Community Impact Report 2025



Foreword



Michael Herron
Head of Atos UK&I

I am delighted to introduce our **first Community Impact Report** a milestone that reflects our commitment to making a meaningful difference through business.

We strive to be **fair, society-motivated, equitable and unconditionally inclusive** in everything we do. This is why our business model puts society as one of our four pillars beside our employees, clients and profitable growth. This acts as a virtuous circle – we invest in our people who deliver for clients, which brings profitable growth that can be invested into society and back into our people.

Many say this, few manage to deliver. I am determined to deliver on this model and I want to be judged on action. This is why I commissioned this report that captures the steps that form the foundation of our vision to become the **industry's leading responsible business.**

Over the past year, we have focused on initiatives that matter most to our communities and where we can make the most difference as they dovetail with our core expertise and business.

Through **digital inclusion programmes**, we've donated personal and corporate laptops to help improve digital poverty by ensuring more people have access to devices. We've invested in the future by engaging with schools and university through **STEM outreach** and offered **IT industry work experience for girls**, helping to inspire the next generation and promote diversity in technology careers. Our colleagues have gone above and beyond, **volunteering** their time and expertise to make a real difference. From guiding young people into employment and mentoring individuals leaving prison, their efforts are opening doors and changing lives.

Beyond this, we've promoted sustainable solutions within our business – building it into our business model, using this as a unique selling point for our clients and have championed ethical practices for example using social enterprises for employee gifting.

Looking ahead to 2026, we will launch our **Responsible Business Strategy** and establish a dedicated **Steering Board** to drive accountability and impact. At the heart of this strategy lies a golden thread of **digital inclusion** ensuring technology empowers everyone.

This is just the beginning. Our ambition is clear: to lead by example, to set the standard for responsible business in our industry, and to ensure that every action we take reflects our values.



Purpose

This first Community Impact report for Atos UK&I includes the activities, outputs and outcomes that have benefitted communities in the 2025 reporting year. Our impact methodology uses metrics provided by the Thrive Social Value reporting tool. The report includes the activities delivered corporately and through social value contractual commitments.

Its purpose is to establish a baseline that can be built upon, including goals for subsequent years. It is also to celebrate our colleagues, partners and clients who are committed to giving back collaboratively.



Our commitment

Our commitment is clear, our vision is to be the industry's leading responsible business and to achieve this, we recognise the need for consistent, transparent reporting focused on the community impact we generate.

Results

Our 2025 priorities were to address digital inclusion through hardware donations, increase employee volunteering and give back to local communities, improve biodiversity through tree planting, and to bridge the digital divide by encouraging young people into STEM.

£4,634,676
social impact generated

528
devices donated

5,746
young people engaged in STEM

2,045
volunteering hours, increase of **27%** vs 2024

5,260
trees planted

Impact delivery partners

During 2025 we onboarded several new strategic corporate partners to support our impact priorities; without these and other long-standing partners, we would not have achieved the scale of impact we generated. With heartfelt thanks to:

- Anglia Ruskin SHOKE
- ANTZ Network
- Business in the Community
- Chapter One
- Digital Poverty Alliance
- Edinburgh University BAYES Centre
- GreenTheUK
- The King's Trust
- Next Tech Girls
- SmartSTEMs
- 11:11 CIC



Future goals

With a baseline established and reported, we look forward to the coming year to build on this and have set the following goals:

- Increase employee volunteering by 10%
- Engage 1,000 students in STEM
- Formally train 150 citizens in digital skills
- Expand biodiversity initiatives
- Donate 500 devices

Strategic direction

In 2026 we will publish a 3-year Impact Strategy (2026-2029), establishing the priority issues we will address to ensure our investments generate maximum impact for communities.

We will implement a Responsible Business Board with CEO sponsorship to ensure responsible business is at the forefront of all business decisions. This Board will be supported by a new Responsible Business Strategy, produced in partnership with Business in the Community. This single cohesive document will incorporate the internal and external impact we generate through diversity, equity and inclusion, ethics, environment, and community impact.

Our impact will include region-specific investment aligned to our exciting sovereign delivery centre programme and Agentic Factory. Through the activation of an 'impact blueprint', each region we invest in will benefit from targeted funding to address digital poverty and exclusion, reducing the impact of emissions associated with technology, improve digital skills, and support our clients' communities' needs.

The 2026 Community Impact Report will evolve to include the breadth of impact generated.

Digital Inclusion

With over 13 million people over the age of 16, and 20% of all children living in digital poverty, we prioritised actions to address this.

We signed the Digital Inclusion and Re-use IT for Good charter established by the Department of Science, Innovation and Technology (DSIT) and partners, committing to donate all end-of-life devices through our VCSE partner, Digital Poverty Alliance. To raise awareness of digital poverty, we launched an employee campaign to encourage personal device donations in our Birmingham, Glasgow and London offices. Our action in this field was recognised with the Partnership for Impact Collaboration Award at the Digital Poverty Alliance's Digital Inclusion Awards.



Image: Atos UK&I wins the Digital Poverty Alliance's Partnership for Impact Collaboration Award

Bridging the digital divide

We go beyond engagement, inspiring young, disadvantaged people by showing them that the technology industry welcomes everyone.

In June we sponsored SmartSTEM's 10th anniversary extravaganza, engaging over 500 young people from Glasgow in STEM, supported by over 25 enthusiastic Atos and client volunteers.

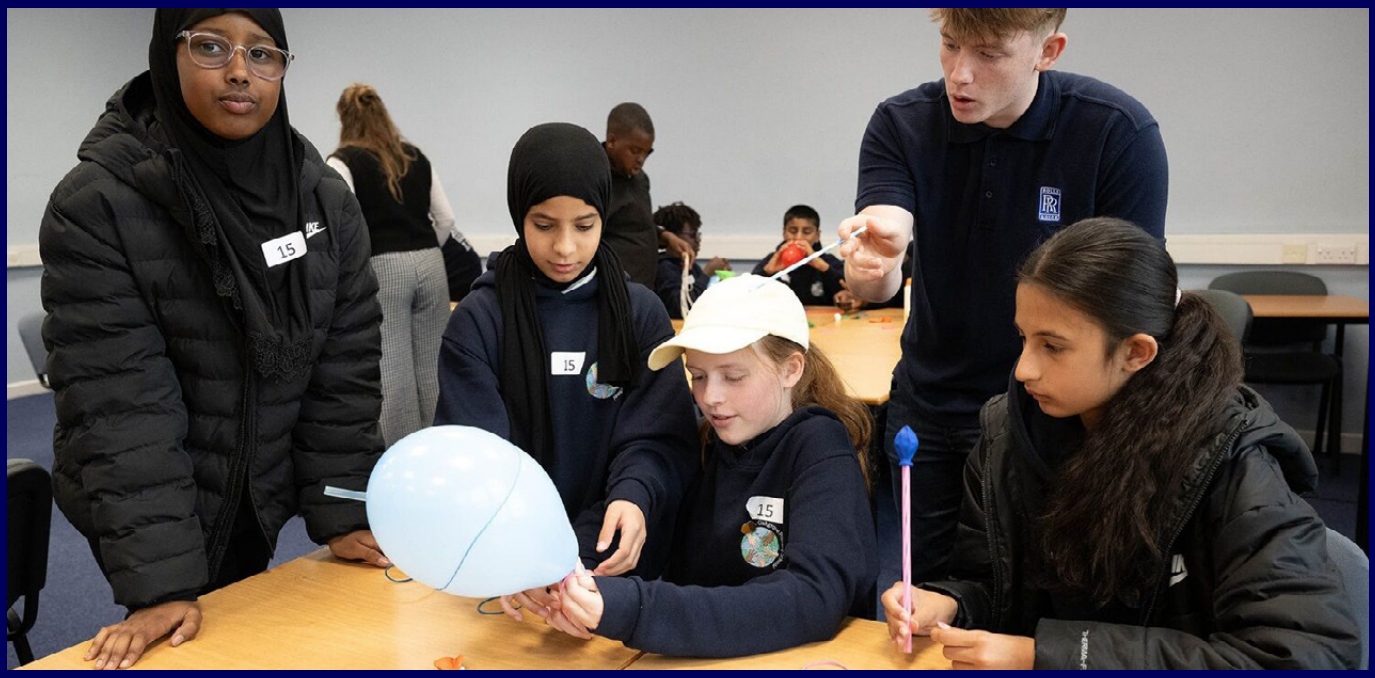


Image: We engaged with over 500 young people at SmartSTEM's 10th anniversary school event

Work experience for young women

In partnership with Next Tech Girls, we hosted two work experience programs. One in Glasgow, with support from our client the Student Loans Company, and the other, in London, with our client Department for Environment, Food and Rural Affairs (DEFRA). The experience provided a hands-on introduction to the world of technology, highlighting its role in tackling global challenges and shaping the future of sustainability, climate action, and digital transformation.

Through 212 volunteering hours and 18 students, the work experience generated £17,200 in social impact.

SHoKE Challenge Impact with Anglia Ruskin University

In October 2025, we partnered with Anglia Ruskin University's Students at the Heart of Knowledge Exchange (SHoKE) programme for our third challenge of the year, reinforcing our commitment to social value and talent development.

Five students completed a four-week paid consultancy project exploring:

"What fears and barriers do students face around AI and automation, and how can Women in Tech groups deliver confidence-building workshops to address them?"

Outcomes and impact:

- Paid Experience: Students gained consultancy skills and financial support.
- Inclusive Resources: Practical materials created for Women in Tech workshops.
- Stakeholder Engagement: Final presentations strengthened academia-industry ties.
- Talent Pipeline: Outputs will help students overcome AI-related fears, boosting confidence and employability.

Volunteering

We encourage employees to volunteer to create a sense of purpose and belonging while delivering value to communities where we live and work. To evidence our commitment we set a target to increase participation by 10%.

The Executive Leadership Team pledged to support initiatives including: employment coaching for young people through The King's Trust, participating in Business in the Community's Seeing is Believing programme, and helping to keep our riverways clear of rubbish.



Image: Michael Herron, Head of Atos UK&I, Steve Young, Managing Director Dell Technologies UK, and team collected 8kg of waste from along the River Thames.

In November 2025, Atos and Department for Work & Pensions volunteers cleaned the Thames at Gabriel's Wharf, London. Over the course of the afternoon, volunteers collected 21.2kg of rubbish from the beach, helping to protect the Thames ecosystem and tidy the riverbanks.

Supporting prison leavers

Providing individuals leaving prison with support is critical to helping break the cycle of offending.

Through our longstanding mentoring programme delivered by ANTZ Network, we continue to support those seeking training and employment. Now in its 10th year, this mentoring programme has supported 143 mentees, with 108 moving into jobs & education, and delivered over £2m* in societal savings.

*Estimated Social Value Impact based on the Greater Manchester Combined Authority (GMCA) cost-based analysis.

Impact story from an anonymous mentee “After serving a 13-year sentence and feeling anxious about returning to society, the mentee has made remarkable progress with her mentor’s support. She has settled well into the community, learned essential digital skills, built her CV, and begun applying for jobs. This guidance has given her the confidence to move forward and believe in her ability to build a successful career.”

In October, we welcomed the Ministry of Justice UK Commercial Team to our London office. We were joined by 11:11 Prison Support, a VCSE who led a session on supporting prison leavers. Attendees created care packages for women leaving prison, each including essential items and a handwritten note.



Image: Preparing care packages for women leaving prison

Tree planting to strengthen UK woodland, improve biodiversity and benefit communities

In the 2024-2025 season, we planted 5,260 trees, including 300 in NHS spaces to improve patient experience, benefiting both local communities and wildlife. 4,960 climate-resilient trees were planted to strengthen the resilience of UK woodlands against pests, diseases, and the accelerating impacts of climate change.

In October the DEFRA Account attended a Woodlands Conservation Event run by partners GreenTheUK and the Royal Forestry Society. 10 volunteers took part in conservation activities and learnt about current initiatives that are helping to preserve woodlands and increase biodiversity. The volunteering activity resulted in £2,395 of social impact.



Image: Members of the Atos DEFRA account team supporting conservation activities

Fundraising

We have supported The King's Trust Million Makers fundraising programme for over 14 years and have raised over £2.9m to-date. This funding helps to ensure that all young people have the opportunity to thrive, regardless of their background or the challenges they face.

We raised an incredible £9,047.54 for the Royal British Legion as part of this year's Poppy Appeal.



Image: The 2025 Million Makers 'Team Better Lives' hosting a Gatsby-themed Gala Dinner

About Atos

Atos Group is a global leader in digital transformation with c. 72,000 employees and annual revenue of c. € 10 billion, operating in 68 countries under two brands — Atos for services and Eviden for products. European number one in cybersecurity, cloud and high-performance computing, Atos Group is committed to a secure and decarbonized future and provides tailored AI-powered, end-to-end solutions for all industries. Atos is a SE (Societas Europaea) and listed on Euronext Paris.

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Let's start a discussion together

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