



Impact Report

2025

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Introduction from Chair

This year, The Spectris Foundation strengthened its mission to widen global access to STEM education by supporting 19 charities through our large STEM grants programme. From Apps for Good, empowering tens of thousands of students to design real-world tech solutions, to the Lightyear Foundation, championing inclusive STEM learning for disabled and neurodivergent young people. Our partners have continued to inspire us with their innovation and impact.

We deepened our longstanding commitment to the African Gifted Foundation, whose African Science Academy is nurturing the next generation of female STEM leaders. A monitoring and evaluation visit to their Ghana campus, combined with the launch of our new mentoring programme, reinforced our commitment to showing up, listening, and learning.

A standout moment was seeing Angela Noon, CFO of Spectris and Foundation Trustee, serve as a judge for Motivez, celebrating young people driving change through STEM innovation. Her involvement reflected not only the values of our Foundation, but also the generosity of Spectris colleagues who give their time, expertise and encouragement to inspire the next generation.

We also continued to strengthen organisations we fund through practical and strategic support, from offering meeting space to spending time with charities to help build resilience and explore new fundraising approaches. Our aim is to be a genuine relational funder: one that invests in honest, trust based relationships and provides additional support that enhances and amplifies the impact of every grant.

We continued to strengthen our connection with local communities through our employee nominations programme, which has now supported

more than 100 charities chosen directly by Spectris colleagues. Building on this momentum, in 2026 we will introduce Community Grants and a Matched Giving Programme to further empower colleagues to amplify their charitable efforts and continue enriching the communities they care about.

As trustees, we have refined our strategy to focus more sharply on STEM pathways for 6–18-year-olds and to strengthen support for teachers globally. We look forward to launching this new strategy in September 2026.

I want to extend my heartfelt thanks to our charity partners, our dedicated Foundation team, and the many Spectris colleagues who bring this work to life. Your commitment, empathy and ambition ensure that together, we truly are unlocking brighter futures through access to quality STEM education.



Andrew Heath

Chair of Spectris Foundation

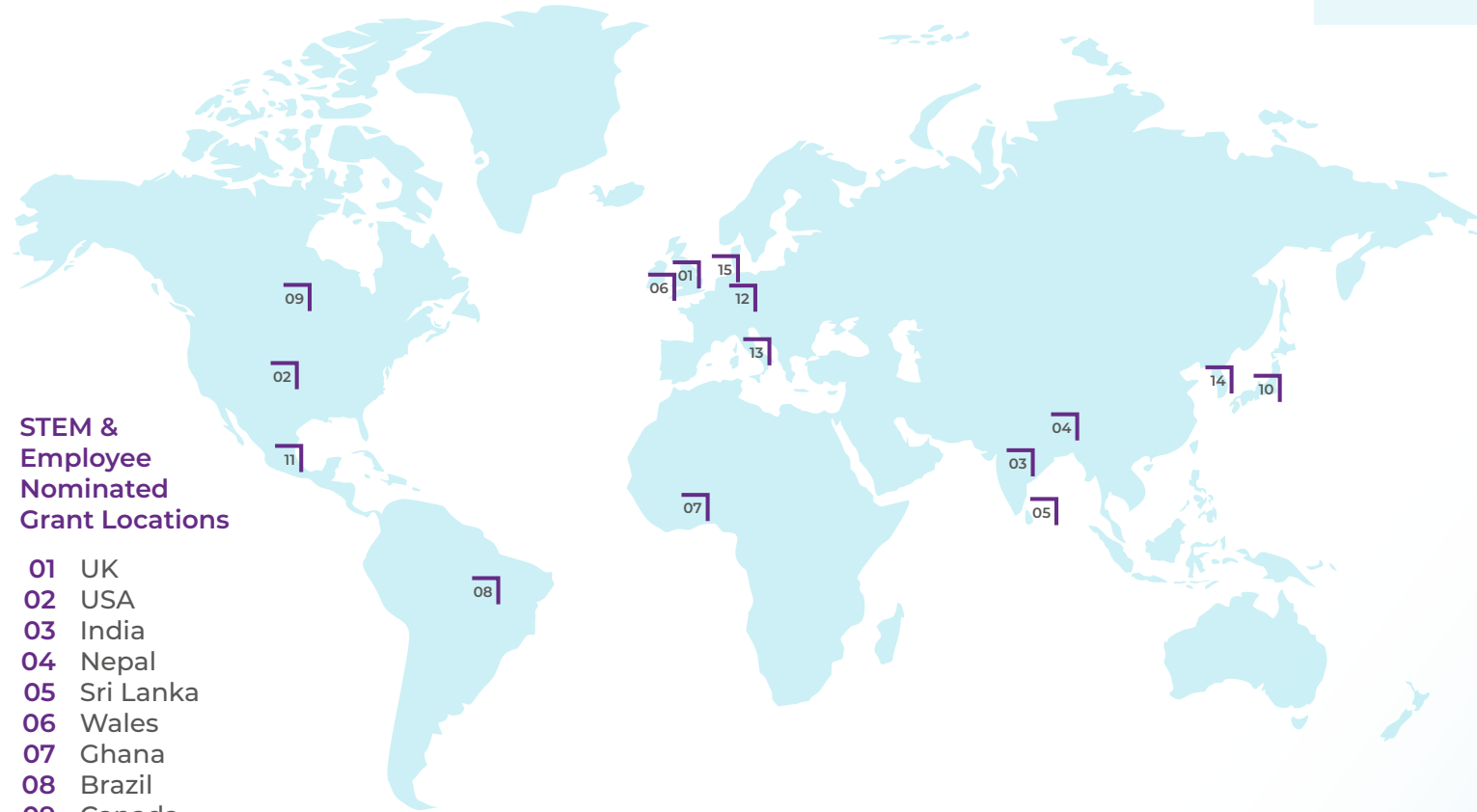


A Global Impact

We believe that every person should have an equal right to quality Science, Technology, Engineering and Mathematics (STEM) education. Our mission is to support charitable initiatives through grant-making, with a particular focus on enhancing and improving access to quality STEM education to empower students from all backgrounds. Our secondary purpose is to support meaningful causes around the world, nominated by Spectris employees.

The Spectris Foundation aims to provide mostly unrestricted grants to STEM charities, enabling our partners to use the funding where it will have the greatest impact. We recognise the importance of empowering our charity partners and respect their expertise in STEM education.

These indicators follow total impact rather than year-to-year statistics, to allow us to showcase the breadth of programmes supported which don't all follow the same timeframe.



STEM & Employee Nominated Grant Locations

- 01 UK
- 02 USA
- 03 India
- 04 Nepal
- 05 Sri Lanka
- 06 Wales
- 07 Ghana
- 08 Brazil
- 09 Canada
- 10 Japan
- 11 Mexico
- 12 Germany
- 13 Italy
- 14 South Korea
- 15 Netherlands

£2,969,299

Total amount awarded since inception (£) (Stem & Employee nominations)

£789,500

Total Amount awarded in 2025 (£)

144

Total no. grants awarded since inception (STEM & Employee nominations)

40

Total no. grants award in 2025 (STEM & Employee nominations)

STEM Education

Science, Technology, Engineering and Mathematics open doors to life changing opportunities for young people around the world. The case studies that follow illustrate the meaningful impact our grants. Our STEM Partnerships are listed below.

Charity Name	Location of Activities
Apps for Good	UK
Annie Cannons	USA
Flamingo Chicks	UK
1625 Independent People	UK
Christel House India	India
Technovation	USA & Global
Royal Society of Chemistry	UK
The Brilliant Club	UK
Lightyear Foundation	UK
Scarabaeus Aerial Theatre	UK
World Association of Girl Guides and Girl Scouts (WAGGGS)	Nepal, Sri Lanka and Global
SAE Foundation	USA
Engineering Education Scheme Wales	Wales
African Gifted Foundation	Ghana
ENTHUSE Charitable Trust	UK
India STEM Foundation	India
Edinburgh Science	Scotland
Association for Science Education (ASE)	UK
Motivize CIC	UK

This year marks the conclusion of our partnership with the India STEM Foundation. We extend our sincere thanks to the dedicated team, teachers and students at the Bharat English School and Junior College in Pune who have embraced these STEM approaches and continue to embed them in their classrooms.

£2,526,299

Total donated to STEM since inception



To learn more go to our website

www.spectrisfoundation.com



2025 STEM at a Glance

66%

of female participants



12

Number of STEM Grants Awarded

19

STEM Charitable Partners Total portfolio



All STEM grants provide funding to underrepresented groups

103,448

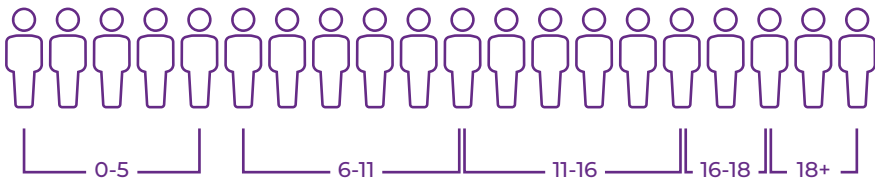
Student breakdown



£671,000

Value (£) of STEM grants awarded in 2025

Age group information



104,741

2025 Total no. Beneficiaries (teachers and students)

1,293

Teacher breakdown

Please note, these statistics are based on the STEM grantee data we have been able to collect. They are not exhaustive, as some charities did not respond or had not yet begun their projects in 2025.

CASE STUDY

African Gifted Foundation

The aim of African Gifted's African Science Academy (ASA) aim is to develop female STEM leaders of the future. This year, Eugenia Akpo (Class of 2017) started her PhD in Artificial Intelligence on a full scholarship at King's College London. Abigail Tetteh (Class of 2017) joined Bank of America as a Software Engineer and Agness Lungu (Class of 2020) recently joined Amazon Web Services as a Software Engineer. Out of the ASA's first cohort almost 40% have gone on to study at postgraduate levels and others have taken up roles in companies such as Standard Chartered, McKinsey and Cummins.

There are so many women to celebrate from ASA and we're going to share Agness's story.

Agness' acceptance into the African Science Academy marked a turning point in the trajectory of her education. She quickly became immersed in life at ASA, taking charge of Assembly, the book club, and

her peer's happiness as the Entertainment Prefect. She also was a member of the Robotics and Media clubs, activities that fostered her interest in working with systems.

Agness completed her A-Levels at ASA with grades: A,B,C, and went on to study at Indiana University Bloomington in the US. There she completed a B.S. in Intelligent Systems Engineering (2020-2024) and a Master's in Applied Machine Learning (2024- 2025).

Her Master's centered on Neuroengineering, with a focus on developing AI systems inspired by the brain's structure and functions, utilizing neural interfaces, brain-computer interactions, and neuroprosthetics to bridge the gap between neuroscience and artificial intelligence. She was selected to be the Commencement Speaker for the Luddy School of Informatics graduation.

A Future in STEM

Agness' Master's fostered a passion for advancing connection between our understanding of the brain, and translating that knowledge into AI technologies that can improve lives. She has taken this passion and founded a tech company, Lumili, dedicated to teaching and digitizing underrepresented African languages using AI. Lumili is a long term passion project rooted in language preservation, cultural access, and inclusive software. Agness has grown from a bright young girl into a capable, highly educated and accomplished woman, dedicated to transforming AI and developing inclusive software. She is an embodiment of



Agness Lungu
Class of 2020

transformative STEM education – “WITHOUT ASA, I WOULDN'T BE WHERE I AM TODAY” – and we couldn't be prouder to support ASA and the African Science Academy with their mission.



40%

of ASA's first cohort have gone on to postgraduate study

CASE STUDY

The Lightyear Foundation

The Lightyear Foundation is a UK charity dedicated to creating inclusive, accessible STEM opportunities for disabled and neurodivergent young people, ensuring they can see themselves represented and supported within the STEM sector.

Chloe's Story

"When I was a teenager, hospital became a normal part of my life. Through two years of cancer treatment I missed school and time with friends, and it sometimes felt like the world was moving without me.

But in the middle of all that uncertainty, science gave me hope - a spark of possibility when everything felt out of reach. When I discovered Lightyear Foundation, they didn't just give me opportunities - they gave me a voice. Through their podcast project and speaking at conferences, I learned that my story mattered and that I could use my experiences to help others.

Today, at 18, I'm proud to be an apprentice trustee for Lightyear Foundation, working with some amazing disabled scientists to make sure no young person is left out of opportunities because of their health or disability."




CASE STUDY

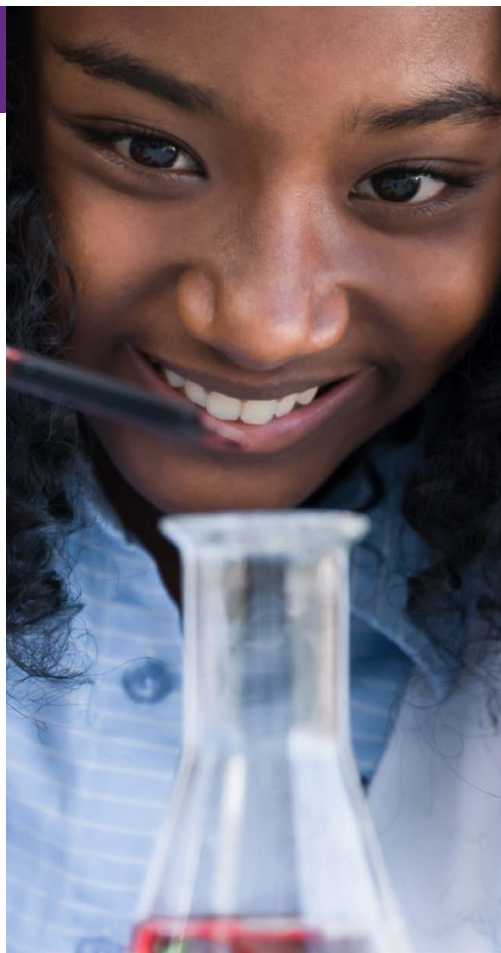

Royal Society of Chemistry

In 2025, Spectris' funding for teacher professional development continued to help the Royal Society of Chemistry move closer to its education goals of creating an unbroken chain of subject experts throughout students' education and guaranteeing access to high-quality, subject-specific training for chemistry teachers at every stage of their careers.

Spectris funded the production of the third and final set of practical videos for the Chemistry for Science Teachers programme; which is designed for teachers looking to build their knowledge and confidence in teaching chemistry. The programme is comprised of three modules, covering teaching strategies for different topic areas. Each module is comprised of four sessions, and the sessions include practical activities that follow CLEAPSS and SSERC guidelines; all activities are accompanied by videos and technician notes. In the latest round of videos, topics covered included reactivity of metals, electrolysis and quantitative chemistry. In 2023-4, Spectris supported the development of practical videos to accompany modules 1& 2.

In 2025, a further 121 teachers strengthened their subject knowledge and gained practical strategies to enhance their classroom practice through these courses. Their improved expertise will benefit the many classes they support, helping to elevate students' learning experiences.

Teachers describe their experience on the programme as transformative: "Equilibrium is often a misunderstood topic and the insight gained from the session is extremely helpful." Another added: "Before the session my knowledge about hydrocarbons was very limited... now I feel more confident to continue to learn and practise."



121



teachers supported
in 2025


CASE STUDY


Christel House Europe

Nagashree Hanumanthappa (Christel House India class of 2021) says growing up was full of challenges. "We struggled to make ends meet." When she was six years old, she enrolled at Christel House. "Everything I ever wanted was right here." Taking computer classes from an early age at the school, she discovered a passion for technology and ultimately a career. "I loved robotics and took up a degree in medical electronics. I wanted to know the difference between how a human works and how normal electronics work.

Nagashree graduated from the Dayananda Sagar College of Engineering with a Bachelor of Engineering in Medical Electronics. "I've had three projects published and one project has a pending design patent."

Today, Nagashree is a successful Research and Development Engineer at Nokia, the global telecommunications technology company. She is also Nokia certified mentor and coach, and continuing studies in artificial intelligence and business. "If I hadn't come to Christel House, my future would have been questionable. I'm proud to say I am the sole breadwinner for my family – it makes my parents very proud. Christel House has given me the wings to reach my destiny and I'm forever grateful!"



Watch the following clip of
Nagashree sharing her story


CASE STUDY

AnnieCannons

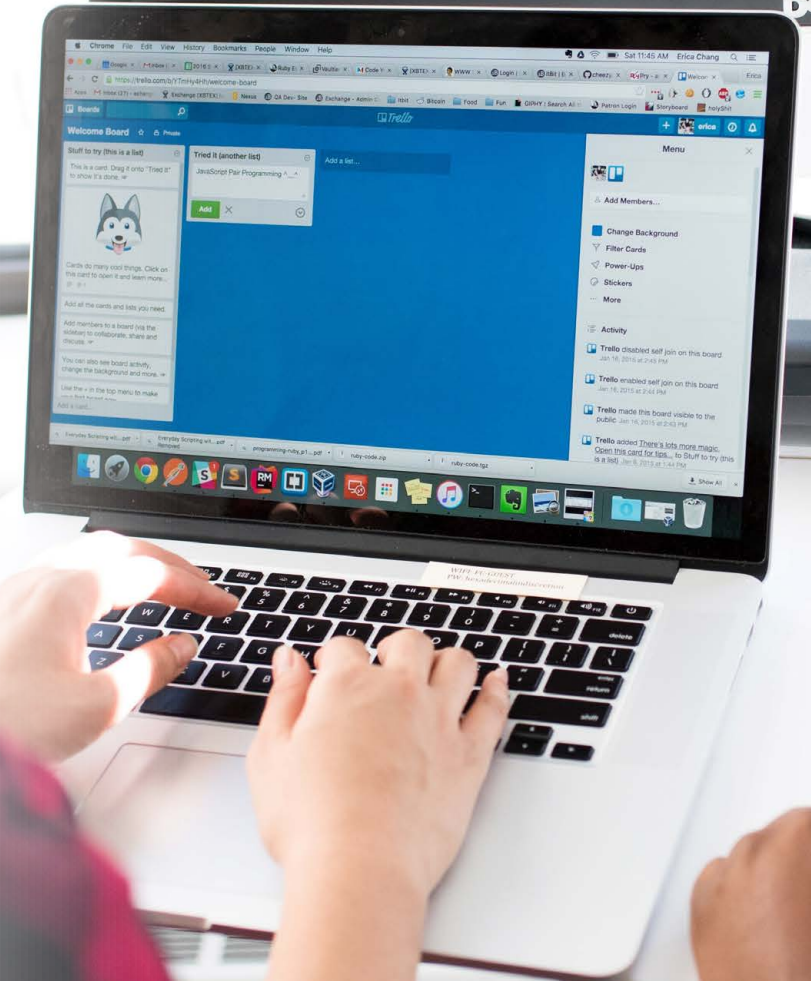
AnnieCannons supports survivors of human trafficking to build sustainable careers in technology through trauma informed coding education.

When Kai enrolled in AnnieCannons' training program, she was balancing the demands of single motherhood, part-time work, and the long-term impact of trafficking. She arrived with determination but limited technical experience, unsure whether a career in software engineering could truly be within reach.

Through our trauma-informed training, Kai steadily built confidence and skill, first learning foundational programming concepts and then progressing through advanced frontend and backend development. She worked on collaborative projects where she often mentored peers while managing childcare and late-night study sessions.

With support from our Career Development team, Kai secured a 15-week apprenticeship with an AI technology company. She contributed production-level code, shipped features alongside cross-functional teams, and impressed company leadership with her problem-solving skills and communication. Midway through her apprenticeship, she was trusted to take ownership of a full-stack feature build, an opportunity typically reserved for more experienced engineers.

At the end of the apprenticeship, Kai received a full-time offer as a full-stack software engineer. Today, she earns a solid salary, has stable housing, and is building long-term financial security for herself and her family. Her journey reflects the core impact of AnnieCannons' work. When survivors have access to high-quality training, supportive community, and meaningful career pathways, they expand what is possible for their families and the tech ecosystem.



Employee Nomination Grants

£443,000

Total amount (£) awarded since inception

£118,500

Amount (£) awarded in 2025

110

Total Number of employee nominations since inception

28

Number of employee nominations (including community grants pilot)

Type of causes

- Health and wellbeing
- Children and young people
- Special education needs
- Economic empowerment for disadvantaged women
- Environment conservation and protection
- Alleviation of poverty
- Support for homelessness
- STEM clubs and projects
- Sport
- Alleviating loneliness and isolation
- Theatre and music
- Work-readiness programmes
- Medical research

Locations

- UK
- USA
- Brazil
- Canada
- Japan
- Mexico
- Germany
- Italy
- South Korea
- Netherlands



Employee Nomination Grants Stories

Every year, Spectris employees can nominate a charity which is close to their hearts, for a grant of up to £5,000. In 2025, The Spectris Foundation proudly continued its global support for employee-nominated charities—each one reflecting the passions and values of Spectris employees.

From hearing dogs in the UK that transform life for deaf individuals, to Wildland restoration volunteers, non-profit that mobilises thousands of volunteers each year to restore natural habitats. We've backed initiatives supporting vulnerable children in Brazil, cancer care, and outdoor sports programs that promote wellbeing and inclusion.

CASE STUDY



Henley on Thames Scouts group – (UK)

Henley Scouts give children and young people aged 5-18 the chance to learn new skills, enjoy the outdoors, and build confidence through weekly sessions, activities, and camps.

Our £5,000 donation helped the Group take a major step towards saving their ageing Scout hut, which urgently needs a new roof and essential repairs. This funding boosted their wider fundraising efforts, bringing them closer to their target.

The nomination came from a long standing Spectris employee who has been involved in Scouting for 15 years, volunteering as a Beaver Scout Leader and serving as Group Chairman. The refurbished space will support over 150 young people in the local community.

CASE STUDY



LoveCovers

We awarded £5,000 to Love Covers, a Washington-based nonprofit that brings people together through sewing and quilting. The grant allowed the team to buy and fully equip a new cargo trailer—transforming it into a mobile sewing classroom with machines and supplies for 21 people and enabling them to reach community members who can't travel to their studio.

What makes this project especially meaningful is the personal link: Love Covers was founded by the wife of the employee who nominated them, and he regularly supports the organisation by transporting equipment and repairing vintage sewing machines. This connection reflects the heart of our employee-nominated grants, supporting causes that matter deeply to our people.

The mobile classroom's first outing served a senior community, and it will now help Love Covers offer monthly open-house workshops and produce handmade items for food banks, pregnancy clinics, first responders, veterans in hospice care, and children in need. The organisation shared that our support has made "a huge difference" in expanding their outreach.

Volunteering

In 2025, we remain committed to maximising the impact of our charity partners by combining strategic, thoughtful grant making with meaningful volunteer engagement. The time, expertise, and enthusiasm contributed by Spectris Group volunteers continue to be central to amplifying the reach and effectiveness of our grants, and we are deeply grateful for their dedication.

We extend particular thanks to our 10 Foundation Ambassadors and 4 Advisors, whose contributions have been invaluable throughout the year.

2025 stats

54

Total number of people who have volunteered

573

Total volunteering hours

Since inception

2,446

Total volunteering hours



CAREER SERIES

Supporting Apps for Good with HR expertise

The Spectris Foundation is thrilled to have collaborated with our charity partner, Apps for Good, on their brand-new Career Series! This fantastic initiative brings students and school leaders together with industry professionals for insightful 30-minute conversations, perfectly timed for National Careers Week.

We were honoured to participate in the School Leader session, focusing on the vital topic of staff wellbeing. Our dedicated HR professional volunteers, Helen Inch and Teresa Gaiderman from Malvern Panalytical and Julie Burridge from Servomex, shared valuable strategies and tips to enhance wellbeing within school environments.

Teresa said: "Collaborating with Apps for Good was a great experience. Sharing our company knowledge with school leaders and being given the opportunity to discuss the topic of Health and Wellbeing through a podcast was truly brilliant."

Helen added, "It was nice to share highlights and key themes on how we support our employees within the Malvern Panalytical business which may be helpful to other organisations. Where practically possible I would encourage employees to put themselves forward and get involved with volunteering activities."

Julie said. "It was a pleasure to volunteer some of my time with Apps for Good. Personally, I found the whole experience very beneficial, and I hope that those listening in will take some useful tips away. It's great to be able to support Apps for Good in the fantastic work that they do."

A huge thank you to Helen, Teresa and Julie for their insightful contributions! We're proud to support Apps for Good in empowering school leaders and promoting their wellbeing.

Photos were taken at the Apps for Good 2025 Sustainability Summit.





Sustainable London

Motiviez Sustainable London is a youth-led STEM programme that empowers underrepresented 14–17 year olds in London to design practical, STEM based solutions to local air pollution and climate challenges through a year long, multi school competition.

In 2025 Spectris’s Head of Sustainability, Helena Pitman-King judged the semi-final, whilst Angela Noon, Spectris CFO and Foundation trustee judged their grant finale. Both sat alongside industry experts and the events were in the format of a panel, not too dissimilar to shows like the X-Factor.

The winning team proposed making medical casts out of mushrooms, which could then biodegrade or be used and remoulded into a toy for children on the wards. Each team was accompanied by an industry expert who have been mentoring them throughout the competition.

When asking Helena why anyone should volunteer, she said:

“I think it’s really easy to stay in your bubble, but volunteering for both events threw me into a very different dynamic. It’s given me a much greater sense of perspective and has also given me an incredible amount of hope for what our young people might be able to achieve if they are given the platform to try it out”.



Judging for Technovation Girls

This year, Spectris Foundation volunteer Bahram Alizadeh (Servomex Instrument Engineer and Spectris Foundation Ambassador) supported Technovation Girls as an online finalist judge, helping to assess presentations and app prototypes created by teams of girls aged around 10 from Japan, Nigeria, Spain, Peru and Canada. He described the experience as “hugely rewarding and inspiring.”

Each team developed a mobile app to address a real issue in their community. The girls identified a local problem, carried out research, designed their solution, coded an app prototype, and gathered feedback from actual users. Their projects included tools tackling environmental challenges, community wellbeing, and local safety issues—all demonstrating impressive creativity and technical thinking for their age.

“I was completely amazed and inspired... the girls put huge effort into describing the need, designing a solution, implementing the code and gathering feedback from their communities.”

As a judge, Bahram’s role was to score each project and provide constructive feedback—an essential part of Technovation’s learning model.



The judges unanimously selected a two girl team from Nigeria as the overall winner. Their project—a mobile app using facial recognition and voice prompts to detect driver fatigue—offered an innovative, locally relevant response to dangerous road conditions in their community.

“It was an incredible experience... I was so inspired that I’ve offered to attend the event again in future years.” Bahram’s contribution highlights the impact of our skilled volunteering: empowering girls to gain confidence in STEM, strengthening their problem solving skills, and helping them turn their ideas into solutions that genuinely matter in their communities.



ROLE MODELS

World Association of Girl Guides and Girl Scouts (WAGGGS) STEM Changemakers Programme

The STEM Changemakers programme empowers girls and young women with the confidence, skills and hands on learning experiences they need to explore STEM and see themselves as future innovators and leaders. The Spectris Foundation is proud to be funding this work in Nepal and Sri Lanka, where girls remain significantly underrepresented in STEM fields.

As part of the programme, WAGGGS developed a new set of inspiring STEM education resources—and invited the Foundation to help identify Spectris women working in STEM who could serve as real life role models.

Eleven incredible women from across the Spectris businesses and Foundation Board volunteered to take part. Each woman completed a detailed questionnaire about their education, career journey, challenges they've overcome, and the advice they would give to girls and young women starting out in STEM. Their reflections were thoughtful, honest, and deeply inspiring.

WAGGGS transformed these insights into beautifully designed Role Model Cards, now incorporated into the STEM Changemakers education toolkit. The cards are used both in person and online, translated into multiple languages, and shared with girls and volunteer leaders across the programme.

One of the questions asked was: "What message or advice would you give to girls and young women around the world who are just starting out on their own journey in STEM?"

Two responses particularly stood out: Amy Allen, CFO for PMS, wrote:

"STEM is built on curiosity, courage, and persistence. So don't fear failure—embrace it. Failure means you're trying, learning, and innovating. Find your circle of support... Confidence isn't about never falling; it's about knowing you'll always rise, stronger and wiser, with your team behind you."

Rosmi Rehman, Head of Engineering Delivery, HBK India, shared:

"Stay curious and never give up... There will be moments of doubt, but believe in your abilities and keep learning. Celebrate small wins, stand firm for what you believe in, and remember—many women before you were told they couldn't, and they proved otherwise. You will too."

A huge thank you to Alexandra Hellemans, Amy Allen, Sally Arang, Yasmin Ali, Corinne Mulligan, Karen Kresonja, Lagna Dutta, Susan Parks, Sulaja Sharma, Rosmi Rehman and Sam Sharples for generously sharing their stories—and to Anna Lisa Miller, Spectris CIO, for championing and nominating so many of these inspiring contributors.

Their voices will help ignite confidence and ambition in thousands of girls participating in the STEM Changemakers programme.



A Q&A with our Director

Q: You've worked for The Spectris Foundation since day one, what's the journey been like?

A: We started with one policy (conflicts of interest), a passionate board of trustees, and the original volunteer group, SFET (Spectris Foundation Engagement Team). Our very first board meeting was in a random hotel in Stratford-upon-Avon because Spectris didn't even have a head office at the time! We talked through how to actually run a foundation while reviewing our first STEM applications, eventually awarding a grant to ENTHUSE Charitable Trust—a partner we still proudly support today.

Fast forward four years and we still have the same enthusiasm, but with a much more professional approach. We follow IVAR's Open and Trusting principles, have built long-term partnerships, grown our global knowledge of STEM education, and created a brilliant group of Ambassadors across Spectris. And yes, we now have many more policies and processes.

2026 marks the launch of our refined strategy, and I'm excited to build on our strong foundations and continue our open, honest grant-making.

Q: What's the best part of your job?

A: The people, without a doubt! I get to work with charities doing amazing STEM-focused work, and I see firsthand how transformative unrestricted funding can be. I also love supporting Spectris employees through local grants and the coordination of volunteering. Their kindness, generosity, and genuine commitment to giving back is remarkable. The time Spectris employees spend volunteering is just as impactful as our funding, and it's a privilege to help make that happen.

At the end of the day, knowing we've made a positive difference together is incredibly rewarding.

Q: How would you describe The Spectris Foundation's grant-making principles?

A: Flexible, open, honest, communicative and respectful.

Q: Tell us about the new strategy launching in 2026.

A: We've refined our approach—not reinvented it. Our main focus remains STEM education, particularly supporting young people aged 6–18, along with teacher training and continued professional development.

We're also dedicating 20% of our funding to causes that matter most to Spectris employees, under a new Engagement and Community Giving stream. A big new addition is our Matched Giving programme for employees, launching April 2026.

Ultimately, we want to unlock brighter futures...!

Q: How can Spectris employees get involved?

A: Two simple ways:

- 1 Matched Giving (launching April 2026):**
Employees can apply if they're fundraising, donating to a charity, or volunteering for a charity – the causes don't need to be STEM focused.
- 2 Volunteer with a STEM partner:**
We're always looking for industry experts, mentors, judges and professionals from all backgrounds.

If you're interested, reach out to me directly!

Q: If a charity wants to apply for funding, what should they do?

A: Start by checking your eligibility on our website: www.spectrisfoundation.com. You'll find guidance and a short pre application questionnaire there.



Rebecca Levy
Foundation Director



Submit an expression of interest and we'll be in touch as soon as we can. You can also email us directly at spectrisfoundation@spectris.com



www.spectrisfoundation.com
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