



Collinson Foundation

FY2026 Impact Report



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Foreword from Colin, Christopher and David Evans

A decade has passed since our very first charitable donation as a business. What began with a donation to UK social mobility charity Coach Core, which we proudly still support today, has grown into a global commitment to Good Beyond Profit: our belief that the success of our business and the positive impact we create should go hand in hand.

Over the past ten years, Collinson's giving has grown in scale, reach and ambition. We have supported charities close to our offices and communities, responded to moments of crisis, backed long-term partnerships, and created opportunities for our people to contribute to causes they care deeply about. This first Foundation Report marks an important moment to reflect on that journey.

It also comes at a time when the need for committed, reliable corporate philanthropy has rarely felt greater. Economic pressure, geopolitical instability and widening inequality continue to place extraordinary strain on people, families and communities around the world. Charities are being asked to do more, often with fewer resources. In that context, businesses have an important role to play, not only by performing well, but by contributing meaningfully to the world around them.

That is why, last year, we formalised our commitment to Good Beyond Profit through the launch of the Collinson Foundation. The Foundation enables us to focus our giving where we believe we can have the greatest impact: creating access to opportunity, supporting communities in times of crisis, and helping people overcome barriers that limit their potential.

In its first year, the Foundation has made strong progress. We have supported more than 700 charities worldwide, funded programmes that have directly benefited 350,000 people, expanded our global partnerships, and seen more of our own colleagues get involved in giving back. These are achievements we are incredibly proud of.

But they are not simply numbers on a page. They represent people supported at difficult moments, young people given new opportunities, communities strengthened, and charities able to continue essential work. They also reflect the generosity and energy of our colleagues, and the dedication of our charitable partners around the world.

At a time when many charities are facing increasing demand and pressure on funding, we believe long-term, reliable corporate support matters more than ever. Last year, more than 4% of our profits went to the Foundation, and we are on track to reach 5% by FY29. For us, this reflects a simple principle: as Collinson grows, so too should our ability to support the communities and causes that need it most.

This first Foundation Report is both a reflection and a commitment. It looks back on a decade of giving, celebrates the progress made through the Foundation's first year, and sets out the ambition we have for the years ahead.

We know there is much more to do. We will continue to grow our impact, deepen our partnerships, and stay focused on where we can make a meaningful difference: access to opportunity, tackling inequality, and supporting communities when they need it most.

Thank you to our colleagues, partners and the charities we work with for bringing this ambition to life. We are proud of what has been achieved so far — and even more excited about what we can build together in the decade ahead.



Our Strategy, Approach and Year in Review

The past year marked an important milestone in Collinson's giving journey: the first full year of the Collinson Foundation as a formal part of our organisation.

Building on a decade of charitable giving, the Foundation brings greater focus, structure and ambition to our commitment to **Good Beyond Profit**, focusing on three core pillars:

- **Supporting people in times of crisis** - helping people through life's toughest moments
- **Education & Employment** - equipping people with the skills, confidence and opportunities to succeed
- **Entrepreneurship & Innovation** - backing bold ideas for a sustainable future and encouraging the next generation of businesses

Ten years on from our first donation in 2016, we now work with a wide network of charity partners around the world. Through our Foundation, we combine strategic, multi-year partnerships with colleague-led giving, volunteering and fundraising.

Our approach is built around two elements; first, we work with trusted charity partners to deliver focused, measurable impact in the areas where we believe we can make the greatest difference; second, we enable our people to play an active role in giving back, supporting the causes and communities that matter to them. Through volunteering, fundraising, and donating, our people support hundreds of grassroots organisations where they live and work.

Year in Review: Highlights and Achievements

Some highlights from last year include:

- **Over 4% of Group profit** to the Foundation, ensuring our impact grows in line with our business
- **8,000 hours volunteered** by colleagues
- **700 charities supported**, from local community groups to international NGOs
- **65% of colleagues engaged** in either volunteering, donating, or fundraising
- Nearly **350,000 people supported**, from one off food parcels in times of crisis to fully funded university scholarships

Our funding distribution reflects our strategic priorities: 33% directed to supporting people in crisis, 53% to education and employment, and the remainder invested across our broader strategic pillars.

As we continue to grow the Foundation, we're focused on deepening our impact, strengthening partnerships, empowering our colleagues, partners and customers, and building on a decade of learning to make our giving go further.



Insights

Supporting People in Times of Crisis

Around the world, escalating conflicts and the accelerating effects of climate change are driving unprecedented levels of humanitarian need. At the same time, governments are reducing foreign aid budgets, placing even greater pressure on charities to fill the gap. Against this backdrop, we are committed to supporting people in crisis, working alongside trusted partners when and where it is needed most.

Last year a third of our funding went to either charities focusing on Emergency relief - such as Mercy Corp in response to the Jamaican hurricane in October; or Social Welfare programmes addressing food insecurity, homelessness or financial hardship such as Felix in the UK.

At the heart of our disaster relief work is a partnership model designed to meet need at every level. Globally, we collaborate with Save the Children, whose scale, expertise and rapid-response capability ensure we can act quickly when major crises unfold. Locally, we work with community-based partners who understand the pressures facing people in their own neighbourhood, from homelessness to food insecurity to financial hardship, and who are best placed to deliver targeted, practical support



The Emergency Fund

For the past six years, we have partnered with Save the Children to support children and families affected by emergencies around the world. The Children's Emergency Fund is a rapid-response mechanism which allows Save the Children to act immediately when crises strike. By providing support to this flexible fund, we can ensure that children receive urgent essentials such as shelter, food, medical care, and practical support in the critical first hours and days of an emergency.

During the past year, our partnership was supported through Foundation funding, colleague fundraising, volunteering and customer donations. Together, these efforts helped more than 85,000 people affected by humanitarian crises and strengthened awareness of humanitarian needs across our global workforce.

Key Highlights

- We were proud to sponsor **Save the Children's inaugural Christmas carol concert in London**, helping raise awareness and funds.
- Continued our involvement as a founding member of the **Save the Children Humanitarian Network**, working alongside other organisations to **strengthen emergency response efforts**. This work was recognised through the Third Sector Business Charity Award for Best Emergency Response.
- **Colleagues volunteered in London, Hong Kong and Mumbai**, contributing their time and skills to local community programmes.
- Colleagues **raised more than £10,000** through an appeal in response to the **crisis in Gaza**, an effort that was recognised with Save the Children's Dorothy Buxton Unsung Hero Award.
- **Introducing customer donations to the The Children's Emergency Fund via the Priority Pass app**, alongside a matched-funding Christmas appeal, enabling travellers to support emergency response programmes.



For the past six years, colleagues from across the organisation have participated in the London Marathon to raise funds, this long-standing commitment has become a core part of our fundraising activity for Save the Children.

Last year, five colleagues ran the London Marathon to raise money for Save the Children, including one runner who travelled from Singapore to take part.

To meet the fundraising targets our people organised a series of events, including our Christmas Jumper Day activation, in-office fundraising activities, and donations from friends and family.

Collectively, these efforts generated over £20,000, directly supporting Save the Children's work protecting children affected by crisis.

Supporting our local communities

Alongside our global partnership with Save the Children, we support charities and community organisations in the places where our people live and work. This includes responding to local emergencies and helping organisations tackling some of the most pressing challenges facing communities today, including food insecurity and homelessness.

This commitment is reflected in the efforts of colleagues around the world. In Mumbai, Malta, Dallas, Singapore, Sydney and Dubai to communities across the UK, colleagues have contributed thousands of volunteer hours to charities providing frontline support, from emergency food distribution to shelter services. During Volunteering Month alone, colleagues helped provide 75,000 meals to people experiencing food insecurity.



Case Study: Tai Po Fire Relief with Teach for Hong Kong

In November 2025, a devastating fire in Hong Kong's Tai Po District destroyed seven of the area's eight residential blocks, leaving hundreds of families displaced and directly affecting students at one of the schools the Foundation supports through our partner Teach for Hong Kong (TFHK). In response, we provided additional emergency funding, complemented by fundraising efforts from colleagues in Hong Kong during their annual Christmas event. The funding enabled TFHK fellows to provide immediate emotional and practical support to students and their families during a period of significant disruption and uncertainty.

The fellow funded by Collinson played a key role in the school's immediate recovery efforts, taking part in a dedicated Healing Week, giving students safe spaces, structured activities, and opportunities to process their emotions. They also coordinated a Secret Santa initiative, ensuring every student received a small gift and a handwritten message of support from our people.

Insights

Education and Employment

We are committed to expanding access to education and employment, investing in organisations providing skills development, mentorship, academic support, and employment programmes in the communities where we live and work, as education and employment are the most reliable ways to drive access to opportunity.

Over the past year, we supported around 100 charities working across education, employability and workforce development. We believe that access to quality learning and meaningful work can play a transformative role in improving life outcomes, helping people unlock their potential and build greater economic security.

This commitment is reflected in partnerships with organisations such as Coach Core, which creates sports apprenticeships for young people facing barriers to employment; Teach For Hong Kong, which develops and supports teachers working in underserved communities; and Pathways to Birmingham, which helps talented students access higher education.

Education and employment looks different in every region, which is why we invest in local partnerships that understand the unique needs of their communities. Rather than prioritising scale, we focus on depth of impact, supporting fewer people, but in ways that meaningfully shift outcomes. This means backing interventions that go far beyond one off training sessions and focussing on multi year mentoring programmes with young people in Texas and Miami; pathways that help young people in Cape Town secure stable employment; and fully funded scholarships that open doors to higher education in the UK. By working with partners who are embedded in their communities, we ensure that every programme is tailored, sustained, and capable of creating lasting change.

Through these partnerships, we are helping more people gain the skills, knowledge and opportunities they need to shape their own futures and contribute to the communities around them.



Case Study: Pathways to Employment in South Africa

In Cape Town we work with Shadow Global to help address youth unemployment by creating sustainable pathways into work, both within Collinson and across the wider business community. Shadow Global supports young people through a 12-week programme that combines technical skills and behavioural training, alongside practical experience with employer partners. Around 95% of participants successfully complete the programme and move into full-time employment.

For many participants, the programme represents more than a first job. It provides a pathway into the workforce, access to professional networks and the foundations for future career progression.

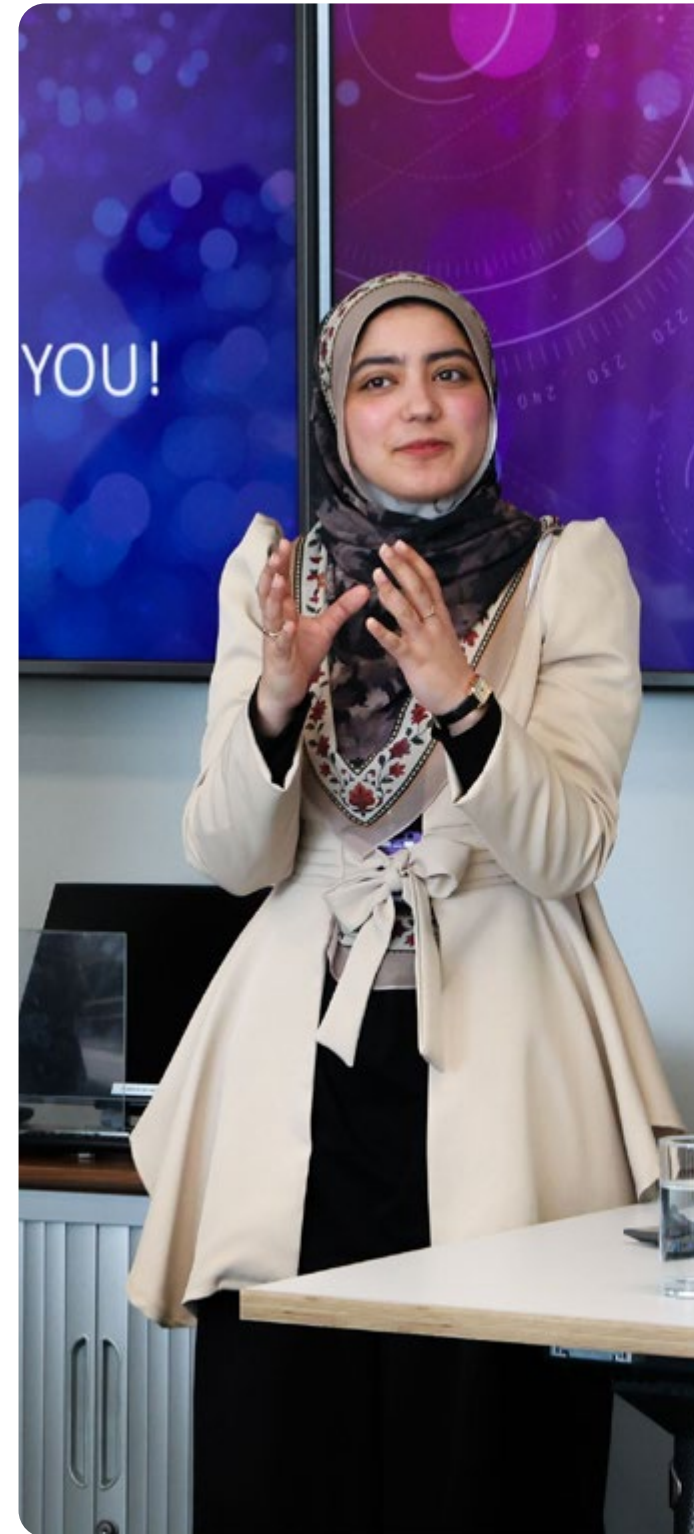
This year marks our third cohort of Shadow Career Graduates who have joined our business. Starting in March 2023, we have continued to improve the experience for our graduates improving our retention rate from 52.6% of the first 19 place, to 100% today. Across all three cohorts, 39 young people have secured sustained employment with Collinson, building careers, developing new skills and creating opportunities for long-term economic independence.

Insights

Entrepreneurship & Innovation

Entrepreneurship and innovation have been part of Collinson's story from the beginning. Founded by an entrepreneur and built on a culture of innovation, the business has always believed in the power of ideas to create opportunity and solve problems.

Through the Foundation, we seek to extend that spirit beyond our business, supporting organisations that help people develop the skills, confidence and networks needed to turn ambition into action. Whether starting a business, pursuing higher education or entering the workforce, we believe that talent can be found everywhere and that access to opportunity should not be limited by circumstance.



We are proud to support the Pathways to Birmingham and Sanctuary Scholarships programmes at the University of Birmingham. These programmes are designed to support talented young people who face financial or social barriers to accessing higher education. In March 2026, we brought this commitment to life through an immersive innovation day at our London office, designed to give students a hands on experience of what entrepreneurial thinking looks like inside a global business.

We welcomed a group of scholarship recipients to our offices for an immersive development experience. Students spent the day in a hands on hackathon with members of our senior leadership team, including University of Birmingham alumni, working together to tackle real business challenges. Working in teams, students explored how innovation and emerging technologies, including AI, can be used to solve challenges and strengthen decision-making.

The day concluded with small-group networking sessions, giving students the opportunity to connect with colleagues whose expertise aligned with their academic and career interests. Feedback was overwhelmingly positive, with many participants describing the experience as inspiring, confidence building and influential in shaping their future ambitions.

“Opportunities like this do not happen by accident. They happen because people choose to invest in students and create experiences that broaden our horizons and help us imagine possibilities we may never have considered before.”

Before visiting, I knew very little about Collinson. By the end of the day, I was genuinely inspired.... ..throughout the day, we heard career journeys that were fascinating, unexpected, and incredibly reassuring. I met people who had studied one thing and worked in another, people who had travelled the world before discovering their passion, people who had completely changed direction.... there was a genuine sense that they wanted to invest in the next generation of students.”

- Nohaa, Pathways to Birmingham student

Insights

Colleague Engagement

This year, more of our people than ever before took part in our community and social impact programmes, with around 65% of our people actively engaging in volunteering, fundraising, and charitable giving. This represents a significant increase from just 3% a few years ago and reflects the commitment our colleagues bring to supporting the causes that matter most to them.

Our people have three paid volunteering days to support organisations they care about, and we offer matched funding of up to £1,500 to amplify their personal fundraising efforts. Through our employee grants programme, colleagues can also nominate charities to receive grants of up to £10,000 and new starters receive seed money to donate to a charity of their choice, helping them engage with our giving culture from day one.



£250,000

donated through
our matched funding
programme

1,541

colleagues involved across
volunteering, fundraising,
and giving activities

8,232

hours volunteered for
more than 100 charities



9 Community Grants

awarded to charities nominated
by colleagues

Volunteering Activities in Every Office

across our global footprint led
by our passionate local champions

Insights

Volunteering in Support of Big Brothers Big Sisters Lone Star's Centennial Milestone

Four members of our Priority Pass PR and Marketing team partnered with Big Brothers Big Sisters Lone Star in the United States, providing strategic communications, PR and digital marketing support as the organisation prepared for its 100th anniversary.

Working alongside the charity's leadership team, colleagues helped develop the centennial vision, campaign identity and communications strategy, creating a roadmap to build awareness, engage supporters and maximise the impact of this significant milestone.

"Collinson has become a true partner to our organization in every sense of the word," said Andrew Young, Vice President of Advancement at BBBS Greater Dallas. "They have not only helped fund some of our most critical programming, but they have wrapped their arms around our vision for what BBBS Greater Dallas can be for children in North Texas and helped us solve some of the most pressing issues at the agency. So much of our time is spent trying to fulfill our day-to-day operational needs, we often lack the capacity to learn everything we need to know to execute campaigns as large and potentially impactful as our Centennial. For Collinson to offer their own expertise to help us answer these questions has been game changing for us, and we are incredibly grateful."

The goal was to help BBBS Lone Star build momentum beyond a single event, creating a campaign that honors nearly 100 years of mentorship and community impact while inspiring future mentors, donors, partners, and supporters. The strategy developed has already helped guide their planning, including donor conversations, event development, and future campaign activations.



What's Next for the Collinson Foundation

As we look ahead, the Collinson Foundation is entering an exciting new phase of growth and possibility.

This next chapter is about deeper partnerships, broader reach and more creative ways of giving — including reaching communities and locations where the Foundation has not yet worked. It is about backing locally rooted organisations, listening to the needs of communities and finding practical ways for Collinson colleagues, partners and products to play a part.

At the heart of it all remains a simple belief: when we combine the passion of our people with the power of our products and partnerships, we can help create change that lasts



