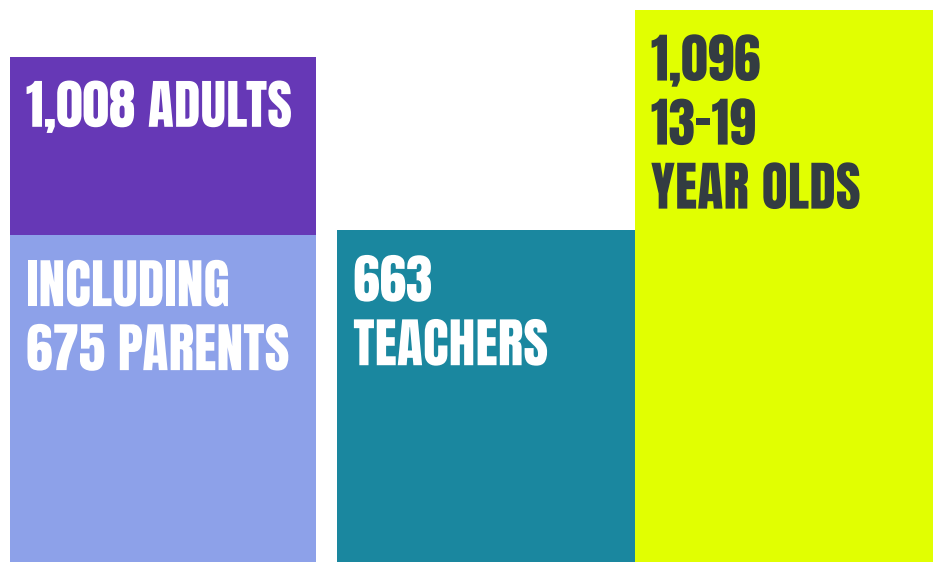
OUR COMMISSIONED RESEARCH

These two important pieces of research paved the way for Mission 44's first-ever public policy campaign, 'Nothing Happens in Isolation' (covered in detail on page 24).



PUBLIC FIRST POLLING

DRIVING CHANGE



THE PARTICIPANTS ACROSS ENGLAND

Following the release of figures showing school exclusions in England had reached record levels, and that children the most at risk are those from vulnerable backgrounds, Mission 44 took action. We commissioned Public First to conduct three nationally representative polls. 1,008 adults, 663 teachers and 1,096 13–19-year-olds took the time to share their honest views on exclusions – and the results were enlightening.

KEY FINDINGS

Behaviour is widely seen to be a serious issue in schools

Teachers almost universally agree that pupils at risk of exclusion can be identified early

There is widespread agreement that reducing exclusions should focus on tackling the causes of poor behaviour

There is widespread support for better Alternative Provision

Our polling revealed a desire for more to be done upstream; better Special Educational Needs and Disabilities (SEND) support, more investment in schools, and interventions such as mentoring to ensure young people have the support they need.

DRIVING CHANGE



WHO'S LOSING LEARNING?

DRIVING CHANGE

Schools should be a place of safety and belonging, where young people feel included and supported to access their learning, whatever barriers they might be facing. Our 2024/25 'Who's Losing Learning?' research shows that this is increasingly not the case.

This invaluable research explored the rising tide of lost learning and set out a strong economic case to invest in its reduction.

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KEY FINDINGS

Schools cannot give children the opportunities they deserve if they are not in lessons

The children losing the most learning are those facing the greatest challenges in their lives.

Suspensions and permanent exclusions have grown by one-third in a single year

Lost learning perpetuates cycles of disadvantage and stifles economic growth

To turn the tide, the education system must evolve. Our report set out recommendations for national government, local authorities, trusts and schools which, if delivered, would see a measurable improvement in inclusion. It also informed our campaign, which you can read about on the next page.

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CAMPAIGN HIGHLIGHT

DRIVING CHANGE

MISSION 44

NOTHING HAPPENS IN ISOLATION



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DRIVING CHANGE





MISSION44

Nothing Happens In Isolation

Over the last three years, Mission 44 has invested in a number of interventions that support young people facing exclusion. After seeing first-hand the positive impact our partners can create, we collaborated with them to get a deeper understanding of the complexity of the issue of exclusion, and to determine how it could be addressed on a bigger scale.

In November 2024, this collaboration, powered by our newly released research (see p23), culminated in Mission 44 delivering our first public policy campaign, 'Nothing Happens in Isolation.' The campaign put into sharp focus the UK's record-high school exclusions, which limit children's futures and fail to tackle root causes such as unmet special needs, mental health issues, discrimination, and socioeconomic challenges.

Backed by overwhelming evidence and the support of 31 sector leaders, Mission 44 published a joint statement calling for urgent government action.

This led Sir Lewis Hamilton and the Mission 44 team to 10 Downing Street in June 2025, for a roundtable discussion that resulted in a commitment to deliver on our first three recommendations.

From March 2025 onwards, Mission 44, in partnership with the Centre for Young Lives, then delivered a series of events across the UK, bringing together educators, academy trusts, local authorities, policymakers, funders, community organisations and young people, to explore what practical action can be taken to reduce lost learning, and share best practice.

THE STATS BEHIND THE CAMPAIGN

In 2022/23:

10.9K

exclusions

Permanently excluded
children are:

5X

more likely to have
special educational needs

955K

suspensions

5.5X

more likely to be eligible
for Free School Meals

34M

days of learning lost

17X

more likely to have a
mental health issue



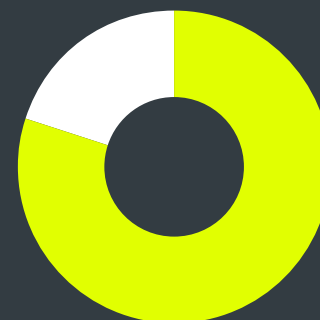


GOVERNMENT COMMITMENTS

Mission 44 recommended four key priority areas of work to tackle exclusions, along with 13 policy recommendations. So far, the UK Government has pledged to deliver on the following:

- 1 National framework for inclusion in schools
- 2 Annual national student experience survey
- 3 Targeted funding for an inclusive workforce

IMPACT HIGHLIGHT



80%

of partners involved in the campaign said it **boosted awareness** of their work

This groundbreaking campaign raised awareness of the need for inclusion initiatives like those funded by Mission 44. Read some examples of the important work our partners in education are undertaking on the next page.





PROGRAMME HIGHLIGHTS

The following pages showcase some of our most impactful programmes of the year and demonstrate the transformative power of organisational collaboration.

INCLUSIVE EDUCATION

Building an inclusive education system in which every young person is supported to succeed

STEM EMPLOYMENT

Creating opportunities for young people to pursue great careers in STEM and motorsport

YOUTH EMPOWERMENT

Empowering young people to take action and shape the world they live in



ROMA COMMUNITY LINKS WITH CO-OP ACADEMIES TRUST

PROMOTING INCLUSION WITHIN AND BEYOND THE SCHOOL GATES

Co-op Academies Trust is a Multi-Academy Trust in England that aims to give students the skills and experiences they need to succeed, no matter where they come from.

With Mission 44's support in 2024/25, the Trust was able to introduce a community links programme between schools and the Roma community, employing Roma Community Liaison Officers in Leeds and Bradford. It also developed internal Alternative Provision spaces, and is working with schools on a Roma charter and Roma student apprenticeship routes. Young people from Co-op Academies Trust also proudly represented the initiative at Mission 44's 10 Downing Street roundtable discussion.



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IMPACT HIGHLIGHT

Over the past year,
suspensions for
the Trust's Roma
population reduced by

20%

“

‘With Mission 44’s support,
we’ve been able to diversify
our curriculum to support our
Roma pupils better and help our
Roma families feel a better sense
of belonging.’

**PHILIPPA SADGROVE,
DIRECTOR OF BEHAVIOUR
AND ATTENDANCE**





INCLUSIVE EDUCATION

Building an inclusive education system in which every young person is supported to succeed

H.E.R SPACE WITH MILK HONEY BEES

PROVIDING PERSONALISED SUPPORT FOR VULNERABLE LEARNERS

Milk Honey Bees is a London-based creative and expressive safe space for Black girls to flourish and put Healing, Empowerment and Resilience (H.E.R) first.

Using funding from Mission 44 in 2024/25, Milk Honey Bees was able to expand and strengthen its H.E.R Space programme, doubling the number of schools it works with, to support Black girls who have experienced exclusion or are at risk of exclusion.

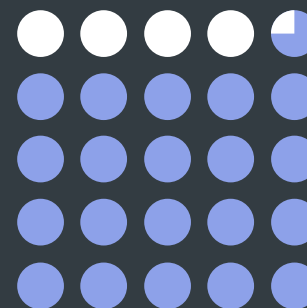


‘Due to Mission 44’s support, we’ve been able to reach more Black girls, with 70% reporting improved behaviour in school.’

**EBINEHITA IYERE,
MILK HONEY BEES FOUNDER**

IMPACT HIGHLIGHT

At South Bank University Academy



83%

**WERE TAKEN
OFF REPORT**

and faced fewer
sanctions as a result of
improved behaviour





INCLUSIVE EDUCATION

Building an inclusive education system in which every young person is supported to succeed

INCREASING DIVERSITY IN ITT WITH CHARTERED COLLEGE OF TEACHING, CHILTERN LEARNING TRUST AND BEING LUMINARY

CREATING A MORE DIVERSE EDUCATOR WORKFORCE

Working as a consortium powered by Mission 44's Diversity in Education Fund, the Chartered College of Teaching, Chiltern Learning Trust and Being Luminary have created a project to break down the systemic barriers that ethnic minority trainee teachers face throughout the Initial Teacher Training (ITT) journey – from application to Qualified Teacher Status.

With Mission 44's support in 2024/25, the consortium launched a national coaching programme for school-centred ITT providers, developed an inclusive online training programme for 1,000 teachers and school placement staff per year, and will be funding 100 chartered teachers through accreditation, supporting their professional development as inclusive educators.



'Mission 44's investment and structured support have enabled us to build the infrastructure for long-term, systemic change in the teaching profession.'

**YAMINA BIBI,
PROJECT MANAGER**



IMPACT HIGHLIGHT

Inclusivity coaching reached 10 school-centred ITT providers across England, covering

900

**SCHOOL
PLACEMENTS
ACROSS**

790

SCHOOLS





MSC MOTORSPORT SCHOLARSHIPS WITH THE ROYAL ACADEMY OF ENGINEERING

INCREASING DIVERSITY IN THE MOTORSPORT WORKFORCE

Now in its second year, Mission 44's scholarship programme was created in response to a key recommendation of The Hamilton Commission – a report launched by Sir Lewis Hamilton to tackle underrepresentation in motorsport.

During the 2024/25 period, eight new students were awarded scholarships. All are from Black or mixed Black backgrounds, three are women and five are from a lower socioeconomic background. Each received a £28,000 grant as well as career development support.

IMPACT HIGHLIGHT

At the British Grand Prix in July 2024, the scholarship's first cohort was invited to meet Lewis, enjoy an exclusive behind-the-scenes tour and industry networking lunch, and celebrate the launch of Mission 44's formal collaboration with Formula 1 (see page 42).



“

‘I always watched Formula 1 on TV and wondered, where are the Black girls? Now, thanks to Mission 44, I know they’re there. I’ve met them, and it’s empowering. I know if they can make it, I can, too.’

**GERREN, MSC MOTORSPORT
SCHOLARSHIP STUDENT**

IMPACT HIGHLIGHT

In November 2024, our second cohort of scholars was officially welcomed at a special event hosted by Channel 4 F1 television presenter Ariana Bravo. Held at the Formula 1 Exhibition in London, the event was attended by industry leaders from Formula 1 and Mercedes-AMG Petronas F1 Team.





STEM EMPLOYMENT

Creating opportunities for young people to pursue great careers in STEM and motorsport

STEM WORKSHOPS WITH THE ASSOCIATION FOR BLACK ENGINEERS (AFBE)

INSPIRING UNDERREPRESENTED STUDENTS TO PURSUE CAREERS IN STEM

This programme aims to inspire and support ethnic minority and economically disadvantaged students, girls and women in pursuing careers in motorsport through STEM education.

With Mission 44's backing in 2024/25, the AFBE was able to deliver a 10-week series of talks and hands-on workshops at schools in Edinburgh and Birmingham. Delivered by industry experts and academics, these sessions brought to life topics including project management, problem solving, car handling and aerodynamics.



'This experience has ignited a passion in many of our pupils, opening their eyes to possibilities they never considered before.'

**LEAD PROGRAMME TEACHER,
BIRMINGHAM**

IMPACT HIGHLIGHT

Students' reported interest in studying STEM increased

55%

80%

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STEM EMPLOYMENT

Creating opportunities for young people to pursue great careers in STEM and motorsport

MOTORSPORT CAREER EVENTS WITH UPREACH

RAISING AWARENESS OF MOTORSPORT CAREERS AMONGST ECONOMICALLY DISADVANTAGED STUDENTS

Working in partnership with leading employers and universities, upReach delivers personalised support to 3,000 UK students from lower socio-economic backgrounds, so they can access top graduate jobs.

With Mission 44's funding in 2024/25, upReach was able to introduce a specialist Motorsports programme designed to break down barriers to access by combining real-world immersion, targeted coaching, and community support for students who might never otherwise see themselves working in the industry.



'It really is a programme that helps you build your confidence. There's a big focus on self-reflection and understanding your career strengths.'

ASAR, LOUGHBOROUGH UNIVERSITY AUTOMOTIVE ENGINEERING STUDENT

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IMPACT HIGHLIGHT

Up to January 2025, the programme reached

135

UK ENGINEERING
AND TECHNOLOGY
UNDERGRADUATES,
INCLUDING

117

FROM ETHNIC
MINORITY
BACKGROUNDS



GIVE AN X CAMPAIGN WITH MY LIFE MY SAY

ENCOURAGING YOUNG PEOPLE TO PARTICIPATE IN DEMOCRACY

My Life My Say is a youth-led, non-partisan movement on a mission to encourage young people to participate in democracy and get every single young person voting.

Mission 44's funding supported the organisation's campaign to encourage young people to vote ahead of the 2024 UK General Election. Our funding also allowed My Life My Say to professionalise its Squad programme, which trains skilled young leaders from underrepresented groups to engage in the political system and shape policy initiatives at a local, regional and national level.



'What's particularly special is the synergy between our Squad leaders and Mission 44's Youth Advisory Board. Mission 44 haven't just funded our work, they walk alongside us, and that makes all the difference.'

DAN LAWES,
MY LIFE MY SAY CO-CEO

IMPACT HIGHLIGHT

488,000

YOUNG PEOPLE

registered to vote as a
direct result of the campaign





FAIR EDUCATION YOUTH SUMMIT WITH THE FAIR EDUCATION ALLIANCE

EMPOWERING YOUNG PEOPLE TO INFLUENCE EDUCATION POLICY

The Fair Education Alliance (FEA) is a coalition of organisations aiming to tackle inequality in the education system, with the vision that no child's success is limited by their socioeconomic background.

In 2024, with Mission 44's support and in collaboration with our Youth Advisory Board, the FEA delivered its biggest-ever Fair Education Youth Summit. Attended by 166 young people from 72 like-minded organisations, this event successfully attracted 40 expert speakers and facilitated roundtable discussions. Guests included MPs and representatives from the Department for Education, the Department for Digital, Culture, Media and Sport, Ofsted, and the Children's Commissioner's Office.

The FEA has since become a go-to organisation for Ofsted and the Department for Education to work with when there are opportunities for young people to inform upcoming government policy.

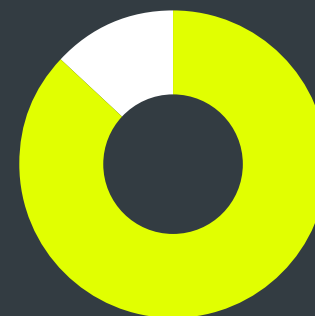


'Mission 44's partnership with the FEA has been transformational in empowering young people to lead change for a fairer education system.'

**GINA CICERONE,
FAIR EDUCATION ALLIANCE
CO-CEO**



IMPACT HIGHLIGHT



87%
OF ATTENDEES

felt they had the opportunity to influence policymakers during the event



OUR YOUTH ADVISORY BOARD

Mission 44 sees young people as active collaborators in creating an inclusive future. We are committed to sharing power to ensure young people have meaningful influence over decisions that affect their lives, their communities and the systems around them. Internally, Mission 44's Youth Advisory Board puts this ethos into action. This talented group of young people ensures every decision we make truly reflects the needs of those we seek to empower.

THE YOUTH EMPOWERMENT PROGRAMME

Between April 2024 and March 2025, the Youth Advisory Board was responsible for co-designing Mission 44's Youth Empowerment Programme, with an investment of £450,000. Our young advisors worked to define a problem statement, undertake research, consult with other social action organisations, brainstorm solutions, and plan the programme outcome. They worked in collaboration with the youth development agency HUDL and with the support of our learning partner, The Social Innovation Partnership. In 2025/26, the Youth Advisory Board will finalise its delivery model.



THE PROBLEM STATEMENT

ENABLE MORE YOUNG PEOPLE FACING SOCIAL INJUSTICE TO INFLUENCE DECISION-MAKING AND SHAPE INTERGENERATIONAL APPROACHES IN THE PHILANTHROPIC SECTOR



NEISHA'S EXPERIENCE

“Even though you don’t always say much, when you talk, it’s very powerful! That was said about me at 15. Since joining Mission 44 at 16, I’ve come to embrace this as my leadership style – I influence through listening, asking the right questions, and knowing when to challenge the status quo.

I have always been someone who likes to challenge ideas and not just accept things at face value. In my work on the Youth Empowerment Programme, I was encouraged by the Mission 44 team to think boldly, critically and ambitiously, testing ideas and bringing in different perspectives.

At the start, like most young people, I knew nothing about grantmaking and philanthropy, and I now understand that funding is not about starting from scratch but enabling the incredible work being done across the world. This thinking has reshaped how I approach systemic change.

As a team of 13 from across the UK with different backgrounds and experiences, we don’t all see things through the same lens. Bringing our insights together enables us to see things holistically. Everyone on our team brings something indispensable that the rest of us can learn from.

I’ve learnt that it isn’t about being the loudest in the room, but it is about being in the room – making decisions, speaking up for those not present, and ensuring the communities affected by our work are at the heart of every action we take.”

“

‘I was encouraged by the Mission 44 team to think boldly, critically and ambitiously, testing ideas and bringing in different perspectives.’

NEISHA





INCLUSION IN MOTORSPORT

MISSION 44 X FORMULA 1

Since our beginnings, Mission 44 and Formula 1 have joined forces to drive meaningful change and create lasting opportunities for young people from underrepresented backgrounds. In 2024, at the British Grand Prix, our partnership became official as Mission 44 was named a supported charity of F1, amplifying our work around the world. During the race weekend, we also hosted a major convening event focused on diversity, bringing together experts from across the motorsport industry.



F1 DIVERSITY & INCLUSION CHARTER

In 2024, F1 delivered its new Diversity and Inclusion Charter, which was signed by all 10 teams and the Fédération Internationale de l'Automobile. Informed by The Hamilton Commission's recommendations, this agreement turned commitments into action, embedding accountability and inclusivity across the industry. The Charter's implementation will be supported by Mission 44.

UNITED STATES GRAND PRIX STEM IMMERSION EVENT

In Austin, we partnered with F1, Circuit of the Americas and Hot Wheels to engage 50 young people in an immersive STEM career day, with hands-on workshops, behind-the-scenes tours from organisations such as Pirelli, and talks with industry professionals, including Sir Lewis Hamilton.

Storytelling from these events generates global PR coverage and millions of views on social media – and, in a participant post-event survey, 95% said they were considering a career in STEM or motorsport.

MIAMI GRAND PRIX BUSINESS OF F1 WORKSHOP

In May 2024, we teamed up with Miami International Autodrome to deliver a workshop at Hard Rock Stadium, co-hosted with F1 Academy Managing Director Susie Wolff. At the event, we heard directly from young people about their aspirations within motorsport, and the industry listened as young voices spoke of the transformative power of seeing themselves reflected in leadership roles.



“

‘I loved hearing from all the professionals. A lot of them were women and people of colour. Despite being in predominantly white or male spaces, they had made it, and they were giving us hope. **After that, I told everyone, I’m going to work in motorsport.**’

**AMRUTHA,
STEM CAREER DAY ATTENDEE**



CORPORATE PARTNERSHIP HIGHLIGHTS



This highly valued partnership stems from research by the Hamilton Commission into the disproportionate rate of school exclusions of vulnerable young people. In 2024/25, with Sky's support, our work in this area reached new heights.

Thanks to Sky

80,000
YOUNG PEOPLE

To date, over 80,000 young people have been supported through interventions funded by the organisation

CAREERS
INSIGHT

Over 50 young people from partner schools attended a Sky Careers Insight Day, with 75% saying it increased their interest in careers in the creative industry

CORAM

Our partner Coram won a landmark High Court case allowing families in permanent school exclusion cases to access legal aid when challenging exclusions based on race or disability discrimination



As our founding corporate partner, UBS Group AG is invaluable to Mission 44. Together, we're working to make education more inclusive and open up career opportunities for undersupported young people.

Thanks to UBS

Nothing
Happens
in Isolation

Our 'Nothing Happens in Isolation' campaign launched, resulting in Mission 44 working with the Department for Education on implementing our recommendations



Mission 44 commissioned the National Foundation for Educational Research to report on the drivers behind ethnic underrepresentation in the teaching workforce

10 GRANTS

We launched our Diversity in Education Fund and awarded 10 capacity-building grants to partners, including one-to-one coaching and skill matching



Our Youth Advisory Board was able to design and deliver its own empowerment fund with the support of a learning partner



We hosted the Diversity in Education Summit (Oct 2023), bringing together sector leaders to discuss research findings and explore solutions



We developed our Funder Plus strategy, shaped by six months of partner feedback, with areas of support including communications, youth engagement, fundraising and project management



We are extremely grateful to American Express for joining Mission 44 as a strategic partner in our expansion into the United States, supporting our work to ensure more young people can access opportunities in STEM and motorsport.

Thanks to American Express



Mission 44 launched its US expansion strategy, focusing on Austin, Las Vegas and Miami – thriving locations for STEM and motorsport careers



We started to build a network of grassroots partners in the US



We laid the foundations for a US youth-powered movement for equality in STEM and motorsport



Mission 44 was proudly announced as the inaugural global partner of the Hot Wheels Challenger Spirit Fund during the 2024 United States Grand Prix, marking the start of a powerful collaboration to unlock opportunities for underrepresented young people.

Thanks to Hot Wheels



At our STEM immersion event, attendees experienced physics and engineering workshops including toy track-building, putting into action a “fail, repeat, grow” mindset



Our Reimagining The Future event was made possible, bringing together partners and donors to raise awareness of and funds for Mission 44's work

Other notable corporate partnerships in the 2024/25 period included CFI, Copper, Fanatics, Ferrari, Lululemon and Rimowa. We are grateful to all of the organisations listed for backing our mission to drive change so that every young person can thrive in school and access great careers in STEM.



FUNDRAISING HIGHLIGHT

REIMAGINING THE FUTURE

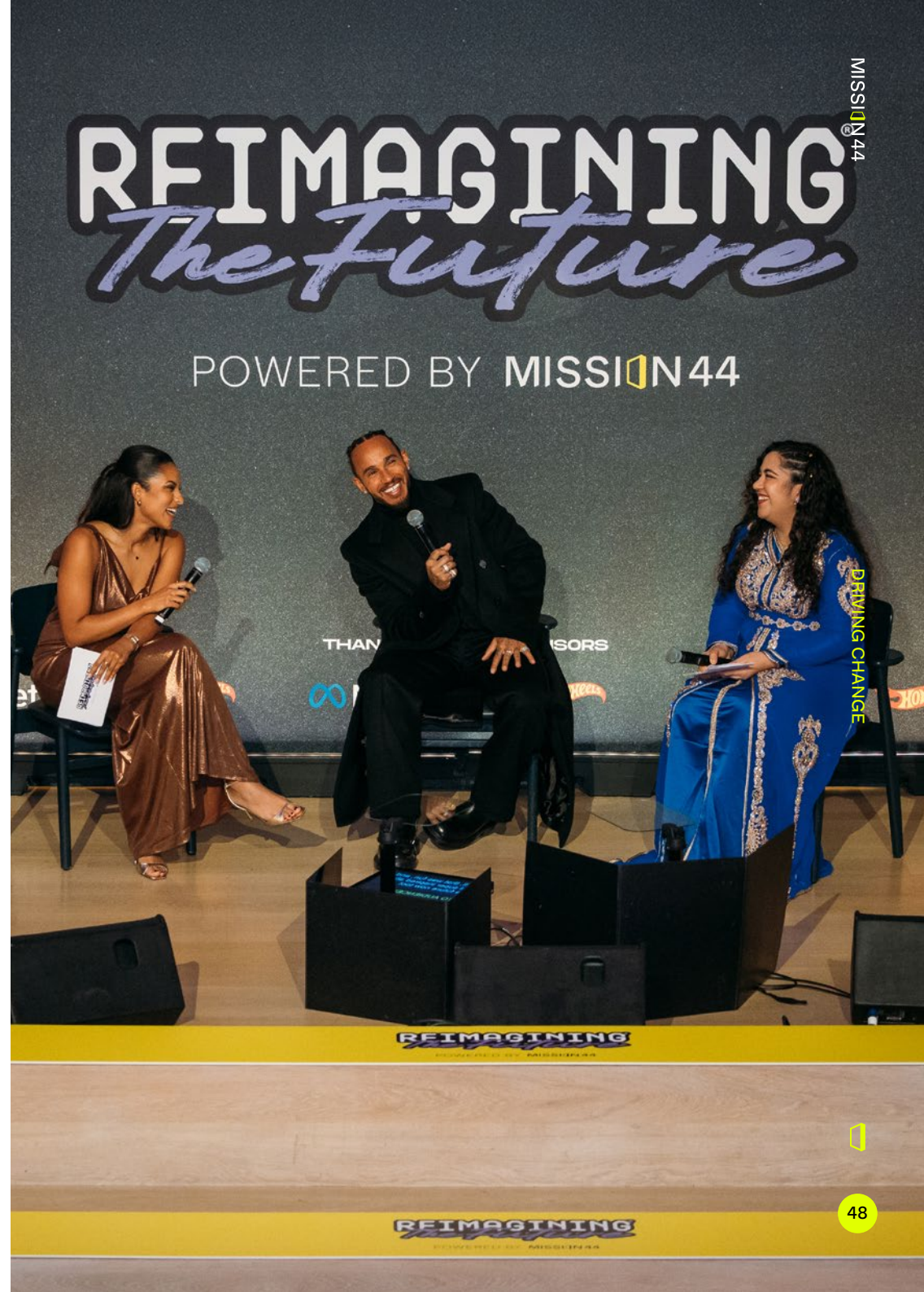
Mission 44 held its second gala in 2024, bringing together corporate and charitable partners, philanthropists and young people for a memorable evening at London's Design Museum. Sponsored by Meta and Hot Wheels, with in-kind support from Almave and auction support from RM Sotheby's, the event raised a total of **\$677,909**.

Guests were welcomed into an immersive reception, with projections telling the story of what inspired Sir Lewis Hamilton to create Mission 44 and our achievements so far. In the museum atrium, guests were treated to performances by the East London Arts and Music School and Flames Collective, as well as a headline performance by singer-songwriter Pip Millett.

Hosted by F1 television presenter Ariana Bravo, the evening's standout moments were an interview with Lewis and Laila, a recipient of Mission 44's motorsport scholarship, and emotive speeches from Bukunmi, Jaiden and Safa, members of our Youth Advisory Board.

Following dinner, guests were granted the opportunity to bid at a charity auction which included sought-after F1 memorabilia, luxury experiences and art.

Powered by Meta





OUR FUNDRAISING STRATEGY

2024/25 KEY OBJECTIVES:

Diversify and grow income across our target donor categories of corporates, major donors, trusts and foundations, and events

Grow the fundraising team to meet the demands of our global ambitions

Introduce systems, processes and tools to make our fundraising more strategic, efficient, and data-driven for long-term sustainability

Deepen our supporter relationships using events and high-touch engagement

HOW WE AIMED TO ACHIEVE THEM:

Engaging a spectrum of supporters through our employment access initiative, Fuelling Futures

Developing our corporate partnerships to fund our work and increase our visibility

Creating a calendar of events, from intimate donor salons to large-scale activations

Growing our internal capacity by recruiting key roles and exploring new CRM systems

IN THE 2025/26 FINANCIAL YEAR, WE WILL FOCUS ON:

Global fundraising growth, continuing to strengthen our US and international presence, diversifying revenue streams and building new philanthropic networks

Deliver significant income growth across our target donor categories of corporates, major donors, trusts and foundations, and events

Designing bespoke, value-aligned corporate partnership models that ensure deep integration and measurable impact

Our events programme, developing high-profile fundraisers with potential for multi-market reach

CRM implementation, rolling out a unified system across the organisation to enable consistency in tracking and reporting

Mission 44's fundraising activities are primarily carried out by internal staff with the support of trustees and board members. When necessary, the charity works with fundraising consultants on its strategy and operations. When this is the case, consultants are required to abide by the charity's fundraising policy and their work is monitored throughout the lifecycle of the contract.

The charity has not received any complaints with regards to fundraising in the period.





OUR INCLUSIVE CULTURE

At Mission 44, inclusion is not an add-on; it is the foundation of who we are. From the composition of our team and Board to the partners we invest in and the young people shaping our decisions, inclusion runs through everything we do.

In 2024/25, we continued to build on strong foundations, embedding inclusive practices across our organisation and strengthening our commitment to participatory philanthropy. A dedicated working group has been at the heart of these efforts, helping us to sustain a diverse team, foster a culture of belonging, and ensure inclusion sits at the centre of our impact.

We're proud that the majority of our team and Board are people of colour, and over half of the organisations we fund are led by people of colour. Yet we acknowledge that inclusivity goes beyond race, and our commitment to fostering inclusion across race, gender, ability, and lived experiences will ensure we and our partners truly reflect the communities we serve.

This year, young people's lived experiences remained central in shaping our decisions. Through our Youth Advisory Board and Impact Committee, Mission 44 was able to embed young insights and perspectives directly into our strategy and grantmaking.

OUR PROGRESS IN 2024/25

1

BUILDING A DIVERSE ORGANISATION

- 63% of our team and 78% of our trustees come from ethnic minority backgrounds – our diversity focus to date
- We are also proud to share that 60% of our Senior Leadership Team are women
- We plan to focus on other areas of representation in the future by developing and delivering an inclusive recruitment plan targeting underrepresented groups

2

FOSTERING A SENSE OF BELONGING

- Setting out a whole-team learning and development action plan on inclusion issues
- Recognising and celebrating three national/international awareness campaigns for underrepresented groups
- Integrating inclusion into our new staff induction process
- Implementing inclusion progress reporting structures
- Conducting a policy audit to identify gaps in progressive HR policies
- Aiming for high average scores from colleagues on psychological safety, wellbeing satisfaction, and satisfaction with our inclusion approach

DRIVING CHANGE

MISSION44

3

EMPOWERING UNDERREPRESENTED GROUPS

- Designing a youth-led empowerment fund ready for launch in 2025/26
- Piloting a participatory research approach through our empowerment pillar
- Producing an inclusion action plan based on feedback from our partner survey
- Updating our grantmaking approach webpage to allow different accessible formats for applications
- Publishing success rates for applications to open-call funds

MISSION44

4

ADVOCATING FOR STRONGER INCLUSION PRACTICES IN THE PHILANTHROPY SECTOR

- Establishing clear language guidelines for external audiences
- Establishing a framework for embedding thought leadership in philanthropy
- Publishing analysis of our effectiveness and learnings through our annual report and website

DRIVING CHANGE

1



THANK YOU TO ALL OF OUR SUPPORTERS

This year, your belief in our mission has helped us turn bold ideas into real opportunities for young people. Whether through major philanthropic commitments, strategic corporate partnerships or one-off donations, your support fuels every step we take towards a more inclusive future.

Thank you to our founder for his ongoing commitment, and for opening doors to new corporate partnerships, including CFI, Copper, Fanatics, Ferrari, Lululemon and Rimowa. With Lewis's support over the last year, Mission 44 has successfully diversified our funding sources, with 76% (£1.2m) of corporate funding from new partners, the rapid expansion of international partnerships, and a notable growth in multi-year pledges.

At a time when economic uncertainty and social divides are impacting young people's ability to thrive, your contributions are a vital source of stability and hope. Together, we are proving what's possible when young people get the resources, networks, and support they deserve. We can't wait to see what we'll achieve together next.



CHARITY OVERVIEW

Mission 44 is a Charitable Foundation founded by Sir Lewis Hamilton MBE, as a company limited by guarantee without any share capital, registered in England and Wales on 9 December 2021 with number 13792350, and a Registered Charity since 8 July 2022 with number 1199596.

PRINCIPAL OFFICE AND REGISTERED ADDRESS

81 Rivington Street, London EC2A 3AY

COMPANY SECRETARY

Jason Arthur

SOLICITORS

Bates Wells, 10 Queen St Pl, London EC4R 1BE

TRUSTEES

Ajaz Ahmed MBE

Aziza Ajak

Baroness Valerie Amos appointed 26 Sept 2024

Mark Hamlin Chair

Dawid Konotey-Ahulu CBE

Anne Mensah

Natacha Minniti appointed 26 Sept 2024

Isobel Obeng

Matthew Otubu BEM

Dr Hayaatun Sillem CBE

PATRON AND FOUNDER MEMBER

Sir Lewis Hamilton MBE

CHIEF EXECUTIVE OFFICER

Jason Arthur

BANKERS

Metro Bank plc, One Southampton Row,
London WC1B 5HA

Barclays Bank plc, 1 Churchill Place, Canary Wharf,
London E14 5HP

AUDITORS

HaysMac LLP, 10 Queen St Pl, London EC4R 1AG

ACCOUNTANTS

Buzzacott LLP, 130 Wood St, London EC2V 6DL

INVESTMENT MANAGERS

Flagstone, Clareville House, 26-27 Oxendon Street,
London, SW1Y 4EL

WEBSITE

mission44.org

FINANCIAL REVIEW

1. OVERVIEW

Mission 44's operational model is to raise funds to support grantmaking and charitable activities. Our objective is to ensure we are financially viable with sufficient funding to deliver our charitable impact in the long term.

We hold and distribute unrestricted funds and restricted funds. Restricted funds consist of grant income from supporters jointly funding some of our initiatives. The detail on restricted funds is presented in note 18.

In accordance with the required accounting policy, once approved by the trustees and communicated to the recipients, grants are recognised in our statement of financial activities irrespective of the future period over which payments are to be made, and obligations left outstanding at year-end are recognised as liabilities.

2. STATEMENT OF FINANCIAL ACTIVITIES (SOFA)

The surplus for the period is £0.5m (FY24: £5.0m).

INCOME

The total income for the FY25 period is £5.7m, slightly above the £5.5m of the previous financial year. This increased revenue has been achieved thanks to an increasingly successful fundraising campaign, raising £2.7m beyond our funder's donation of £2.8m (FY24: £4.0m). In addition to donations, our fundraising events have raised £0.6m (FY24: £0.0m). Our other income, which includes interest and investment income, has increased to £0.2m (FY24: £0.1m).

EXPENDITURE

Total expenditure for the period was £5.1m, slightly above the £5.0m expenditure in FY24. There was a focus in the year on restructuring our fundraising approach, with increased investment aimed at growing our future revenue and diversifying our sources of income. Charitable activity spend was £3.7m (FY24: £4.1m), with the lower amount resulting from the accounting recognition of expenditure rather than a decrease in the volume of activities. There was a focus on consolidating the current grant relationships, launching new grants with new partners in our Education pillar, and increasing our direct charitable activities to £1.2m (FY24: £0.7m) with the strengthening of our Youth Participation Programme and the launch of the Nothing Happens in Isolation campaign.

3. RESERVES

Mission 44's medium-term financial strategy is to raise enough funds to fulfil its grantmaking and charitable objectives and strengthen the core capabilities of a growing organisation in the UK and internationally.

Our long-term financial strategy is to ensure financial sustainability by building reserves, to mitigate the variability of grantmaking on one hand and voluntary income on the other, to provide funds for our expansion, and to generate income.

The Board, with delegation to the Finance and Operations Committee, has agreed to maintain unrestricted cash reserves of £3.1m, which equates to the total of grant commitments at year-end (£1.7m), four months of sustainable operating costs (£0.9m) and £0.5m for future grants.

The funds at year-end are £6.9m, comprised of £5.5m of free funds, £1.4m of designated funds, and £0.0m of restricted funds. The designated reserves include £0.9m designated safety reserves and £0.5m of a new future grants designated reserve.

4. GOING CONCERN

As part of the annual business planning process and monthly management reporting, Mission 44 has reviewed its liquidity and rolling 12-month cash flow requirements and is satisfied that existing resources are sufficient to support ongoing operations.

Our cash and cash equivalents balance as at 31 March 2025 was £8.1m, and the balance of free funds was £5.5m, which corresponds to 29 months of non-programmatic expenditure.

On this basis, the trustees believe that Mission 44 has sufficient funds to operate for the foreseeable future and that there are no material uncertainties to this going concern position. Therefore, accounts have been prepared on the basis that Mission 44 is a financially viable organisation.

Olivier Pierre-Noël
Head of Finance and Operations





STRUCTURE, MANAGEMENT & GOVERNANCE

GOVERNING DOCUMENT

The company's Memorandum and Articles of Association are the primary governing document, and the current version was approved on 6 July 2022.

GOVERNANCE STRUCTURE

Mission 44 is governed by a Board of Trustees who are also directors of the company for the purpose of company law. There is a minimum of two trustees and our chair is elected by the trustees. The trustees are also members of the charity.

Details of the trustees who served during the period are included in the Reference and Administrative Details on page 53.

Our Board of Trustees meets on at least a quarterly basis and has an Annual General Meeting. To delegate some of their powers, the trustees have formed four committees: the Finance and Operations Committee, the People Committee, the Nominations Committee and the Impact Committee. The day-to-day management of the charity is delegated to the Senior Leadership Team (SLT), which is led by the Chief Executive Officer. The Delegation of Authority Policy and the Committees' Terms of Reference detail the delegations to the Committees and to the Senior Leadership Team.

The recruitment process for new trustees is delegated to Mission 44's Nominations Committee, who agree on whether the process is managed by an external recruiter or managed in house. Once applications have been received, potential candidates are interviewed by a mixed panel appointed by the Committee, usually consisting of the Chair of the Board, the Chief Executive and another Trustee. Once appointed, Trustees receive an onboarding pack including Charity Commission resources. Mission 44 is also committed to annual governance training for all Board members to re-state key responsibilities.

Policy on the remuneration of the Senior Leadership Team forms part of our wider remuneration policy, which is approved by the Board of Trustees and takes into account market factors, affordability and fairness, among other things. The Board approves the framework for Senior Leadership Team remuneration, including in the context of any annual pay award to staff. The benefits to key management personnel are detailed in note 10 of the financial statements.

REMUNERATION OF TRUSTEES

No trustees have been remunerated or paid expenses by Mission 44 during the reporting period.

OUR COMMITTEES

FINANCE AND OPERATIONS COMMITTEE

The purpose of Mission 44's Finance and Operations Committee is to provide oversight, advise on the organisational budget, scrutinise Mission 44's financial plans and performance, and provide feedback to the Board on financial and operational matters.

The Committee met four times during the reporting period, on 29 May 2024, 19 September 2024, 28 November 2024, and 2 February 2025.

Its members are:
Mark Hamlin
Dawid Konotey-Ahulu, Chair

PEOPLE COMMITTEE

The purpose of Mission 44's People Committee is to provide oversight, assurance and decision-making relating to Mission 44's staff team, Senior Leadership Team, remuneration and overarching HR policies.

The Committee met three times during the reporting period, on 3 June 2024, 16 January 2025, and 3 March 2025.

Its members are:
Mark Hamlin
Anne Mensah
Hayaatun Sillem, Chair

IMPACT COMMITTEE

The purpose of Mission 44's Impact Committee is to oversee Mission 44's grantmaking and research, including the design of new funding programmes, support in identifying and reviewing a pipeline of potential new delivery partners, making funding decisions, reviewing the grant portfolio's performance, and gathering learning.

The Committee ensures young people are embedded in Mission 44's grantmaking and guides the development and implementation of future participatory grantmaking approaches.

The Committee met four times during the reporting period, on 16 December 2024, 15 May 2025, 5 March 2025, and 5 September 2025.

Its members are:
Aziza Ajak
Bukunmi (Co-Chair and member of the Youth Advisory Board)
Jason Arthur
Joshua (member of the Youth Advisory Board)

Louis (member of the Youth Advisory Board)
Mark Hamlin
Michael (member of the Youth Advisory Board)
Matthew Otubu (Co-Chair)

NOMINATIONS COMMITTEE

The purpose of Mission 44's Nominations Committee is to make recommendations to the Board on the appointment of new trustees and ensure the composition of the Board enables it to be consistent with its legal obligations.

The Nominations Committee met once during the period on 13 February 2025.

Its members are:
Mark Hamlin
Matthew Otubu, Chair

CONFLICTS OF INTEREST

From time to time, Mission 44 delivers grants to or purchases services from organisations with which our trustees, Senior Leadership Team members or founder are connected. We take steps to ensure that decisions on these grants or purchases are made at arm's length and in accordance with our policies for dealing with potential conflicts of interest.

Transactions with related parties are listed in note 22 of our accounts.

PUBLIC BENEFIT

The trustees have complied with section 2(1)(b) of the Charities Act 2011, having due regard to the Charity Commission's guidance on public benefit when reviewing Mission 44's aims and objectives, when setting our grantmaking policy, and in other charitable activities.

OUR RISK MANAGEMENT

Mission 44 has a risk management framework through which we:

- Identify the key risks to which the charity is exposed
- Assess the likelihood of their occurrence and the potential severity of their impact
- Mitigate risks where possible through action to lessen the likelihood of the event occurring or lessen its impact if it does
- Monitor risk on an ongoing basis, including identifying and assessing new risks as they emerge

Our risk register is reviewed and updated on an ongoing basis, with quarterly reviews by our Senior Leadership Team and six-monthly reviews by our Finance and Operations Committee.

Areas of risk include:

CATEGORY	RISK AREA	MITIGATION
Strategic	<ul style="list-style-type: none"> • Grantee delivery and organisational health • Policy and economic landscape • Overstretch 	<ul style="list-style-type: none"> • Strong grantee management, grant agreements, use of capacity grants and learning partners • Engagement with policymakers, monitoring, and financial reserves • Prudent approach to growth and international expansion
Reputation	<ul style="list-style-type: none"> • Failure to deliver impact • Reputational damage linked to key stakeholders 	<ul style="list-style-type: none"> • Strong grant monitoring, evaluation and learning • Due diligence, crisis management, internal governance and compliance
Operations	<ul style="list-style-type: none"> • Failure to recruit and retain a high-performing team • Compliance: safeguarding, data protection, cyber security, health and safety 	<ul style="list-style-type: none"> • Focus on colleague engagement, learning and development, performance management, culture and reward • Policies, action plans, training, governance, external expertise/assurance
Finance	<ul style="list-style-type: none"> • Failure to secure sufficient income • Misuse of funds 	<ul style="list-style-type: none"> • Fundraising strategy and investment in capacity/capability, budget discipline • Due diligence, contracts, segregation of duties, auditing
Governance	<ul style="list-style-type: none"> • Loss of key personnel (trustees or Executive team) 	<ul style="list-style-type: none"> • Succession planning, clear delegations of authority and decision-making

MANAGEMENT

The Chief Executive Officer (CEO) is appointed by the trustees to manage Mission 44's operations. To facilitate this effectively, our CEO has, within the boundaries of the Delegation of Authority approved by the trustees, authority for operational matters including grants, fundraising and finance.

The Senior Leadership Team met regularly during the year to update on progress against our Objectives and Key Results (OKRs) and to identify new opportunities and risks.

OUR ORGANISATIONAL DEVELOPMENT

In the 2024/25 financial year, we continued to scale our operations to support our mission of driving change so that every young person can thrive in school and access great careers in STEM.

Over the year, our team grew from 21 to 23, with employees organised across four directorates: Communications, Fundraising, Impact and Operations. We also welcomed two new trustees. The average number of employees in 2024/25 was 21.

In consolidating our growth and ensuring a strong platform for continued delivery internationally, we:

- Embedded young people further in our work, establishing our Impact Committee as a highly effective forum for intergenerational decision-making on grants, and laying the foundations with the Youth Advisory Board (YAB) for a new Youth Empowerment Programme

- Refined our mission statement to ensure it better articulates our strategic priorities and the impact we seek to drive; also reflected in an ambitious set of Objectives and Key Results (OKR) and Key Performance Indicators (KPIs)
- Enhanced our policy capability and deepened our stakeholder networks, supporting the launch of our first major policy campaign, 'Nothing Happens In Isolation'
- Diversified our income streams, significantly increasing funds coming from sources other than our founder, securing sizeable corporate partnerships, and delivering our largest ever fundraising event
- Prepared to incorporate Mission 44 US, a separate legal entity through which we will deliver our impact and fundraising objectives in the US over the long term
- Deepened activity aimed at making Mission 44 an outstanding place to work, with a particular focus on inclusion, supporting colleagues' learning and development, colleague engagement, and reward

Our strategic impact objectives for the period were:

1 To build a more inclusive education system:

- Embed inclusive practice in the education system to support Black Caribbean and Gypsy Roma Traveller students
- Shift public perceptions and policy to prevent school exclusions
- Increase ethnic diversity in teaching and school leadership

2 To support progression into great jobs in STEM and motorsport:

- Support young people into STEM career pathways
- Shape STEM employers' recruitment and retention practices

3 To empower young people to reimagine and shape the future:

- More young people facing social injustice are able to drive positive change

We also pursued organisational objectives aimed at:

- Growing the capacity and capability of our impact partners
- Putting young people at the heart of the organisation
- Making Mission 44 one of the most accountable and transparent foundations in the UK
- Modelling best practice in inclusion
- Raising funds to grow our impact and financial sustainability
- Consolidating our strong governance structure
- Recruiting and retaining a happy and high-performing team
- Continuously improving our capabilities through professional development
- Developing Mission 44 as an international organisation

OUR ESG PRINCIPLES

Mission 44 is a social purpose organisation on a mission to drive change so that every young person can thrive in school and access great careers in STEM. In parallel, we are committed to promoting Environmental, Social and Governance (ESG) principles in our day-to-day operations.

In some areas, our adherence to good practice is already well advanced, such as in our activity to promote youth empowerment and inclusion. Other areas require improvement, such as measuring our environmental performance and developing an investment approach that reflects ESG considerations.

In the 2024/25 financial year, we developed a strategy and action plan reflecting the following priorities:

Environmental responsibility	<ul style="list-style-type: none"> • Carbon footprint reduction • Energy efficiency • Waste management/ minimisation • Supplier management • Impact of travel • Impact of events
Social responsibility	<ul style="list-style-type: none"> • Inclusive culture • Colleague wellbeing • Youth engagement • Community engagement • Stakeholder and supplier engagement
Governance practices	<ul style="list-style-type: none"> • Transparency and accountability • Risk management • Ethical practice • Compliance • Board oversight • Colleague training • Youth voice • Ethical fundraising and donor stewardship
Financial management/ investment	<ul style="list-style-type: none"> • Transparency • Supplier selection/ procurement • Investment approach

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are Mission 44's directors) are responsible for preparing the Trustees' Report and financial statements in accordance with applicable laws and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires trustees to prepare financial statements for each financial year which provide a true and fair view of the state of affairs of the charitable company and group, and the incoming resources and application of resources, including income and expenditure of the charitable company and group 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 principles in the Charities Statement of Recommended Practice (SORP)
- Make judgments and accounting 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
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of Mission 44, and enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of Mission 44 and 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 Mission 44 website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements may differ from legislation in other jurisdictions.

DISCLOSURE OF INFORMATION TO AUDITORS

Insofar as our trustees are aware:

- There is no relevant audit information of which Mission 44's auditors are unaware
- The trustees have taken all the necessary steps to make themselves aware of any relevant audit information and to ensure that information is shared with our auditors

On behalf of the Board of Trustees



Mark Hamlin, Chair

Dated: 16 December 2025



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF MISSION 44

OPINION

We have audited the financial statements of Mission44 Ltd for the period ended 31st March which comprise the Statement of Financial Activities, the Balance Sheet and the Statement of Cashflows and notes to the financial statements, 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, including Financial Reporting Standard 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31st March 2025 and of the charitable company's net movement in funds, including the 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. We are independent of the charity 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 at least twelve 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.

OTHER INFORMATION

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report and the Chairman's report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, 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 there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this 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 strategic report and the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the Trustees' Report have been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report (which incorporates the strategic report and the directors' report).

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

- adequate accounting records have not been kept by the charitable company; or
- the charitable company 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 and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

RESPONSIBILITIES OF TRUSTEES FOR THE FINANCIAL STATEMENTS

As explained more fully in the trustees' responsibilities statement, 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 they 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 the trustees either intend to liquidate the charitable company or to cease operations, or have 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined

above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to GDPR and employment law, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011, and consider other factors such as payroll tax.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to fraud in revenue recognition and the risk of management override of controls. Audit procedures performed by the engagement team included:

- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events

and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: 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 charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Tom Wilson

Thomas Wilson (Senior Statutory Auditor)

For and on behalf of HaysMac LLP

Dated:

10 Queen Street Place
London
EC4R 1AG

Date: 19/12/2025

FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31 March 2025

2025		UNRESTRICTED 2025	RESTRICTED 2025	TOTAL 2025
	Note	£	£	£
Income from:				
Donations	3	4,471,652	453,333	4,924,985
Other trading activities	4	590,062	-	590,062
Investment Income	5	164,075	-	164,075
Total income		5,225,789	453,333	5,679,122
Expenditure on:				
Raising funds	6	1,481,712	-	1,481,712
Charitable activities	7	3,077,479	577,351	3,654,830
Total expenditure		4,559,191	577,351	5,136,542
Net income/(expenditure) and net movement in funds		666,598	(124,018)	542,580
Reconciliation of funds:				
Total funds brought forward		6,276,768	124,018	6,400,786
Total funds carried forward	17,18	6,943,366	-	6,943,366

2024		UNRESTRICTED 2024	RESTRICTED 2024	TOTAL 2024
	Note	£	£	£
Income from:				
Donations	3	4,359,902	1,027,770	5,387,672
Other trading activities	4	22,473	-	22,473
Investment Income	5	89,090	-	89,090
Total income		4,471,465	1,027,770	5,499,235
Expenditure on:				
Raising funds	6	899,830	-	899,830
Charitable activities	7	2,261,285	1,853,101	4,114,386
Total expenditure		3,161,115	1,853,101	5,014,216
Net income/(expenditure) and net movement in funds		1,310,350	(825,331)	485,019
Reconciliation of funds:				
Total funds brought forward		4,966,418	949,349	5,915,767
Total funds carried forward	17,18	6,276,768	124,018	6,400,786

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 18 to the financial statements.

The accounting policies and notes on pages 67 to 77 form part of these financial statements.

BALANCE SHEET

As at 31 March 2025

	Note	2025 £	2025 £	2024 £	2024 £
Fixed assets:					
Tangible assets	12		19,538		26,366
Intangible assets	13		6,350		51,554
			25,888		77,920
Current assets:					
Debtors	14	1,054,765		2,218,571	
Cash and bank and in hand	20	7,632,967		6,614,138	
Investments	20	425,000		850,000	
		9,112,732		9,682,709	
Liabilities:					
Creditors: amounts falling due within one year	15	(2,022,321)		(2,507,816)	
Net current assets			7,090,411		7,174,893
Total assets less current liabilities			7,116,299		7,252,813
Creditors: amounts falling due within one year	16	(172,933)		(852,027)	
Total net assets			6,943,366		6,400,786
The funds of the charity:					
Restricted funds			-		124,018
Unrestricted income funds:					
General funds		5,529,366		5,336,768	
Designated funds		1,414,000		940,000	
Total unrestricted funds			6,943,366		6,276,768
Total charity funds	18		6,943,366		6,400,786

MISSION44. A company limited by guarantee registered in England and Wales – number 13792350.

The accounting policies and notes on pages 67 to 77 form part of these financial statements.

The trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of the financial statements. The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and in accordance with the provisions of FRS 102.

Approved by the Board of Trustees and signed on its behalf by



Mark Hamlin
Chair and Trustee

Date: 16 December 2025

STATEMENT OF CASH FLOWS

For the year ended 31 March 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash provided by operating activities	19	602,820	2,416,237
Cash flows from investment activities:			
Purchase of tangible fixed assets	12	(8,991)	(16,440)
Disposal /(Acquisition) of investments	20	425,000	(850,000)
Net cash used in investment activities		416,009	(866,440)
Change in cash and cash equivalent in the year		1,018,829	1,549,797
Cash and cash equivalents at the beginning of the year		6,614,138	5,064,341
Cash and cash equivalents at the end of the year	20	7,632,967	6,614,138

The charity has no external debt, such as loans, borrowings, or financial leases. As such, a reconciliation of net debt is not necessary.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

1. General information

Mission44 Ltd ('the charity') is a private company limited by guarantee and is incorporated in England and Wales. The members of the charity are the trustees named on page 53. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. Its registered office and principal place of business is 81 Rivington Street, London, EC2A 3AY. The company registration number is 13792350 and the charity number is 1199596.

2. Principal accounting policies

2.1 Basis of preparation

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or in the notes to these accounts.

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 United Kingdom and Republic of Ireland (Charities SORP FRS 102), The financial reporting standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.

The accounts are presented in sterling and are rounded to the nearest pound.

2.2 Critical accounting estimates and areas of judgement

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the company's accounting policies.

The following principal accounting policies have been applied:

2.3 Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

2.4 Assessment of going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The trustees have made this assessment with respect to a period of one year from the date of approval of these accounts.

The trustees of the charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees are of the opinion that the charity will have sufficient resources to meet its liabilities as they fall due.

2.5 Financial instruments

The charity has elected to apply the provisions of Section 11, 'Basic Financial Instruments' of FRS 102 to all of its financial instruments. Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument. Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

2.6 Income recognition

Income is recognised in the period in which the charity is entitled to receive it, the amount can be measured reliably, and it is probable that income will be received. Where income relates to future periods, this income will be deferred. Grants and donations received for the general purposes of the charitable company are included as unrestricted funds; grants and donations for activities restricted by the wishes of the donor are allocated to restricted funds.

2.7 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to make a payment to a third party, it is probable that a transfer of economic benefit will be required in settlement and the amount of the obligation can be measured reliably.

Expenditure is accounted in the accounts on an accruals basis and includes attributable VAT, which cannot be recovered.

Expenditure is allocated to the particular activity on a direct basis or by allocation based on the level of direct expenditure relating to that activity.

Expenditure comprises the following:

- The costs of charitable activities comprise expenditure related to the charity's primary charitable purposes. Such costs include:
 - Grants
 - Direct programme costs
 - Related support costs
- The cost of raising funds comprises expenditure related to the charity's expenses in relation to raising funds for the charity. Such costs include:
 - Direct costs
 - Related support costs
- Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity.

Where support costs cannot be directly attributed to particular headings, they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

2.8 Fund accounting

Restricted funds are to be used for specific purposes as specified by the donor. Expenditure which meets their criteria is charged to the fund. Unrestricted general funds are available for use at the discretion of the trustees in the furtherance of the general objectives of the charity.

2.9 Debtors

Debtors are recognised at their settlement amount, less any provisions for non-recoverability. Prepayments are valued at the amount prepaid. They have been discounted to the present value of the future cash receipt where such discounting is material.

2.10 Cash at bank and in hand

Cash at bank and in hand represents such accounts and treasury instruments that are available on demand or have a maturity of less than twelve months from the date of acquisition.

2.11 Creditors and provisions

Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Creditors and provisions are recognised at the amount the charity anticipates it will pay to settle the debt. They have been discounted to the present value of the future cash payment where such discounting is material.

Notes to the financial statements for the year ended 31 March 2025

2.12 Taxation

Mission44 is a registered charity and therefore is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

2.13 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

2.14 Pensions

The charity provides an auto-enrolment defined contribution pension scheme for staff and contributions are accounted for when they arise.

2.15 Gift Aid

Gift Aid is recovered by Mission44 and third parties on behalf of Mission44 on donations from UK taxpayers and is recognised in the accounts when it is receivable.

2.16 Intangible fixed assets

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured less any accumulated amortisation and any accumulated impairment losses.

All intangible assets are considered to have a finite useful life. If a reliable estimate of the useful life cannot be made, the useful life shall not exceed ten years. The depreciation rates in use are as follows:

Trademarks	over 3 years
Software development	over 5 years

2.17 Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £200. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Furniture, Fixtures & Fittings	over 5 years
Computer equipment	over 3 years

3. Income from donations

2025	UNRESTRICTED	RESTRICTED	TOTAL
	£	£	£
Individual donations	3,117,220	-	3,117,220
Corporate donations	146,527	-	146,527
Donation income in kind	24,005	-	24,005
Gift Aid	16,980	-	16,980
Grant income	1,166,920	453,333	1,620,253
	4,471,652	453,333	4,924,985

2024	UNRESTRICTED	RESTRICTED	TOTAL
	£	£	£
Individual donations	3,492,197	631,356	4,123,553
Corporate donations	187,028	-	187,028
Donation income in kind	18,000	-	18,000
Gift Aid	519	-	519
Grant income	662,158	396,414	1,058,572
	4,359,902	1,027,770	5,387,672

Included in donation income in kind are donated services amounting to £18,000 in respect of marketing and communication fees, and £6,005 in respect of fundraising expenses paid on behalf of Mission44.

Notes to the financial statements
for the year ended 31 March 2025

4. Income from other trading activities

2025	UNRESTRICTED	RESTRICTED	TOTAL
	£	£	£
Sponsorship	288,689	-	288,689
Sale of donated items	102,555	-	102,555
Event income	180,800	-	180,800
Other Services	1,843	-	1,843
Other income	16,175	-	16,175
	590,062	-	590,062

2024	UNRESTRICTED	RESTRICTED	TOTAL
	£	£	£
Other Services	21,418	-	21,418
Other income	1,055	-	1,055
	22,473	-	22,473

5. Income from investments

	UNRESTRICTED 2025	UNRESTRICTED 2024
	£	£
Income from fixed deposits	84,299	69,662
Bank interest income	79,776	19,428
	164,075	89,090

6. Expenditure on raising funds

2025	UNRESTRICTED
	£
Legal & professional fees	4,004
Fundraising	942,728
Allocated support costs (note 8)	534,980
	1,481,712

2024	UNRESTRICTED
	£
Marketing & communications	102,635
Legal & professional fees	6,140
Fundraising	56,102
Allocated support costs (note 8)	734,953
	899,830

Notes to the financial statements for the year ended 31 March 2025

7. Charitable activities

2025	UNRESTRICTED FUNDS	RESTRICTED FUNDS	TOTAL
	£	£	£
Grants committed	645,598	449,164	1,094,762
Direct programme costs	1,118,263	122,787	1,241,050
Support costs (note 8)	1,313,618	5,400	1,319,018
	3,077,479	577,351	3,654,830
Grants committed			
Education	394,218	346,782	741,000
Employment	167,000	-	167,000
Empowerment	50,000	40,000	90,000
Research	34,380	62,382	96,762
	645,598	449,164	1,094,762
2024	UNRESTRICTED FUNDS	RESTRICTED FUNDS	TOTAL
	£	£	£
Grants committed	683,989	1,610,065	2,294,054
Direct charitable activities	474,783	226,372	701,155
Support costs (note 8)	1,102,513	16,664	1,119,177
	2,261,285	1,853,101	4,114,386
Grants committed			
Education	226,000	313,500	539,500
Employment	323,489	1,296,565	1,620,054
Empowerment	134,500	-	134,500
	683,989	1,610,065	2,294,054

8. Support costs

2025	COST OF RAISING FUNDS	COST OF CHARITABLE ACTIVITIES	TOTAL UNRESTRICTED FUNDS	TOTAL RESTRICTED FUNDS	2025 TOTAL
	£	£	£	£	£
Staff costs (Note 10)	356,980	590,228	947,208	-	947,208
People Costs	18,601	137,366	155,967	-	155,967
Marketing & communications	40,614	146,520	187,134	-	187,134
Rent	43,614	142,770	182,853	3,531	186,384
Consultancy	4,725	15,467	20,192	-	20,192
Travel & hospitality	12,899	42,224	54,505	618	55,123
Office Costs	748	45,057	45,805	-	45,805
IT Costs	17,941	58,729	76,163	507	76,670
Bank fees	898	2,942	3,767	73	3,840
Insurance	1,711	5,601	7,312	-	7,312
Legal & Professional	-	-	-	-	-
Depreciation	3,605	11,798	15,403	-	15,403
Amortisation	4,347	14,232	18,579	-	18,579
Subscriptions	2,255	7,380	9,635	-	9,635
Foreign exchange	9,122	29,859	38,981	-	38,981
Printing and postage	56	181	237	-	237
	518,116	1,250,354	1,763,741	4,729	1,768,470
Accountancy	8,246	27,663	35,238	671	35,909
Governance costs	8,618	41,001	49,619	-	49,619
Total expenditure 2025	534,980	1,319,018	1,848,598	5,400	1,853,998

Notes to the financial statements
for the year ended 31 March 2025

2024	COST OF RAISING FUNDS	COST OF CHARITABLE ACTIVITIES	TOTAL UNRESTRICTED FUNDS	TOTAL RESTRICTED FUNDS	2024 TOTAL
	£	£	£	£	£
Staff costs (Note 10)	471,942	750,104	1,207,014	15,032	1,222,046
People Costs	37,712	73,205	110,917	-	110,917
Rent	53,011	105,097	155,916	2,192	158,108
Consultancy	38,056	73,873	111,929	-	111,929
Travel & hospitality	14,683	28,972	43,187	468	43,655
Office Costs	1,774	3,443	5,217	-	5,217
IT Costs	18,978	37,199	55,819	358	56,177
Bank fees	6,493	10,177	19,098	(2,428)	16,670
Insurance	1,207	2,344	3,551	-	3,551
Legal & Professional	3,142	6,098	9,240	-	9,240
Depreciation	3,803	7,383	11,186	-	11,186
Amortisation	6,660	12,928	19,588	-	19,588
Subscriptions	2,532	4,916	7,448	-	7,448
Foreign exchange	1,448	2,810	4,258	-	4,258
Printing and postage	131	255	386	-	386
	661,572	1,118,804	1,764,754	15,622	1,780,376
Accountancy	26,505	373	26,505	373	26,878
Governance costs	46,876	-	46,876	-	46,876
Total expenditure 2024	734,953	1,119,177	1,838,135	15,995	1,854,130

	2025	2024
	£	£
Governance		
Legal and professional fees	4,419	11,317
Trustees' meetings and training	1,478	2,253
Audit	30,932	29,100
Other governance costs	12,790	4,206
	49,619	46,876

The VAT-exclusive amount in respect of the remuneration paid to external auditors was £25,950 (2024: £24,250).

9. Grant making

The following institutions were awarded grants during the year ended 31 March 2025.
Grants are not made to individuals.

Year ended 31 March 2025

INSTITUTIONS	2025 UNRESTRICTED	2025 RESTRICTED	2025 TOTAL
	£	£	£
Education - General			
CAPE Mentors Charitable Trust	10,000	-	10,000
The Black Curriculum CIC	100,000	-	100,000
Milk Honey Bees CIC	100,000	-	100,000
Aspiring Heads CIC	20,000	-	20,000
The Chartered College of Teaching	-	144,000	144,000
School-Led Development Trust	164,218	202,782	367,000
	394,218	346,782	741,000
Education - Preventing Exclusions Fund			
Association for Black Engineers (UK) Limited	75,000	-	75,000
Development Education Centre (South Yorkshire)	72,000	-	72,000
Black Women in Science Network CIC	10,000	-	10,000
Driven By Us CIC	10,000	-	10,000
	167,000	-	167,000
Empowerment			
The Advocacy Academy	50,000	-	50,000
Fair Education Alliance	-	40,000	40,000
	50,000	40,000	90,000
Research			
The National Foundation for Educational Research in England and Wales	-	62,382	62,382
Oasis Charitable Trust	34,380	-	34,380
	34,380	62,382	96,762
	645,598	449,164	1,094,762

Notes to the financial statements for the year ended 31 March 2025

The following institutions were awarded grants during the period ended 31 March 2024.
Grants are not made to individuals.

Year ended 31 March 2024

INSTITUTIONS	2024 UNRESTRICTED	2024 RESTRICTED	2024 TOTAL
	£	£	£
Education			
Class 13 CIO	10,000	9,500	19,500
Just for Kids Law Limited (see below)	-	(260,362)	(260,362)
Thomas Coram Foundation for Children	-	260,362	260,362
Rekindle Limited	66,000	44,000	110,000
The Traveller Movement	-	135,000	135,000
CAPE Mentors Charitable Trust	100,000	10,000	110,000
Milk Honey Bees CIC	-	60,000	60,000
Aspiring Heads CIC	-	50,000	50,000
Power The Fight CIO	-	5,000	5,000
The Difference Education Ltd	50,000	-	50,000
	226,000	313,500	539,500
Employment			
Stevenage Borough Council	50,000	-	50,000
Casa Amarela	30,000	-	30,000
Black Women in Science Network CIC	10,000	-	10,000
Driven By Us CIC	10,000	-	10,000
North Hertfordshire College	8,640	-	8,640
Ann Richards School Foundation	34,597	-	34,597
Code 2 College	34,597	-	34,597
Ação Educativa Assessoria Pesquisa e Informação	34,580	-	34,580
Centro Educacional Assistencial Profissionalizante	34,518	-	34,518
Instituto de Referencia Negra Peregrum t/a Uneafro	34,582	-	34,582
Motorsport UK Association Limited	-	460,400	460,400
North Hertfordshire College	-	200,000	200,000

Royal Academy of Engineering	-	187,937	187,937
Association for Black Engineers (UK) Limited	-	178,545	178,545
Upreach Charitable Company	41,975	269,683	311,658
	323,489	1,296,565	1,620,054
Empowerment			
The Advocacy Academy	10,000	-	10,000
Fair Education Alliance	99,500	-	99,500
MyLifeMySay	25,000	-	25,000
	134,500	-	134,500
	683,989	1,610,065	2,294,054

In July 2023, the grant with Just for Kids Law Limited was transferred to the Thomas Coram Foundation, under the same terms. The outstanding commitment of £260,362 with Just for Kids Law Limited was cancelled and a new grant agreement was signed with the Thomas Coram Foundation for the same amount.

10. Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2025 DIRECT PROGRAMME COSTS	2025 SUPPORT COSTS	2025 TOTAL	2024 TOTAL
	£	£	£	£
Salaries and wages	414,175	805,542	1,219,717	939,448
Other benefits	6,276	15,595	21,871	-
Social security costs	47,520	93,164	140,684	105,079
Employer's contribution to defined contribution and auto-enrolment pension schemes	19,423	32,908	52,331	39,489
	487,394	947,209	1,434,603	1,084,016

Notes to the financial statements
for the year ended 31 March 2025

The following number of employees received employee benefits (excluding employer pension costs) during the period between:

	2025	2024
	No.	No.
£60,000 - £70,000	2	5
£70,000 - £80,000	3	-
£90,000 - £100,000	1	-
£110,000 - £120,000	-	1
£120,000 - £130,000	1	-

The total employee benefits including pension contributions and national insurance contributions of the key management personnel was £459,924 (2024: £327,949). The key management personnel comprise the trustees and the senior leadership team, who have the authority and responsibility for planning, directing, and controlling the activities of the charity, under the guidance of the trustees.

Redundancy and termination payments amounting to £19,340 were made during the reporting period. These payments were made following a review of staffing needs and were fully funded from unrestricted reserves. All payments were made in accordance with contractual obligations and statutory requirements.

The charity trustees were not paid or received any other benefits from employment with the charity in the year. No charity trustee received payment for professional or other services supplied to the charity.

Trustees did not claim reimbursement of expenses during the year.

11. Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2025	2024
	No.	No.
Raising funds	4	4
Other Charitable Activities	14	11
Governance	1	1
Support	2	1
	21	17

12. Tangible fixed assets

2025	COMPUTER EQUIPMENT	OFFICE EQUIPMENT	TOTAL
	£	£	£
Cost			
At 1 April 2024	40,077	2,197	42,274
Additions in year	8,991	-	8,991
Disposals in year	(882)	-	(882)
At 31 March 2025	48,186	2,197	50,383
Depreciation			
At 1 April 2024	15,403	505	15,908
Charge for the year	14,963	439	15,402
on disposals	(465)	-	(465)
At 31 March 2025	29,901	944	30,845
Net book value			
At 1 April 2024	24,674	1,692	26,366
At 31 March 2025	18,285	1,253	19,538

All of the above assets are used for charitable purposes.

Notes to the financial statements
for the year ended 31 March 2025

13. Intangible fixed assets

2025	SOFTWARE DEVELOPMENT	TRADEMARKS	TOTAL
	£	£	£
Cost			
At 1 April 2024	54,623	22,966	77,589
Additions in year	-	-	-
Disposals in year	(46,614)	-	(46,614)
At 31 March 2025	8,009	22,966	30,975
Amortisation			
At 1 April 2024	12,002	14,033	26,035
Charge for the year	10,925	7,654	18,579
on disposals	(19,989)	-	(19,989)
At 31 March 2025	2,938	21,687	24,625
Net book value			
At 1 April 2024	42,621	8,933	51,554
At 31 March 2025	5,071	1,279	6,350

All of the above assets are used for charitable purposes.

14. Debtors

	2025	2024
	£	£
Trade debtors	87,100	7,311
Prepayment and other debtors	385,437	177,802
Accrued income	582,228	2,033,458
	1,054,765	2,218,571

15. Creditors: amounts falling due within one year

	2025	2024
	£	£
Grants payable < 1 year	1,561,933	2,197,917
Trade and other creditors	276,538	188,573
Taxation and social security	52,947	36,957
Accruals	130,903	84,369
	2,022,321	2,507,816

16. Creditors: amounts falling due in more than one year

	2025	2024
	£	£
Grants payable > 1 year	172,933	852,027
	172,933	852,027

17. Analysis of net assets between funds

2025	GENERAL UNRESTRICTED	DESIGNATED FUNDS	RESTRICTED	TOTAL FUNDS
	£	£	£	£
Tangible fixed assets	19,538	-	-	19,538
Intangible fixed assets	6,350	-	-	6,350
Net current assets	5,676,411	1,414,000	-	7,090,411
Creditors: amounts falling due after one year	(172,933)	-	-	(172,933)
	5,529,366	1,414,000	-	6,943,366
2024				
	£	£	£	£
Tangible fixed assets	26,366	-	-	26,366
Intangible fixed assets	51,554	-	-	51,554
Net current assets	6,110,875	940,000	124,018	7,174,893
Creditors: amounts falling due after one year	(37,500)	-	(814,527)	(852,027)
	6,151,295	940,000	(690,509)	6,400,786

Notes to the financial statements
for the year ended 31 March 2025

18. Movements in funds

2025	AT THE START OF THE YEAR	INCOME	EXPENDITURE	GAINS/ (LOSSES)	TRANSFERS	AT THE END OF THE YEAR
	£	£	£	£	£	£
Restricted funds						
Porticus Apr 24 Fund	-	120,000	(120,000)	-	-	-
Inclusive Education Fund	124,018	333,333	(457,351)	-	-	-
Total restricted funds	124,018	453,333	(577,351)	-	-	-
Unrestricted funds						
General Funds	5,336,768	5,225,789	(4,559,191)	-	(474,000)	5,529,366
Designated fund - safety reserves	940,000	-	-	-	-	940,000
Designated fund - future grants reserves	-	-	-	-	474,000	474,000
Total unrestricted funds	6,276,768	5,225,789	(4,559,191)	-	-	6,943,366
Total funds	6,400,786	5,679,122	(5,136,542)	-	-	6,943,366

2024	AT THE START OF THE YEAR	INCOME	EXPENDITURE	GAINS/ (LOSSES)	TRANSFERS	AT THE END OF THE YEAR
	£	£	£	£	£	£
Restricted funds						
Diversity in STEM & Motorsport fund	599,349	694,436	(1,293,785)	-	-	-
Preventing Exclusions fund	350,000	-	(350,000)	-	-	-
Inclusive Education Fund	-	333,334	(209,316)	-	-	124,018
Total restricted funds	949,349	1,027,770	(1,853,101)	-	-	124,018
Unrestricted funds						
General Funds	4,326,418	4,471,465	(3,161,115)	-	(300,000)	5,336,768
Designated fund - safety reserves	640,000	-	-	-	300,000	940,000
Total unrestricted funds	4,966,418	4,471,465	(3,161,115)	-	-	6,276,768
Total funds	5,915,767	5,499,235	(5,014,216)	-	-	6,400,786

Purposes of restricted funds

Porticus Apr 24 Fund - a grant from Stichting Benevolentia, managed by Porticus for Improving educational provision for children in adversity.

Preventing Exclusions Fund - developed in partnership with Sky, aims to tackle school exclusions of vulnerable young people.

STEM & Motorsport Fund - To create and strengthen pathways to and within STEM and motorsport careers for people from underrepresented and disadvantaged groups.

Inclusive Education Fund: developed in partnership with UBS Business Solutions, with the aim to increase the ethnic diversity of the teaching workforce and scale models of inclusive education.

Purposes of designated funds

Safety Reserves Designated Fund: this fund corresponds to four months of sustainable operating costs.

Future Grants Designated Fund: this fund is designated for future grants to be committed in the following one to five years.

Notes to the financial statements for the year ended 31 March 2025

19. Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2025	2024
	£	£
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	542,580	485,019
Depreciation & amortisation	33,982	30,774
Decrease in debtors	1,163,806	1,436,927
(Decrease)/Increase in creditors	(1,164,589)	447,691
Loss on disposal of intangible assets	417	15,312
Loss on disposal of tangible assets	26,624	514
Net cash provided by operating activities	602,820	2,416,237

20. Analysis of cash, cash equivalents and investments

	2025	2024
	£	£
Cash in hand	6,867,967	5,424,138
Cash deposits with a maturity under 3 months	765,000	1,190,000
Cash and cash equivalents	7,632,967	6,614,138
Cash deposits with a maturity above 3 months and under 1 year	425,000	850,000
Investments	425,000	850,000

21. Analysis of net debt

An analysis of the changes in net debt has not been presented as all of the entity's cash flows relate to movements in cash, and the entity has no items to include in such an analysis other than the cash flows in the Statement of cash flows.

22. Related party transactions 2025

The member or trustee listed below donated funds to Mission 44 during the financial period.

NAME OF THE TRUSTEE OR MEMBER	NAME OF THE MEMBER'S GROUP	VALUE 2025
		£
Sir L Hamilton	N/A	3,311,272
Dawid Konotey-Ahulu	N/A	6,005 (donation in kind)

£475,000 of Sir L Hamilton's donation was committed in the period, recognised in receivables and paid post year-end.

The members or trustees listed below provided sponsorship and other funds to Mission 44 during the financial period (all amounts pledged were received in full during the financial year and there were no unsettled amounts at the start or the end of the year).

NAME OF THE TRUSTEE OR MEMBER	NAME OF THE MEMBER'S GROUP	VALUE 2025
		£
Sir L Hamilton	Almave LLC	120,000
Sir L Hamilton and Mark Hamlin	Project Forty Four Limited	65,990
Natacha Minniti	JP Morgan Private Bank / JP Morgan SE	20,000

The following trustees are associated with organisations that have provided services to or received financial support from Mission 44 during the financial year. The conflicted trustees have not participated in the decision-making process in relation to these services.

NAME OF THE TRUSTEE	NAME OF THE TRUSTEES' GROUP	VALUE 2025
		£
A K Q Ahmed	AKQA	76,423

Of the £76,423 expenditure above with AKQA, £nil is outstanding at year-end.

Additionally, there is an existing grant payable to the Royal Academy of Engineering, where our trustee Dr H Sillem was Chief Executive, recognised in the years 2023 and 2024, of which £465,692 was payable at the beginning of the period. £416,618 was paid during the year 2025, and £49,074 remains outstanding at the end of the year.

Notes to the financial statements
for the year ended 31 March 2025

Related party transactions 2024

The member listed below donated funds to Mission 44 during the financial period (all amounts pledged were received in full during the financial year and there were no unsettled amounts at the start or the end of the year).

NAME OF THE MEMBER	NAME OF THE MEMBER'S GROUP	VALUE 2024
		£
Sir L Hamilton	N/A	3,963,834
Sir L Hamilton	Plus 44 LLC	56,524

The following trustees are associated with organisations that have received financial support from Mission 44 during the financial year. The conflicted trustees have not participated in the decision making process relating to these awards.

NAME OF THE TRUSTEE OR MEMBER	NAME OF THE TRUSTEES' GROUP	VALUE 2024
		£
Dr H Sillem	Royal Academy of Engineering	187,937

Of the £187,937 grant above, £nil was paid in the year and £187,937 is outstanding at year-end and recognised in payables. Another £277,755 is recognised in payables related to a grant recognised in the period ended 31 March 2023.

The following trustees are associated with organisations that have provided services to Mission 44 during the financial year. The conflicted trustees have not participated in the decision-making process in relation to these services.

NAME OF THE TRUSTEES	NAME OF THE TRUSTEES' GROUP	VALUE 2024
		£
A K Q Ahmed	AKQA	153,388
D A Bardowell	Ten Years' Time	3,240

Of the £153,388 expenditure above with AKQA, £67,496 is outstanding at year-end and recognised in payables.

The following trustees are associated with organisations that have received services from Mission 44 during the financial year.

NAME OF THE TRUSTEE	NAME OF THE TRUSTEES' GROUP	VALUE 2024
		£
M Hamlin	X44 Limited (UK)	21,418

Of the £21,418 expenditure above, £5,312 is outstanding at year-end and recognised in receivables.

23. Members' Liability

The liability of each member is limited to £1, being the amount that each member undertakes to contribute to the assets of the Charity in the event of its being wound up while he or she is a member or within one year after he or she ceases to be a member.

MISSION44

Annual report and financial statements
for the year ended 31 March 2025

81 Rivington Street
London EC2A 3AY

mission44.org



Charity registration number 1199596
Company registration number 13792350