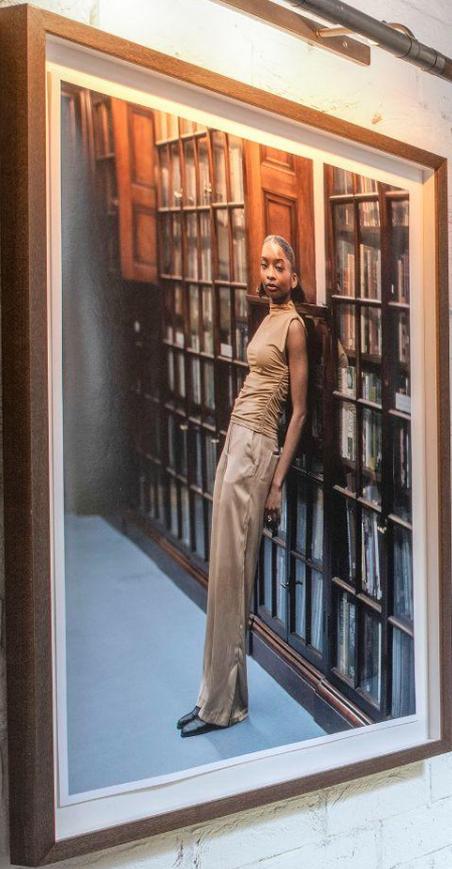


# IMPACT REPORT

2025



SOHO HOUSE





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## From our CEO

Soho House has seen a year of change. As we transition back into a private company, we plan to slow down growth a little bit and focus on making our members happy – and our House Foundations strategy has evolved alongside this. While our commitment to creative access and reducing our environmental footprint hasn't changed, we have adjusted our focus onto the areas where we can drive the most meaningful impact.

As we surpass 3,500 young people supported by our creative access programmes to date, in 2026 I am taking part in Soho Mentorship in Manchester. I'm mentoring a young creative from the North of England, something I once was myself. I'm excited to be contributing to our flagship social impact programme and I can't wait to see what this brilliant cohort go on to achieve.

In 2025 we planned a global sustainability reset to ensure all of our sites share the same environmental values across their operations. This work is ongoing and it's something I know we need to continue pushing forward on, year after year.

The good news is that we have 180 team members globally who are passionate about sustainability and have signed up to help drive progress all over the world.

We've also invested in a new carbon accounting tool that allows us much better oversight of our emissions and more accurate transition planning for the years ahead. We are tracking and analysing the data that will enable us to put Soho House on a path to reductions.

We know that our members and teams care about this work. We care about people and the communities around us, and we are empowering our community to do the same. Thank you for joining us on this journey.

**Andrew Carnie, CEO**



‘Soho Mentorship was truly a turning point in my life, both personally and professionally. Becoming a Soho House member and being part of this programme gave me a place where my mind could rest, a space to reconnect with myself, and a community that made creativity feel safe and possible again.’

**Galo Delgado, Soho Mentorship Mexico City**





## 2025 at a glance

SOHO HOUSE

# 3,500+

young people supported through our creative access programmes, to date

# 92%

of members who took part in Soho Mentorship feel equipped to support young people into the creative industries

## Manchester and São Paulo

launched Soho Futures programmes, furthering our commitment to creative access in every city we are in

## Better environmental data

allowing more accurate transition planning for the years ahead

# -14%

decrease in carbon emissions intensity across our global sites, showing less tCO<sub>2</sub>e per sq ft

# 3,900+

young people supported by The Soho House Foundation, with over half a million US dollars donated to charity, to date



# House Foundations

Our social impact and sustainability programme aims to make a positive impact on the people around us, the lives of our members, and the environment.

Everything we do starts with people. We're passionate about driving access into the creative industries for people from underrepresented backgrounds, fostering belonging in our teams and membership, and giving back to our local communities.

Alongside social impact, we want to ensure our business does as little harm to the environment as possible, with the aim to make a positive contribution where we can.



# Materiality Assessment

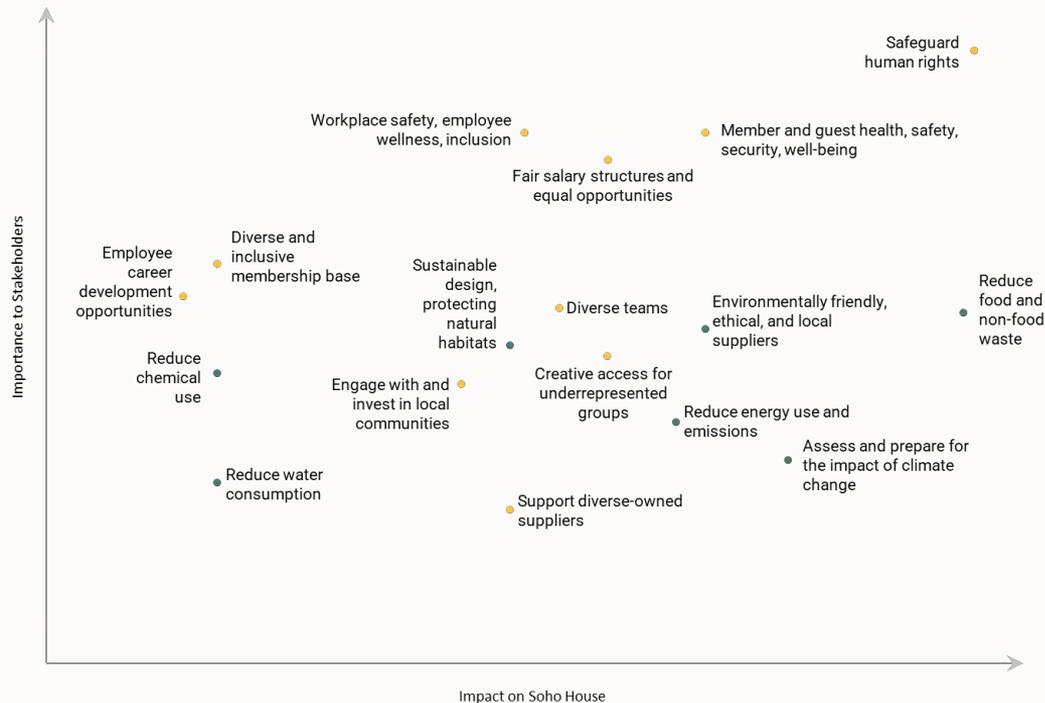
This year we refreshed our impact materiality assessment, re-engaging key stakeholders to ensure we continue to prioritise the social impact and sustainability issues, and opportunities most relevant to our business.

We surveyed 1,200 Committee members across 44 locations, selected due to their higher level of engagement and familiarity with the business, achieving a 28% response rate and gaining strong insight into member priorities. Team input was gathered via an open staff survey, with a 4% response rate spanning roles, functions, geographies, and senior leadership.

Stakeholder feedback was assessed alongside business impact, measured by scale and likelihood, and mapped against sustainability-related risks identified through our internal risk assessment, enabling us to identify the most material topics from two perspectives: what matters most to our people and what most affects Soho House.

Human rights, creative access, member and guest wellbeing, and emissions reduction remain core priorities. Reducing food and non-food waste has increased in stakeholder importance and continues to be material for us.

While employee career development and reducing chemical use ranked lower in relative impact, both remain important focus areas, with continued progress through initiatives such as Soho Learn and the use of eco-friendly cleaning products across our Houses.





# Social Impact

SOHO HOUSE



Roots, Berlin, The Soho House Foundation charity partner  
Photo by @moodsofana.photography



***People are our passion, they're at the heart of everything we do. We aim to use our platform to make a positive impact on our members, our teams, and the communities around us.***

Our social impact programmes continue to make a meaningful difference in communities around the world, supporting people and projects that align with our values and purpose.

As we transition to becoming a private company and evolve our wider business strategy to slow down growth and focus on our members, we are broadening how we measure social impact beyond percentage-based targets. Instead we are refocusing on people – placing the emphasis on the real lives and communities that our programmes support, with a more outcomes-focused approach. This shift allows us grow these programmes with more personal care and attention - whilst measuring impact in a more human way, ensuring our efforts remain authentic, flexible, and aligned with the needs of the people and partners we work with.

We will continue to track social impact data whilst also gathering quantitative and qualitative feedback from participants. This ensures we can measure progress over time, and understand how effectively we are serving the people and communities we support.

Our commitment to creative access, giving back to our communities and local charities, team wellbeing and development, and culture and belonging hasn't changed – we continue with this work and will share regular updates on our progress and the challenges as we move ahead.

## 2030 goals

Creative access for people from underrepresented backgrounds

Gender parity and balanced ethnic diversity in our leadership team

Support diverse-owned or -led businesses

Team wellbeing and development

Support the communities around us



## Soho Mentorship: the inside story from a former mentee

*The young actor, model, photographer, and filmmaker Isaak Adoyi joined our social impact programme in LA in 2024. He hasn't looked back since.*

When Isaak Adoyi set out for LA to pursue his dream of becoming an actor in the spring of 2018, he was following a well-trodden path of countless young hopefuls before him. Like any good Hollywood story, Adoyi's featured its fair share of ups and downs before persistence – and a sprinkle of luck – led him to his first big break. That persistence has continued to pay off.

In 2024, he was selected for our Soho Mentorship programme. Run in partnership with Creative Futures Collective, the 16-week programme aims to open access to the creative industries for young people from underrepresented or lower socioeconomic backgrounds. The award-winning short film Adoyi created for his showcase has since gone on to be shown internationally. He tells us what got him there and why anyone who gets the chance to should take part.

**'I knew moving to LA was my calling.** In 2018, my mother was getting ready to go on vacation for three months, and I lied and told her that I was going to Texas to visit a friend. I saved up some money and booked a one-way flight from Ohio to Los Angeles. I was so nervous. I didn't expect anything or go crazy like: "I'm going to come to LA and I'm going to be a star," I was just scared. All I had was faith.'

**'The principal at my acting school suggested modelling could be a way for me to break into the industry.** I went around the best agencies and they all said no. I worked as a Lyft driver for almost a year, but by August 2019, I felt like I couldn't survive in LA for a moment longer. That same day, my phone rang. The caller said they were working for an A-list artist who was interested in booking me for a project. I said yes without even knowing who it was. The set was a beautiful house in Bel Air. I was looking at the window when someone came up and hugged me from behind. I turned around and there was Beyoncé. That's how I got my first break into modelling. Within a year I signed with Storm Management and became a full-time model for Nike.'

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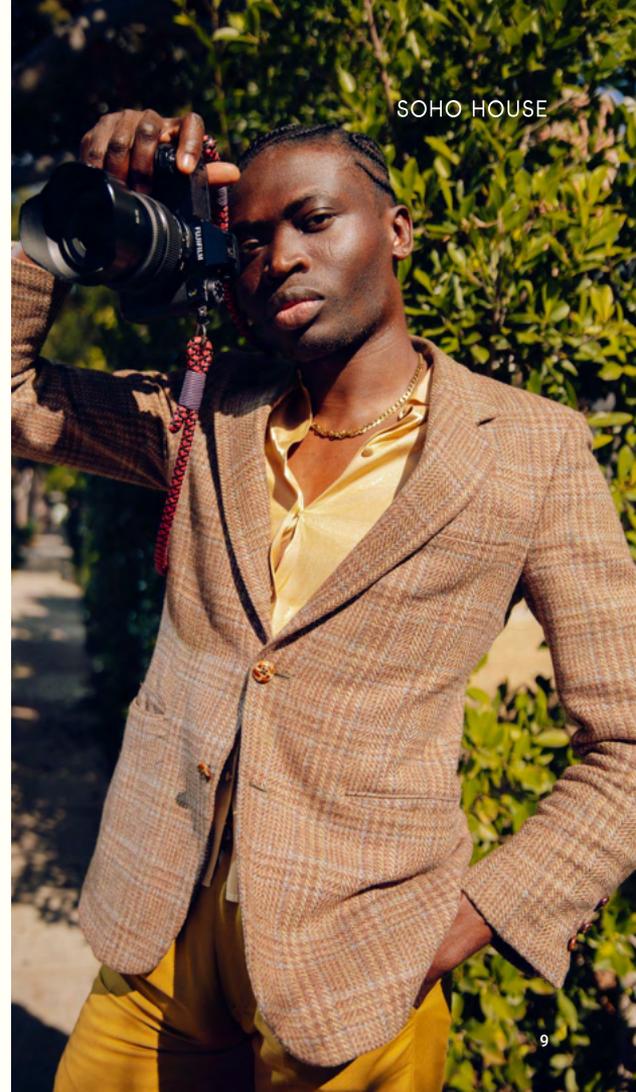
**'When I first heard about the Soho Mentorship programme, I was like, this is too good to be true.** But I applied, got invited to interview and was accepted onto the programme. I was paired with the producer Christian Polsinelli, and I'm so glad. He's an amazing mentor and producer. He taught me to always think deeper – to see the idea within the idea. I would love to work with him on a project one day.'



**'Being a Soho House member is like sitting on a gold mine.** It's where creative people meet and connect. This industry is very political. It's about who you know and who hears your name from a trustworthy and credible source. I always wanted to "get in the room", as we say, but I didn't just get in the room, I got in the house – Soho House. I'm like, this is it. This is the spot where I can shape myself into the person I want to be.'

**'I got the opportunity to shadow Beyoncé on set in 2022 while she was filming for Act 1: Renaissance.**

I was so inspired to create a story of my own one day from what I learned on that set. A year later, I connected with the amazing art director and photographer, Tyler Hicks, who partnered with me on *I Know Who I Am*. We started taking photos together and the rest is history. So many people put their time and talent into helping to make the film, and I'm so grateful for every single one of them. These are people I want to work with in the future.'





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**'I called the film *I Know Who I Am* because we all think that we know who we are, but I realised I needed to seek the truth before I said that.** Because there's always something deeper within us, I knew there was another journey I had to take. We shot the film in 2024, in Atlanta and Malibu, three months before the LA fires. That same area we shot the film in Malibu is gone. Now it lives in *I Know Who I Am*.'

**'The response to the film was overwhelming and beautiful.** It was first screened at the Soho Mentorship showcase. Afterwards, people kept telling me to put it into film festivals, but the circuit was closed for that year. Then I saw a post about a competition being run by Earth Partner.

I submitted without thinking and we were named as one of the winners. The film was featured on NOWNESS and at a group exhibition in the Vatican Gardens. Thanks to the programme, Tyler Hicks and I were given the opportunity to fly to Rome to represent Soho Mentorship, Creative Futures Collective, and Soho House for the inauguration of the exhibition.'

**'My advice to anyone who is considering applying to the Soho Mentorship programme is do it.** Mentorship is important, very important. We all need it, and this programme is the perfect opportunity for unseen and unheard creatives to be mentored by some of the elites in the industry. You get the chance to learn and also apply what you've learned. At Soho House you have mentors, creatives you can connect with, theatres where you can watch movies and learn from directors during Q&As, amazing food, and hospitality. If you're creative, it's definitely the space for you.'



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3,900+

young people supported by The Soho House Foundation, with over half a million US dollars donated to charity

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3,500+

young people through our creative access programmes, to date

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92%

of mentors feel equipped to support young people from lower socioeconomic backgrounds

## Soho Futures

We're passionate about opening up our spaces and empowering our members to help emerging talent to flourish. Our creative access programmes, Soho Mentorship and the Soho Futures Grant help build connections, confidence and experience for the next generation.

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92%

of mentees feel they can choose a career that fits what they are good at

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45

Soho Futures Grants awarded



## Soho Mentorship Manchester

At the end of 2025, we opened our first House in the North of England. Manchester is a major creative hub, with a fast-growing creative industry second only to London. The city has a thriving ecosystem of film, TV, music, design, and digital media, making it a natural home for emerging talent.

We couldn't wait to launch Soho Mentorship here - investing in the local creative industry and helping to ensure that opportunities, mentorship, and networks are not confined to the UK's capital. We believe in a more inclusive and regionally balanced creative landscape, empowering Northern creatives to build sustainable careers, and contribute to cultural and economic growth.

We launched the first Manchester cohort of Soho Mentorship at our new House with a panel on access in the creative industries, hosted by journalist and presenter Naga Munchetty. The panel included the following mentors: cofounder of Joy Division and New Order, Peter Hook; Soho House CEO, Andrew Carnie; and business owner and coach, Rebecca Hartley. They were joined by entrepreneur and former mentee, Tele Lawal. We had an impressive line-up of Manchester's creative talent sign up to our inaugural cohort in the city, and after the discussion mentees met their mentors over Picantes, marking the start of new connections across the North.

*Soho Mentorship now runs in 22 cities globally, in partnership with Creative Mentor Network, Creative Futures Collective, Routes In, and OWN Academy.*





## Soho Futures Grant São Paulo Winners and projects

The Soho Futures Grant aims to increase access to the arts and creative industries for people who face economic or other barriers to inclusion. In São Paulo, the same as in Mexico City the previous year, we have run the grant programme specifically for women, to directly address gender diversity in creative jobs in these cities.

Women in Brazil have historically been overlooked in creative career paths, facing barriers to access and progress due to gender bias, cultural expectations and limited access to opportunities. Alongside the grant, Soho House São Paulo is supporting efforts to improve gender balance through considered membership intakes and a women-only membership Committee.

Our judging panel, which included three members: Ana Paula Kuroki Borges (20 years' experience in brand strategy and innovation), Asaph Luccas (director, screenwriter and artist) and Emily Ewell (CEO and cofounder of Pantys, the pioneering sustainable femtech brand), awarded five grants in 2025

[Read more here.](#)



**Amanda Dias**

**(@mandinga.biojoias)**

developed an accessories collection titled Born from the Earth for her brand, Mandinga Joias. The collection uses sustainable materials including clay, seeds and textile waste – bringing together ancestry and environment.



Minha Casa, Minha Vida

**Nathalia Rosa (@nahprodu)**

produced *Minha Casa, Minha Vida*, a photographic editorial exploring how people live in Brazil's peripheral communities. Inspired by architecture magazines, she created photo essays that detail people's homes, while also telling the families' stories. She used the grant to purchase a camera, produce the shoots, develop a visual identity for the project, and compensate the families for opening their homes.



**Dariely Belke (@darielybelke)**

worked on *Córnea*, a video art piece exploring how people with low vision perceive the world. She used the grant to fund the entire production process.

**Letícia Nakano (@leticia.nakano)**

used the grant to develop a capsule collection for her brand, Momotaro. The pieces are designed to make life easier for women cyclists and serve as a manifesto encouraging women to feel confident in the city while cycling, in garments made from technological, environmentally responsible fabrics.



**Jennyffer Bransfor Tupinambá (@jennyfferbransfor)**

created *Ecos de Ancestralidade*, a digital campaign comprising four videos that present data on the presence of Indigenous people in the workforce, highlight the alarming unemployment rates among Indigenous communities, and calling on Brazilian companies to recognise this inequality and take action to address it.



# The Soho House Foundation

The Soho House Foundation is an independent charity, established by Soho House to help remove barriers to creativity for young people from underrepresented and lower socioeconomic backgrounds.

Soho House makes an annual donation to fund the grant programme – supporting projects that open doors to the arts, from music and film to theatre, design and pathways to creative careers in the cities where we have members.

Since 2022, the foundation has distributed more than half a million US dollars, including 16 grants to creative charities that have directly supported more than 3,900 young people. In addition to the grant programme, the foundation also works with carefully selected charity partners to aid disaster relief in our local communities.

[Find out more](#)

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3,900+

young people supported through the grant programme

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16

charity partners supported through our grant programme

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5

donations to aid disaster relief





## The Soho House Foundation partners

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### **OTV (Open Television), Chicago**

An Emmy-nominated, non-profit streaming platform and media incubator, supporting intersectional storytellers through mentorship, grants, fellowships, and distribution. With a mission to transform how the film and entertainment industries engage with opportunity-challenged communities, OTV centers care, experimentation and equity to create space for the next generation of storytellers.



### **Deafinitely Theatre, UK**

The first professional deaf-launched and led theatre company in the UK, working bilingually in BSL and spoken English to produce work catering to audiences of all ages. They nurture the next generation of deaf actors, writers and audiences through the Deafinitely Youth Theatre. Their vision is a world where deaf people are a valued part of the national theatre landscape, recognised for the excellence of their work.



### **PERLE SOCIALE, France**

The Partnership for Education, Reintegration and Social Flourishment is dedicated to empowering vulnerable communities by providing educational support and career guidance, along with cultural initiatives and workshops for young people. By placing creativity and education at the heart of its mission, they turn vulnerability into strength and open new perspectives for the future.



### **Dhammajarinee Witthaya School, Thailand**

Offers a safe home and free education to more than 1,000 underserved girls. Their holistic approach, from traditional academics and STEM to the arts, is combined with vocational training, athletics, leadership development, and mental health programmes. The results are transformative: 90% of graduates attend university, compared to just 5% of children from low-income families nationwide.



## Soho Works Emerging

In 2025, Soho Works, our network of office spaces, launched a new programme designed specifically for young, emerging creatives, entrepreneurs and innovators, in partnership with Sotheby's.

[Find out more](#) about Soho Works.



Soho Works Emerging offers participants the tools, community and inspiration needed to take the next step in their creative journeys. Through access to dynamic workspaces, curated events, professional workshops with industry mentors and a unique window into the world of Soho House, we're building a platform to support and elevate the next generation of cultural leaders.

Sotheby's promotes the programme to eligible students, with 17 members onboarded in the inaugural year of the programme.

Highlights so far include a networking event hosted with The Dots, a *High Performance* podcast event with Jake Humphrey, a business mentoring and personal branding workshop with Juliana Damasco, and a session with Postpone on social media strategies.





## Soho Give

Connecting people goes beyond the walls of our Houses. We care about the communities around us, and believe our spaces and members can have a positive impact on the cities and neighbourhoods we're in.

Across our global sites, teams supported their local communities through hands-on volunteering, emergency response, food provision, fundraising and long-term community partnerships.

Here are some of the ways they gave back in 2025:

- In Hong Kong, teams prepared more than 2,000 meals with Food Angel and hosted a fundraising dinner supporting those affected by the Tai Po fires, alongside a donation from the Soho House Foundation to local relief efforts.
- In Tel Aviv and London, teams packed holiday boxes and supported food and clothing distribution for people in need.
- In Los Angeles, the Houses mobilised donations, delivered meals to evacuees during the fires, and the foundation contributed to emergency response organisations.
- Soho Works 180 Strand partnered with Sisterhood to provide creative education and masterclasses for girls in London.
- In Barcelona, the House supported local charities through job training partnerships, fundraising events, equipment donations, and Christmas gift collections.
- Babington House volunteered with Root Connections, supporting a community garden and organic growing initiative that funds a homeless hostel.

In 2025

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# \$1.4m

donated in 2025, including bedrooms, event space, memberships, food and drink, funds and team volunteering hours

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# 114

charities supported by our sites globally

SOHO HOUSE





## Culture and belonging

At Soho House, culture and belonging continue to evolve as lived practices, rooted in our values and expressed daily across our Houses worldwide.

In 2025, we created moments of connection, dialogue, and reflection for members, recognising that belonging is built through repeated experience



ABFF Dinner

and environments where people see themselves represented. We also fed our teams, literally and figuratively, from books and talks to food-centered cultural experiences that helped to deepen awareness and community. Across our Houses, we expanded partnerships with local communities, welcoming people who may not have previously seen Soho House as a place for them, and strengthening our role as a creative home open to many perspectives.

Our goal remains consistent: to foster a community where creativity thrives and people feel able to participate as themselves. Respect, kindness, and collaboration allow our spaces to remain places where members and teams feel safe, recognised, and valued – and where opportunity is shaped by contribution rather than background.

Highlights from the year include:

**Pride Talk: Sipping Tea**, a conversation series with LGBTQIA2S+ leaders, creating space for open dialogue and community connection, supported by LGBTQIA2S+-owned bakeries.

**Sapphic V Day Brunch**, an intimate gathering for queer women of colour celebrating identity, visibility and connection through shared conversation and live coaching with author Dr Summer Allen.

SOHO HOUSE



Black & Lit Honors with Elizabeth and Minnie



Diversity Fuels Creativity, Soho House West Hollywood

**Women's History Month: Salotto d'Artista**, conversations and artist-led event spotlighting women's leadership, creativity and mentorship across disciplines.

**Diversity Fuels Creativity, in partnership with Seramount**, a cross-industry convening exploring how culture, representation and storytelling strengthen inclusion and innovation.

**Black & Lit Honors with Elizabeth and Minnie**, celebrating Black authors, filmmakers and storytellers, fostering representation, industry connection and peer exchange, with charitable book donations supporting wildfire-affected families.

**Gurls Talk**, founded by Adwoa Aboah, hosted a session for parents and caregivers focused on supporting adolescent mental health. Led by Dr Cindy Huang, parenting expert and clinical advisor, creating a supportive space for learning, conversation, and community exchange. Guests left with practical guidance and tools to help their families navigate the challenges of adolescence with empathy and understanding.

**ABFF Dinner**, Producer Sidra Smith and the American Black Film Festival co-hosted an intimate dinner bringing together Black creatives and cultural leaders to recognise contributions to the global film and television industry, and celebrate innovation within the community. The evening honoured influential storytellers while creating space for relationship building and peer connection outside formal industry settings.

SOHO HOUSE

## Supplier diversity

*From spend targets to sustainable impact*

As we've worked on the supplier diversity programme, we have encountered a number of practical and operational challenges that we want to be upfront about.

We've had difficulty finding suppliers that can meet the scale, capacity and technical requirements to suit our operation. On top of this, where we have identified suitable suppliers from underrepresented backgrounds, they are not always able to facilitate competitive pricing or the required certification to comply with our supplier code of conduct. In an increasingly difficult financial climate for our industry, this has made changing suppliers across many categories very difficult.

We don't want to back away from our commitment to supplier diversity, but have reassessed the goal we set five years ago and aligned with our wider social impact strategy, deciding to focus instead on where we can make a meaningful impact, supporting real growth for these suppliers, and using our experience to help them operate at a bigger scale.

Moving forward, we plan to prioritise deeper partnerships with a smaller number of individual suppliers where we believe we can add tangible value, investing in longer term relationships and providing visibility through our Houses, communications channels and member events.



## Team wellbeing and development

We are committed to learning, development and equal opportunities across Soho House.

In 2025, we delivered two successful global Service Weeks, in April and October, bringing teams together to celebrate, inspire and educate through hands-on operational experience, training, competitions, team meals and storytelling from those who have grown within the company – all reinforcing our 'Yes! Yes! Yes!' service ethos.

Our Early Careers programmes continued to strengthen the talent pipeline across the UK and Americas. We welcomed 72 new apprentices, achieved completion rates 10% above the national average for our 2024 cohort, celebrated two culinary award wins, and onboarded 16 management trainees to support the next generation of leaders in our Houses and restaurants.

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72

Soho Apprenticeship enrolments

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30,000+

training participations recorded across Soho House

---

2

culinary awards won by chef apprentices at the Purple Umbrella Awards

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3,140

Soho Learn sessions run across the UK, Europe and Asia

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16

management trainees onboarded across the UK and Americas



# Sustainability



*We want to make choices that have a positive impact on the planet, making it easier for our members to live a sustainable life.*

A key development this year was the introduction of the House Foundations League Table, which ranks every site against a consistent set of sustainability performance indicators. This has created greater transparency and accountability, allowing us to identify high-performing Houses, while targeting tailored support and new solutions for those at the lower end.

We also began a global sustainability reset, starting with waste. Every site has now been mapped to understand current waste streams, infrastructure and behaviours, forming the basis for a more consistent global approach. New signage and training are being rolled out across all Houses to improve segregation, reduce contamination, and embed sustainable practices into daily operations.

We have 180 team members around the world signed up as Sustainability Ambassadors, who lead sustainability and social impact improvements at their House, promoting behavioural change in their teams and ensuring the goals are regularly communicated at a site level.

Underpinning this work is a continued focus on improving the quality, consistency and usability of our data. Through use of the Plan A platform, we have strengthened our ability to measure and track environmental performance across the business, providing more reliable insights to inform decision-making, prioritise action, and monitor progress over time.

## 2030 goals

50% reduction in Scope 1 and 2 emissions intensity

50% reduction in Scope 3 emissions intensity

Reduce emissions from company travel

50% reduction in food and non-food waste

80% of all waste diverted from landfill

100% of sites separating food waste

Reduce use of environmentally harmful chemicals and single-use plastics

Reduce water use and fund clean water projects

All food, beverage, textiles and materials aligned to our responsible procurement policies



## Climate action

We have strengthened our carbon management approach by working with Plan A, a leading carbon accounting and decarbonisation platform, to deliver a more accurate, consistent and auditable view of emissions across our global operations.

Aligned with the Greenhouse Gas Protocol, the platform enhances measurement of Scope 1–3 emissions, reduces reliance on manual processes, and improves overall data quality. By consolidating emissions data into a single system, we can track performance more effectively, identify reduction opportunities, and lay the groundwork for future climate targets and transition planning, with greater transparency and clearer insight into our emissions drivers.

In 2025 we saw a 14% decrease in carbon intensity across the business, meaning fewer emissions per sq ft of operational space. Since 2023, this represents a 27% decrease in emissions intensity overall, demonstrating sustained progress in improving the efficiency of our portfolio.

This reduction was supported by a decrease in Scope 1 emissions at Scorpios Mykonos (-13%), Soho House Austin (-2%), Cecconi's West Hollywood (-15%), and Soho House Paris (-13%). The combined reduction in the use of stationary fuels at these locations attributed to a decrease in ~80 tCO<sub>2</sub>e. More recent openings also usually have a lower tCO<sub>2</sub>e per sq ft, reflecting improved building efficiency and sustainability practices over time.

In 2025

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# -14%

decrease in total carbon emissions intensity

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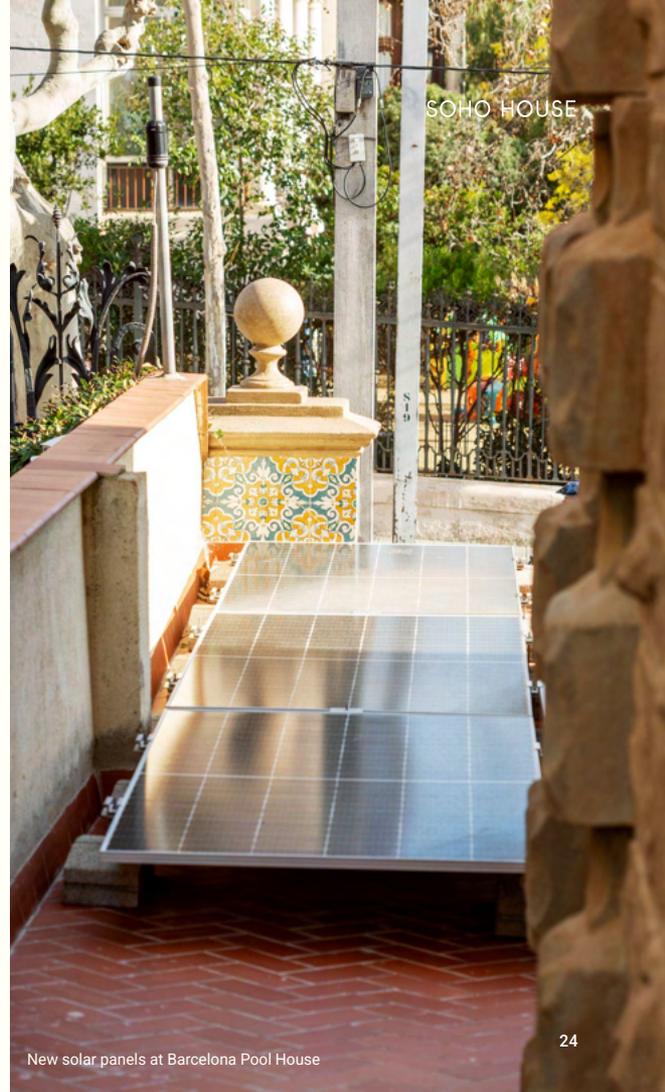
# 56%

of supplier Scope 3 emissions reported

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# 11%

of sites have on-site renewable energy sources



New solar panels at Barcelona Pool House

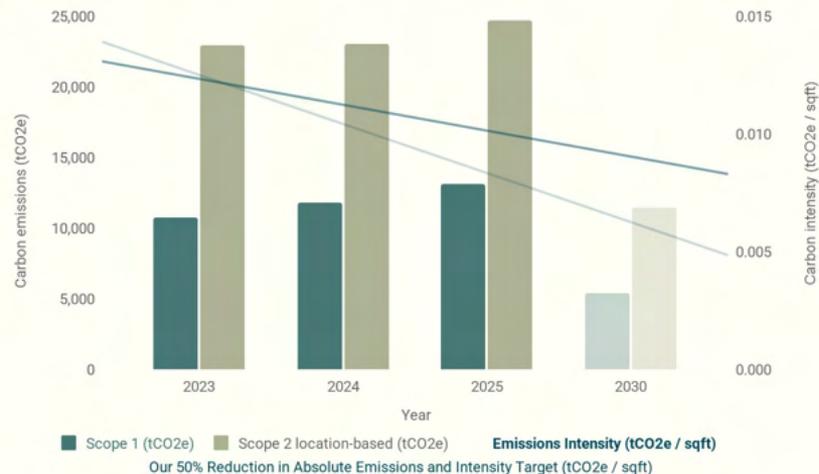


We also saw a decrease in Scope 2 emissions at Little House Mayfair (-4%), Little Beach House Malibu (-11%), Soho House New York (-13%) and Soho House Mumbai (-4%). Across these sites, energy efficiency measures including LED upgrades and responsible energy management resulted in a reduction of ~142 tCO2e. (As emission factors in these regions remained unchanged from 2024, we can discount this as a material driver of changes).

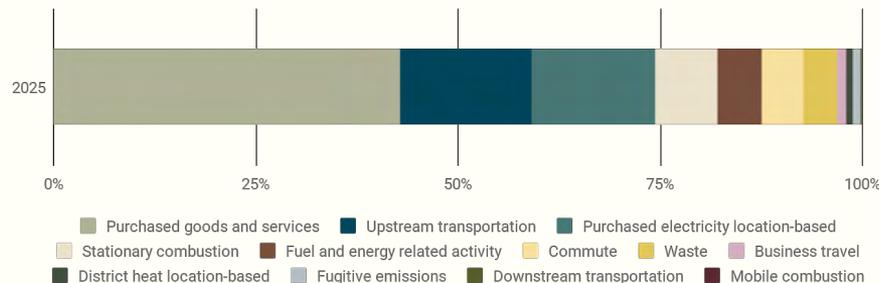
We saw a 9% increase in absolute Scope 1 and 2 carbon emissions. As the business grew by 16% last year (operational space) with the addition of Soho Farmhouse Ibiza, Soho House Manchester and Barcelona Pool House, we were expecting an overall increase. We plan to focus our efforts on improving efficiency across the existing portfolio, with particular focus on the older sites to start making an absolute reduction.

For the first time, we can show a three-year view (2023–2025) of Scope 1 and 2 emissions and intensity, alongside our 2030 target, as well as a breakdown of emissions by category across the business. We now have clearer, more reliable data, helping us better understand where our emissions come from and where to focus our efforts.

Scope 1 and 2 Emissions and Intensity



Emissions by Category



### Scope 3 emissions

- In 2025, we reported the emissions of 56% of the top suppliers by spend. Previously, through manual tracking, we were only able to report on 13% of our supply chain emissions.
- This year, Scope 3 from our suppliers was calculated using a spend-based approach. This method applies relevant emission factors to the total spend for each product or service category.
- From this improved reporting method, we are able to identify that over 65% of our supply-chain emissions are from food and beverage suppliers, and we can look to make improvements.



# Behind the restoration of Barcelona Pool House

SOHO HOUSE

The majority of Soho House sites are created through the reuse and restoration of existing buildings, rather than new-build developments. Adaptive reuse is a core part of how we grow – significantly reducing embodied carbon, preserving the character of local architecture, and embedding our Houses within existing communities.

Barcelona Pool House, which opened in 2025, is an example of how restoration-led development supports our sustainability goals while still creating spaces that our members will enjoy. Alongside restoration, we aim to add practical upgrades that improve long-term performance. One of the additions at the Pool House is solar panels on the roof, supporting on-site renewable energy generation while working within the constraints of the existing building.

Situated on Avinguda del Tibidabo, part of the ‘garden city’ envisioned by Dr Salvador Andreu in the early 20th century, the building itself is steeped in history. His vision was to create a hillside escape for wealthy Barcelona residents, with large homes,

plenty of green space, and even its own transportation courtesy of the Tramvia Blau (which is now disused). The relaxing atmosphere of the area remains, and the tree-lined street offers the perfect spot for members to unwind.

Built in 1906, the House was designed by Josep Masdéu i Puigdemasa and Josep Pérez – a showcase of the Catalan Modernist movement made famous by Antoni Gaudí and other architects of the era. It was intended to be a family home – and indeed it existed as one for much of the 20th century – thought to have been designed as a gift for the original owners’ two daughters.





Restoring the club to its former glory has been a really important part of the process of getting it ready for members. That meant maintaining three essential parts of the Catalan Modernist design: its flooring and ceilings, and the frescoes adorning the walls around the building.

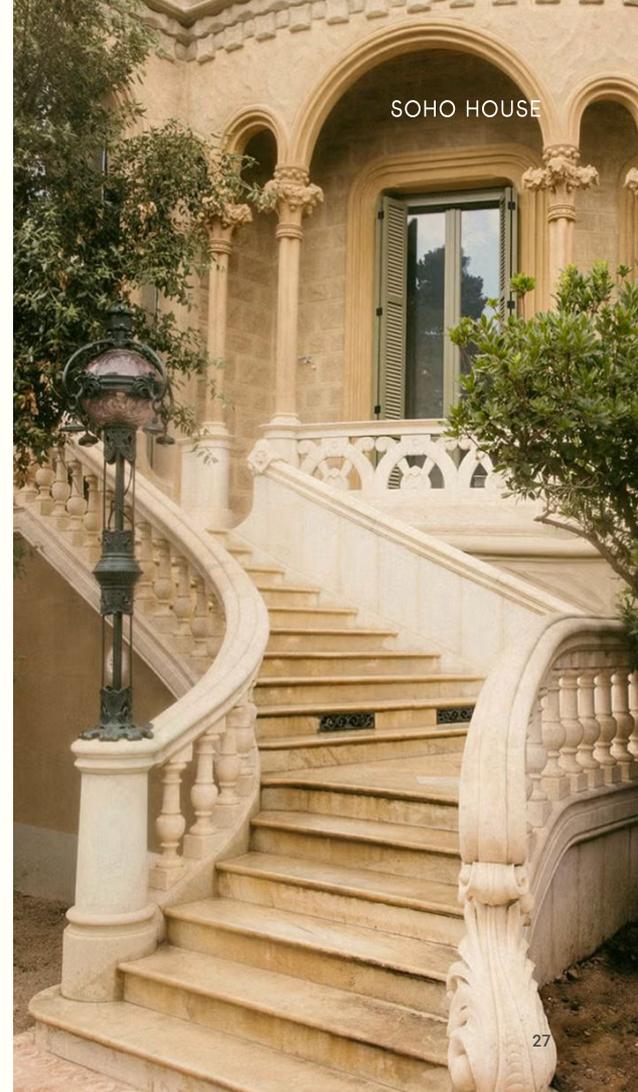
Intricate frescoes were an integral element of the era's design; the vibrant, colourful depictions used to signal both personal and wider Catalan identities. One of the most prominent throughout the House is a Medieval-style scene on the walls of the main club space. Female figures thought to be the owners' two daughters are depicted alongside armoured knights, court ladies, and a greyhound (a symbol of lineage and loyalty) in a wooded landscape.

These kinds of scenes were commonplace, reflective of the movement's desire to romanticise the Middle Ages as a time of nobility, spirituality, and collective values in

the face of industrialism. Elsewhere in the House, the hallway walls feature a natural scene, complete with flowers, clouds, and birds – equal parts calming and intricate. As part of the restoration of these frescoes, the team has worked to carefully consolidate the surface of them, before using conservation-grade adhesive to reattach loose pigment. The final step has been to delicately fill in missing areas or details with natural paints, matching them as close to the original vision as possible.

The same attention has been given to restoring the typical Catalan ceilings. Look up when you visit the House and you'll see the vaulted detailing in the main club space, finished with motifs of abundance: garlands of flowers, fruits and leaves. The building's flooring, which largely consists of colourful mosaic tiles placed in intricate geometric patterns, needed little work: a polish was just about all it took to bring it in line with the rest of the club. That's down to the original hydraulic tiling – thought to have been produced in Valencia – which is found throughout the space. Mainly made up of cement, pigment and marble, and created using a hydraulic press as opposed to a traditional kiln, the sturdy flooring has remained in excellent condition, despite over a century of use.

[Find out more.](#)





## Reduce waste

We have set goals to reduce the amount of waste produced at our sites, to divert remaining waste from landfills and ditch disposables for long-life items.

In 2025 we overhauled our waste data collection, measuring actual waste weights and collection volumes instead of using estimations - and as a result we've seen a 60% increase in waste reported. This isn't a true increase, though we expect there was a small increase from the new sites opened. We also saw a 53% increase in food waste reported, which demonstrates the increased clarity we have on each waste stream.

The largest increase in reported waste was in North America. In 2024, there was little visibility of waste data across a majority of these sites and, as a result, 88% of waste was estimated using a global Soho House average of waste produced (kg, per square foot). This year, we have improved data visibility by obtaining supplier invoices, reducing the need for sq ft estimations by 40%. The improved traceability of waste streams in this region has also contributed significantly to the increase in global food waste reported.

Our focus now that we have this baseline is to work with each site globally to reduce the amount of waste produced and ensure that the maximum amount is being recycled.

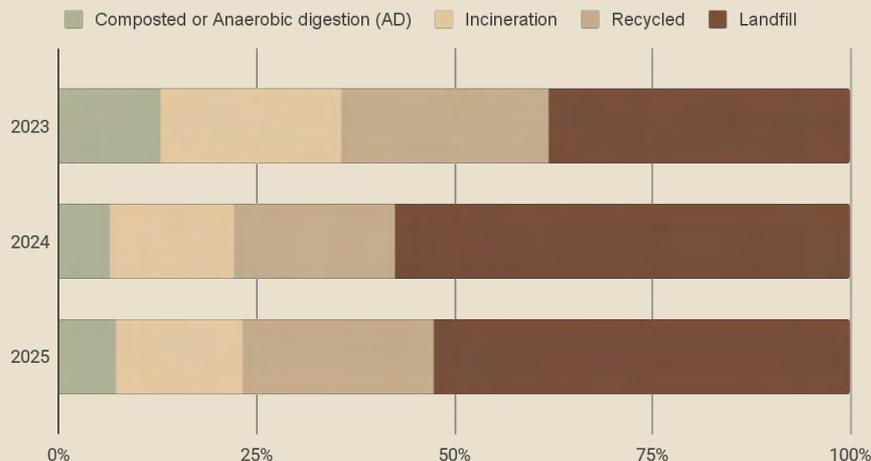
In 2025

SOHO HOUSE

Waste diverted from Landfill



Disposal methods





## Making Soho House Tokyo invitations from recycled bed sheets

In 2025 we worked on another small project with Paper Foundation, recycling out-of-use bedsheets from the Houses into paper to create invites for a hard hat pre-launch dinner at Soho House Tokyo.

The Paper Foundation paper mill in England's Lake District, once again transformed our waste into handmade paper, using techniques that date back centuries. Paper Foundation is based in Burneside, a mill village that has been home to a thriving paper-making community since 1746. As well as its expertise in all things paper, the foundation is also a charitable organisation committed to advancing education, arts and heritage for the local community and beyond.

As an ongoing solution, we are sending our waste bedsheets from the UK sites to Fibrelab, an award-winning textile recycling start-up based in east London using a custom-built mechanical shredding machine to turn pre-consumer and commercial textile waste into valuable recycled fibre. We are looking for similar solutions in other regions.

Find out more about our project with Paper Foundation [here](#).





# Sustainability stories: Barcelona and Canouan

SOHO HOUSE

The two Houses at the top of the House Foundations League table in 2025 were Soho House Barcelona and Soho Beach House Canouan.

The team in Barcelona introduced a new circularity initiative, working with ecoSPIRIT to reduce the amount of glass waste produced from empty spirit bottles. Avallen Calvados and Gin Raw are delivered to the House in reusable dispensers, and once they run out the empty container is taken back to the supplier. They also hosted a number of Soho Give Days, participating in forest restoration and beach clean-ups.

The Canouan team have worked tirelessly to support the community and reopen after Hurricane Beryl in 2024, and since being back they've rolled out multiple environmental initiatives. Focusing on waste, they have introduced glass bottles across the site that can be refilled using the desalination system, reducing the demand for bottled water. A vegetable and herb garden has also been planted, which supplies the House with home-grown produce, and food waste is donated to a local goat farmer in return for compost.

## **Canouan Sunday beach clean-ups**

Dedicated staff members have been coming together for beach clean-ups at Bachelor's Hall Beach, demonstrating their commitment to environmental stewardship and community care.

Equipped with gloves, bags, and a shared sense of purpose, the team collects around 70 kg of rubbish per visit. Their efforts not only restore the beach's natural beauty, but also help protect local marine life and raise awareness about the importance of keeping Canouan's coastline pristine. The clean-ups served as both a rewarding team-building experience and a meaningful contribution to preserving the island's natural environment.





# Governance

As a private company, Soho House continues to prioritise strong governance that supports long-term value creation, aligns with our mission, and advances our social impact and sustainability commitments. Our governance framework remains grounded in clear accountability, ethical conduct, and effective oversight, while evolving to reflect our private ownership structure following the take-private transaction completed in early 2026.

Accountability and governance of our social impact and sustainability initiatives is overseen by the C-Suite and the House Foundations team, whilst the Board of Directors retains oversight of all wider company risk and management matters.

## **Risk management**

In early 2023, we began an in-depth ESG risk assessment to determine the sustainability and climate risks and opportunities for our business, and to ensure we have the right strategy in place to reach our 2030 goals to reduce the impact of our operations on the climate, environment, and to support the communities around us. Our risk management considers both internal and external assessment of emerging risks and legislation and is reviewed by the ESG Risk Committee each quarter.

## **Ethical business**

Across our organisation, we are committed to maintaining the highest standards of business conduct and ethics, and ownership and oversight of this sits with the Board. We expect the highest standards of integrity and conduct from our employees in all matters concerning the operation of the business. We ask that they do not place themselves in any position where their responsibilities as an employee might conflict with any private business interests.

## **Supplier and partner code of conduct, ethical sourcing policy**

Soho House & Co Inc. is committed to ensuring that working conditions within our supply chain are safe; that workers are treated with respect and dignity; that manufacturing and sale processes are ethically and environmentally responsible; and that the conduct of its business is based on principles of integrity, honesty, and fairness. Our Supplier Code of Conduct is [here](#).

## **Modern slavery**

Soho House & Co Inc. utilises a wide range of suppliers to assist in the running of our Houses, work spaces, spa

facilities and retail services, as well as for office support functions, including but not limited to IT, finance, marketing, design, and people and development. We are committed to ensuring that there is no slavery or human trafficking in any part of our business or supply chain, and we have created a series of processes to facilitate this commitment. It is the responsibility of all employees to prevent, detect, and report slavery and human trafficking. We ask all employees procuring goods or services, or managing a project, to ensure our Anti-Slavery Policy is followed. Our Modern Slavery statement is [here](#).

## **Data privacy and cybersecurity**

Since we were founded as a group of private members' clubs, we take the privacy and protection of data seriously. We process personal data from our members, customers, and teams, and have clear policies in place to provide information on what personal data we collect, how it is used, the lawful basis on which personal data is processed, and what rights are, under the applicable global data protection and privacy laws, including the General Data Protection Regulation (GDPR), which became applicable to us as of 25 May 2018. We operate a range of technologies, management controls, and



training that is designed to prevent, detect, and contain any data security issues. Specialist resources supported by retained third parties manage any such issues as they arise. Our Privacy Notice is [here](#).

### **Tax strategy**

Soho House & Co Inc.'s UK tax principles are aligned with our commitment to act with integrity in all business relationships. [Read more](#).

### **Let Us Know**

We have an internal 'Let Us Know' tool to enable team members to anonymously disclose information to senior leaders in our People and Legal teams. Let Us Know is vital to maintaining the wellbeing, safety, and continued positive growth of our workplace.

### **Way of Living**

This policy clarifies what we expect from our members globally, and it is our expectation that all of them engage with this. We hold members accountable and review their behaviour when issues are reported to ensure a more inclusive and safe space for all. Read more [here](#).

### **Workers' Rights**

As a global business spanning multiple industries, our business activities contribute to the working conditions of thousands of people, not only directly employed by Soho

House & Co Inc. but also those working with and for our suppliers and partners, and their subsequent value chain. Our commitment to ensuring workers' rights are enforced to a high standard are supported and reinforced by:

- [Modern Slavery Statement](#)
- [Supplier Code of Conduct](#)
- [Gender Pay Gap](#)

### **Anti-harassment and anti-discrimination**

Soho House & Co Inc. does not tolerate racism, discrimination, unlawful harassment, dishonesty, violence or bullying of any kind. We enforce a zero-tolerance approach by actively opposing prejudice and discrimination, which helps us to proactively manage allegations and confirmed cases of such instances. The aim of this zero tolerance approach is to call in behaviour where we can educate and unite, and to call out behaviour where the unacceptable actions of individuals end our working relationship. Harassment is any unwanted physical, verbal or non-verbal conduct that has the purpose or effect of violating a person's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. This conduct, whether by a member, guest or team member, is never acceptable at Soho House & Co Inc. If it is connected to a protected characteristic (age, disability, gender reassignment, marital or civil partner status,

pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation) it is also unlawful. We are committed to providing protection over and above that required by local laws, including protecting gender identity.

### **Climate-related Financial Disclosure (CFD)**

We are committed to transparent disclosure of our environmental governance and climate-related risks and opportunities, and for this reason, we publish a voluntary Climate-related Financial Disclosure (CFD) report each year. The report is aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) framework, which provides guidance on how organisations should disclose climate-related governance, strategy, risk management and metrics.

Our annual CFD report outlines how climate-related risks and opportunities are overseen in the business, and how responsibilities are embedded across the teams. How climate considerations are integrated into our business strategy and long-term planning, the processes we use to identify, assess and manage climate-related risks and opportunities and our metrics and targets. Read the report [here](#).

## About this Report

This report contains information about Soho House's Environmental, Social, and Governance (ESG) strategy and progress. The report has been prepared in accordance with the FuturePlus framework and includes the recommendations of the Sustainability Accounting Standards Board (SASB) and the Climate-Related Financial Disclosure (CFD).

FuturePlus is one of the most comprehensive ESG and sustainability measurement and management platforms available; it ensures companies are benchmarked against industry best practices, regulatory requirements, and taxonomies. It enables us to assess our business and ESG goals against the recognised sustainability and ESG reporting standards in the territories in which we operate. It also allows us to report our progress against the UN Sustainable Development Goals (UN SDGs), a blueprint to achieving a better and more sustainable future for all.

Our Impact report aims to provide an overarching view of Soho House & Co Inc.'s commitments, with a focus on Soho House and related brands (Soho Home, Soho Works and our restaurants). More recent additions to Soho House & Co Inc.'s portfolio, The Ned, Scorpios, The LINE, and Saguaro are developing their own tailored ESG strategies and programmes. Beyond our annual Impact report, we aim to keep our members, teams, and stakeholders updated on House Foundations in the Houses and on our platforms: [sohohouse.com](https://sohohouse.com), the Soho House app, and social media.

Data in this report refers to data for the year ending 31 December 2025 for Soho House, unless stated otherwise. Comparative data refers to data for the year ending 31 December 2025 relative to data for the year ending 31 December 2024, unless stated otherwise. Data was gathered through an ongoing data collection programme with all of our sites. Information contained in this report is externally validated using our third-party partners, FuturePlus.



Soho Mentorship Barcelona showcase

## Social impact

SOHO HOUSE

		2025	2024	2023	2022	2021
<b>Creative access</b>	Number of new creative access members	476	1,043	838	672	478 <sup>1</sup>
	Projects funded for emerging talent	5	5	2	23	10
<b>Team wellbeing and development</b>	Number of people enrolled in Soho Apprenticeship	72	37	62	0	30
<b>Soho Give</b>	Total value of charitable donations (gifts-in-kind, funds) <sup>2</sup>	\$1,478,988	\$2,932,101	\$2,095,128	\$2,859,829	\$2,492,802
	Total number of charitable partners	114	119	128	188	93
	% of sites participating in food donation programmes	10%	17%	21%	49%	28%

## Sustainability

<b>Climate action</b>	Total GHG emissions tCO2e	152,159	113,890	100,776
	Carbon intensity: tCO2e per sq ft of operational space	0.027	0.032	0.037

<sup>1</sup> All creative access members from 2018-2021

<sup>2</sup> Includes bedrooms, event space, memberships, food and drink, and team volunteering hours donated



## Sustainability

SOHO HOUSE

		2025	2024	2023
<b>Reduce waste</b>	Total waste generated (kg)	23,940,658	14,916,683	11,377,862
	Non-food waste intensity measured as kg per sq ft of operational space	5.89	3.85	3.61
	% of sites with recycling programmes in place	90%	88%	93%
	% of waste diverted from landfill	47%	42%	62%
	Total food waste generated (kg)	1,626,917	971,274	1,867,766
	Food waste intensity measured as kg per 100 covers served	20.13	6.71	20.04
	% of sites enabled to separate food waste in order to divert from landfills	84%	70%	86%
<b>Protect our surroundings</b>	% of sites using eco-friendly cleaning products	78%	90%	92%
	Total water consumed (per 1,000 m3 )	1,718	1,190	1,092
<b>Source ethically</b>	% suppliers audited against Supplier Code of Conduct	100	100	100

	SASB code	Unit of measure	2025	2024	2023
<b>Energy management</b>	SV-HL-130a.1	Total energy consumed, in GJ	792,361	741,280	684,245
		% grid electricity	99.99%	99.999%	99.999%
		% renewable	0.01%	0.001%	0.001%
<b>Water management</b>	SV-HL-140a.1	Total water withdrawn, in 1,000 m3	1,092	1,190	1,718
		Total water consumed, in 1,000 m3	1,092	1,190	1,718
		% of sites located in regions with High or Extremely High Baseline Water Stress	77%	78%	77%
		% of total water withdrawn and consumed in regions with High or Extremely High Baseline Water Stress	75%	49%	65%
	FB-NB-140a.2	Description of water management risks, and discussion of strategies and practices to mitigate those risks	Included in our ESG risk register. We have identified mitigating factors: local water restrictions, water efficiency audits, sub-metering.		
<b>Ecological impacts</b>	SV-HL-160a.1	Number of lodging facilities located in or near areas of protected conservation status or endangered species habitat. Description of environmental management policies and practices to preserve ecosystem services	40	38	33
		Description of environmental management policies and practices to preserve ecosystem services	<a href="#">Soho House - Responsible Environmental Management Statement</a>		



## Restaurants

SOHO HOUSE

	SASB code	Unit of measure	2025	2024	2023
<b>Waste management</b>	FB-RN-150a.1	Total amount of waste generated, in metric tonnes	23,941	14,917	11,378
		% food waste	8%	7%	14%
		% diverted from landfills	47%	42%	62%

### **Supply chain management and sourcing**

FB-RN-430a.1

Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare

We are committed to integrating leading environmental and social practices into our supply chain and partnering with like-minded suppliers. We aim to reduce the negative environmental and social impact of our business activities by focusing on sustainable and responsible sourcing. Many of the products that are sourced by Soho House have ethical, social, and environmental concerns, from textiles and timber to seafood, cocoa, coffee, tea, sugar, palm oil, and more. Our Responsible Sourcing statement sets out our commitment to ensuring that items procured are of the best ethical and sustainable standards. We take a strategic and regularly reviewed approach to managing the environmental and social risks associated with our supply chain, recognising that these risks may range from modern slavery to the high carbon footprint of air-freighted goods and the negative environmental impacts of harvesting materials. Our suppliers and partners are key to helping us deliver spaces and products that make living a creative life sustainable and inclusive. Our supplier assessment and audit process, alongside our Supplier Code of Conduct and Modern Slavery statement, is intended to ensure that inclusion, environmental impact, animal welfare, community engagement, and workers' rights are key considerations when sourcing for Soho House. We engage with suppliers who align with our values to provide goods and services that can progress our commitment to these core pillars, while delivering the best value for Soho House and our members.



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	SASB code	Unit of measure	
<b>Data security</b>	CG-MR-230a.1	Description of approach to identifying and addressing data security risks	<p>We operate a range of technologies, management controls, and training designed to prevent, detect, and contain any data security issues. Specialist resources supported by retained third parties manage any such issues as they arise.</p>
<b>Waste management</b>	CG-MR-410a.2	Discussion of processes to assess and manage risks, and/ or hazards associated with chemicals in products	<p>Soho House has robust processes in place, taking a hazard-based approach to chemical management. We carry out audits of our suppliers to assess compliance with applicable chemical regulations, and we use the Sedex data platform for supply chain sustainability assessment. Our products are compliant with Proposition 65; REACH and UK REACH; and CLP Regulation, and undergo food contact testing where appropriate. Our SGS environmental health and safety testing manuals, and a breakdown of chemical compliance are available <a href="#">here</a>.</p>