



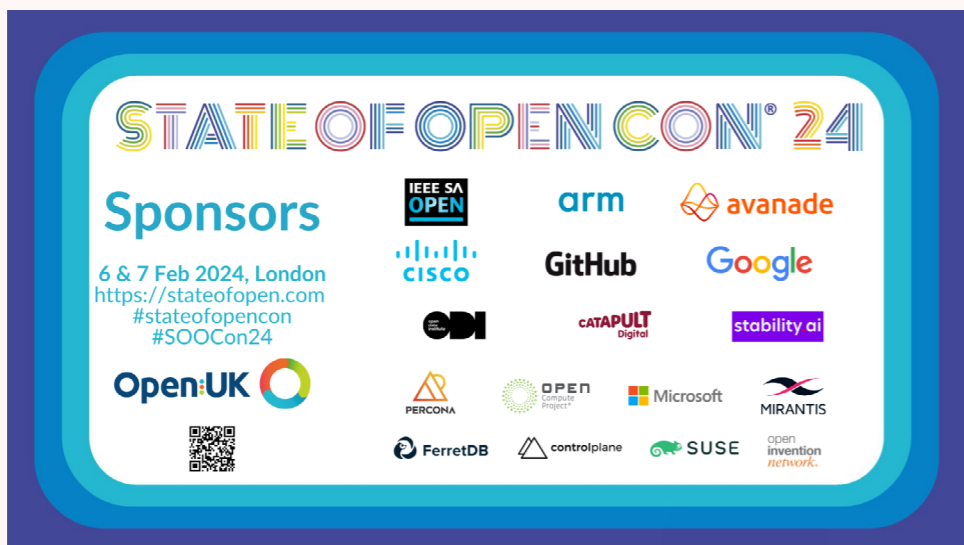
Open:UK

2024 Annual Report

OpenUK's work was made possible in 2024 by the generous Sponsorship of the following companies without whose support our work would not be possible.



State of Open Con was made possible by the generous sponsorship of:



And we are grateful to our table holders:



And finally, we are grateful to our 208 speakers, for their 138 sessions which can be viewed for free [SOOCon24 content](#).

OpenUK Board

OpenUK has long been the key advocate for all things open source in the UK. As a board member, I have the privilege to work alongside the leading expert in open source in the UK, CEO Amanda Brock, and through the work of OpenUK, am able to ensure that support for, and awareness of, the critical role of open source is heard in UK policy making and industry. This is particularly crucial for me as the CEO of the Rust Foundation, as OpenUK champions the needs of our development community and our role in underpinning digital development in the UK.

Rebecca Rumbul, Board Member, OpenUK
Executive Director & CEO, Rust Foundation



Board						OpenUK	
	Andrew Wafaa Chair of the Board		Amanda Brock CEO		Dawn Foster Director		Emma Thwaites Director
	Hiren Parekh Director		Ian Burgess Director		Lorna Mitchell Director		Liz Rice Director
	Martin Woodward Director		Matt Jarvis Director		Dr. Rebecca Rumbul Director		Rob McQueen Director
	Terence Eden Director		Tim Telford Director		Jim Davies Company Secretary		

We are grateful to the following Board members who have now stepped down from the Board in 2024:

Rob McQueen; Liz Rice; Matt Jarvis (Vice Chair); Emma Thwaites; and Andrew Wafaa (Chair); for their service on OpenUK's Board and look forward to continuing our work with them.

OpenUK

OpenUK was always going to be unique.

In 2019, it became clear that, as a consequence of Brexit, there would be a need for the UK to have an industry organisation and a policy organisation for open source. A number of UK-based people had worked hard with our colleagues in Europe for a decade-plus to ensure the future of open source would be a positive one. The nature of a messy divorce such as the UK's exit from the EU, was always going to mean that, for a time at least, collaboration would be a challenge.

Perhaps more importantly, the UK had, for some time, relied on the UK public sector's world-leading open-source-first position adopted through the work of the open source community and implemented with the vision of Mike Bracken, Liam Maxwell and Francis, Lord Maude around 2010. From that point the UK community engaged in advocacy and policy had not focused on the UK government but participated in a collective focus on the European Commission. Shifting the focus back on the UK was going to be a necessary consequence of Brexit.

One reason for OpenUK being unique as an organisation from day one was that it intended to both fill the role of industry organisation, convening the UK's open source community and at the same time fulfill the role of a policy organisation. With the existence of Open Forum Europe (ironically the open standards/ open source policy organisation set up by a group of Brits) for the EU, much of the policy in the EU was not led by the local industry organisations but by this central function. Bringing these two in-country open source needs firmly together for the UK would create a slightly different model from the past and enable the community amalgamated to have a cohesive voice.

The 'founding Board' met in January 2020 and recognised that the existing industry organisations were focused on open source software but that from day one OpenUK's remit should be slightly different. From this came our focus on 'open technology'. Defined as the three opens by Board Member, 'John Laban' we collectively agreed that this was expansive enough to cover all areas of open - software, hardware and data. We knew that in 2020 it was not possible to do software without considering hardware and data and were able to leverage our late mover advantage as a 'new' organisation in 2020, and set a remit that was fit for purpose in 2020 and for the future. Over time and in particular with the ascension of AI it was clear that the fact OpenUK covered AI should be spelled out and we have come to refer to - software, hardware, data, standards and AI.

Our remit is: 'UK leadership and global collaboration in open technology'.

The organisational breadth allows OpenUK to engage in a number of activities beyond the remit of some other organisations that are limited to 'open source', notably being able to support the launch of Meta's Llama 2 in July 2023. The decision to partner with Meta on this was made in a unanimous Board decision. Meta launched Llama 2 not as open source but as open innovation, as it continues to be described on Meta's website. OpenUK was the only open source or open tech organisation included in this list of launch partners.

That is a decision we remain very proud of. The move to opening up Llama, whilst not moving as far as open sourcing it (and we would never support any open-washing that suggested it is) was a very significant movement in the history of openness and of AI, and has opened the door to many further moves to opening AI.

From day one OpenUK has set itself out as an organisation that is not 'pay to play'. Anyone who works in the business of open tech or who wishes to is welcome to participate. We gradually evolved to an organisation that works on 3 pillars;

Community - we bring together our UK-based community as the UK's convening point for open tech. Our recognition program includes an annual Awards and Honours List, now in their 5th year and which collectively have recognised over 500 UK-based open tech contributors. We feature their work through case studies and thought leadership as well as through our Ambassador Programme.

Legal and Policy - we give that community a cohesive voice in law and policy, by responding to proposed legislation and taking the initiative in policy matters. Our wide ranging policy interests have spanned areas from AI to Space and we engage with experts through Policy Advisory Boards which both support OpenUK's research and reporting work, as well as creating their own initiatives. In 2024 we began expanding our engagement with government and began hosting monthly Roundtables in Parliament engaging with

Learning - we seek to evolve skills in open technology at all levels, from young people to business people and politicians. Our annual conference brings together leading experts from across the planet to the UK to build skills and understanding in open technology.

We have through the last 5 years - thanks to the efforts of all who support us in the UK and collaborate with us globally - created not only a unique, but a world-leading, country organisation. It has rapidly gained global recognition. None of this is ever taken for granted by any of us involved in OpenUK and we are grateful to everyone who engages with OpenUK for their ongoing support and their part in making it what it is for all.



2024 Annual Report Infographic



2024 - Another busy year for OpenUK

Not quite our diary - it wouldn't fit - but here's a taste of 2024

January - OpenUK's meetups kicked-off for the year in Glasgow.

February - State of Open Con became an annual event! Our second annual conference had over 800 attendees, over 200 speakers sharing 138 sessions and 50 partners in our delegate experience.



Baroness Stowell, Chair of the House of Lords Digital and Communications Committee shares the House of Lords LLM Inquiry report for the first time at SOOCon24



CEO, Amanda Brock with former Board Chair Andrew Wafaa at SOOCon24



OpenUK Volunteer Staff at SOOCon24 organised by Sam Hepburn and Kim Fletcher



Plenary Speakers at SOOCon24 included Stephen Augustust, [], Bruce Perrens, Mike McQuaid and Peter Zaitsev

March - OpenUK provided 4 challenges for the first hackathon at Kubecon which took place in Paris. And the winning contribution was on an OpenUK challenge.

April - Hosted our 19th London meetup sponsored by Avanade. The meetup membership has grown to over 1500 members through the year, thanks to the tenacity of Jennifer Riggins. We have also launched Apprentice meetups sponsored by Red Badger for those who have been in open source less than a decade and digital meetups led by Lorna Mitchell and Jamie Tanna.

May - The launch of our AI Advisory Board with world-leading experts in AI openness. AI for Good in Geneva where we participated speaking about the meaning of AI openness.

June - We celebrated Kubernetes 10th birthday at Red Hat's Innovation Labs with a party in London with the help of Hannah Foxwell.



July - Our summer report focused on AI launched with Professor Neil Lawrence and on the economics of open with the economist Will Hutton contributing both thought leadership articles and speaking at our launch event. Our bi-monthly show and tell also featured leaders in AI. These digital events are open to all and bring the state of the art in open tech research to our audiences through presentations and open discussion. We were delighted to have the Radboud University team join both to share their ground breaking research on disaggregation of the components of AI to measure the openness of LLMs.

August - we took a well deserved rest

September - Hosted two events - one on data centres and one on AI at the Labour Party Conference and hosted our first Roundtable in Parliament on AI openness.

October - Announced our awards shortlist and hosted our 19th meetup in London.

November - Celebrated our 5th annual awards with the 'Oscars of Open Source' our gala dinner and awards ceremony in the House of Lords, hosted by Lord Wei.

OpenUK was an initial signatory of the Green Digital Declaration at COP29, represented in the launch by CEO Amanda Brock. OpenUK created the OpenUK Addendum to the Declaration calling for it to be implemented on a base of Open Technology. Our addendum will be tabled with the declaration as a basis for COP30.

December - we ended the year with the final word on AI in our 4th report of the year and prepared our Honours List for launch on Hogmanay.

"Our research and reporting at Open UK was thrilling and felt informative and meaningful as we engaged deeply with the public and stakeholders from all walks of life. 2024 was the year the 'submarine under the economy' that is open source, rose up and elevated AI openness in the public consciousness."

Jennifer Barth, Research Director, OpenUK

Chairman's Report

As we celebrate our fifth anniversary, I find myself reflecting on how far we have come in such a short space of time. In these first five years, OpenUK has established itself as the leading voice in advocating for open source collaboration and education across the UK. This is something each of us around the Board is deeply proud to see, especially as we look to shape the future of open source for the benefit of all, in every nation in the UK and beyond our borders.

At the outset, I want to extend my heartfelt thanks and appreciation to Amanda Brock, who has served as OpenUK's CEO since its inception. Amanda's leadership, dedication, and unwavering commitment to championing open source have been instrumental in building the vibrant and influential organisation we celebrate today. Through her vision, OpenUK blossomed into a unique community uniting practitioners, businesses, policymakers, and learners who all share a passion for open, collaborative innovation. From spearheading policy initiatives to representing open source interests at global forums, she has been a steadfast advocate and a key pillar of our community. On behalf of the entire Board, I offer our sincere gratitude to Amanda for her visionary leadership over the last five years.

I am honoured to step into the role of Chair of the Board, taking over from Andy Wafaa. I am stepping onto a path paved by talented, dedicated individuals not only with Andy's leadership but with that of fellow Board members past and present. As we enter a new chapter, I would like to thank Andy for his passionate service and enduring commitment to OpenUK's values. OpenUK's success is deeply rooted in collaboration, and we simply could not do what we do without the commitment of our remarkable volunteers and their efforts have been key to growing OpenUK's reach from a small coalition into a national force for change.

The past decade has shown that open source has "won" the way the modern, software based world is built. However, we stand on the brink of another epoch with AI. The Generative AI innovations of the past year have rapidly changed our notions of what is possible, while opening new questions about open source practices interface with public data, proprietary data models, regulatory concerns, and societal impact. Although, as a global community we do not yet have all the answers, OpenUK is determined to remain at the forefront of these conversations, bringing together experts from across industry, academia, governments, and the open source community. Our commitment to actively engaging with these shifts represents the best tradition of openness.

Of course, these changes in technology mirror broader shifts in the UK's role on the global stage. Brexit has redefined political, economic, and cultural relationships within Europe. But it has also allowed us to examine new opportunities - reinforcing our historic partnerships with the United States, cultivating deeper ties with India, and forging new connections across Southeast Asia. Open source principles transcend borders. Through OpenUK, we aim to foster this spirit in our dealings both at home and abroad, ensuring the UK remains a primary contributor and thought leader in the world's technological progress.

Our organisation's increased impact on open source policy in the UK has become apparent in recent years. From Whitehall to the devolved administrations in Scotland, Wales, and Northern Ireland, OpenUK has brought experts from a wide range of backgrounds to bring a broad perspective into crucial policy conversations. This balanced approach allows us to effectively champion policies that support open-source principles while addressing the diverse needs of modern society.

In parallel to our policy efforts, we continue to invest in skills development for both the young and the experienced. This dedication to lifelong learning is critical to ensure that the UK talent pipeline remains robust

and inclusive. At the same time, our commitment to environmental sustainability in the tech sector remains unwavering. We firmly believe that open source solutions are critical in scaling solutions to address the climate crisis to all areas of this small blue planet on which we all live.

Finally, I want to emphasise the tremendous impact the UK's technical community has on the global stage. At OpenUK, we are committed to telling the story of this community, from world-leading research to pioneering digital policy work, to telling the stories and highlighting the individuals who are shaping the future. The UK is a hub where bright minds converge to forge partnerships that can shape the future of the world.

I invite you to explore this Annual Report in greater detail, and to join us in celebrating the achievements and milestones of the past year. Let us continue working together - actively, openly, collaboratively. I look forward to the thriving years of progress, innovation, and shared success that lie ahead.

Martin Woodward, Chairman OpenUK
Vice President of Developer Relations, GitHub

GitHub

OpenUK Recognition Program

5th Annual Awards, 28th November 2024

Winners

Category Sponsored by Winner

Open Source Software Sponsored by Linaro	Cilium Project
Open Hardware Sponsored by DevTank	Chipflow
Open Data Sponsored by The ODI	Stream.
Security Sponsored by ControlPlane	Linux Vendor Firmware Service
Sustainability Sponsored by Avanade	Centre for Net Zero (Octopus Energy)
Finance Sponsored by SEEKR	GitProxy
Startup Sponsored by Runa Capital	Syntasso
Law and Policy Sponsored by Iain G Mitchell KC	Chris Eastham, Partner, Fieldfisher; Chief Legal Officer, OpenUK
Belonging Sponsored by Arm	Nicolas Vibert, Senior Staff Technical Marketing Engineer, Isovalent at CISCO
Individual Sponsored by Red Badger	Ernest Kissiedu, Rust London Community Lead/ Rust Nation Conference Curator
Young Person Sponsored by Venafi Jetstack, Consult	Avey Couloute, Girls into Coding
AI Sponsored by AutoGPT	Stability AI



Shortlist

Category Sponsored by Shortlist

Open Source Software Sponsored by Linaro	Cilium Project	Kratix by Syntasso	Nicco Kunzmann, CTO, Open Web Calendar
Open Hardware Sponsored by DevTank	Andrew Katz, Consultant, Bristows LLP; CEO, Ocro Limited	Chipflow	Blinkenlight Ltd t/as Pradar
Open Data Sponsored by The ODI	Offshore Energy Digital Strategy Group	Stream.	UK Power Networks
Security Sponsored by Control- Plane	Copper Horse	Linux Vendor Firmware Service	
Sustainability Sponsored by Avanade	Centre for Net Zero (Oc- topus Energy)	FINOS	Improvability
Finance Sponsored by SEEKR	CitiGroup	GitProxy	JP Morgan
Startup Sponsored by Runa Cap- ital	HelixML	QuestDB	Syntasso
Law and Policy Sponsored by Iain G Mitchell KC	Chris Eastham, Partner, Fieldfisher; Chief Legal Officer, OpenUK	Dr Magaret Hartnett, Co-founder, progressio.ai	Sonia Cooper, AGC, Open Innovation Team, Microsoft
Belonging Sponsored by Arm	Carla Gaggini, Head of Global Communi- ty Events, Isovalent at CISCO	Nicolas Vibert, Senior Staff Technical Marketing Engineer, Isovalent at CISCO	
Individual Sponsored by Red Badger	Bethany Griggs, Senior Software Engineer, Red Hat	Ernest Kissiedu, Rust London Community Lead/ Rust Nation Conference Curator	Kat Cosgrove, Release Team Subproject Lead, Kubernetes
Young Person Sponsored by Venafi Jet- stack, Consult	Avey Couloute, Girls into Coding	Lowena Hull, Risk Associ- ate, PwC	
AI Sponsored by AutoGPT	Baroness Tina Stowell, House of Lords	Professor Neil Lawrence, Professor of Machine Learning, University of Cambridge	Stability AI

2025 New Year Honours List (1 January 2025), OpenUK's 5th Annual Honours List Open Source Software Maintainers

Adam Fowler	Founder	Bilberry Software
Alan Pope	Developer Relations	Anchore
Alex Ellis	Founder	Open FaaS
Alex Potsides	Software Engineer	Interplanetary Shipyard
Alicia Sykes	Staff Software Engineer	loveholidays
Amanieu d'Antras	Library Team Lead	Rust Programming Language
Andrew Lock	Staff Software Engineer	Datadog
Andy Williams	CEO	Fyne Labs
Angus Hollands	Open Source Applications Engineer	2i2c
Ankita Katiyar	Software Engineer	Quantum Black, AI by McKinsey
Ashley Jeffs	Director	Benthos
Bee Skeritt	Site Reliability & Security Engineer	Cisco
Bo Anderson	Product Engineer	Workbrew
Caolan McMahon	Software Engineer	Ground Computing
Catherine Zotova	Senior Software Engineer	Indepent
Charith Ellawala	CTO & Co-Founder	Cerbos
Chris Ashton	Senior Developer	GDS
Chris Pulman	Senior Technologist	A I C Solutions
Daniel Roe	Team Lead	Nuxt
Daniel Webb	Platform Engineer	Webb Agile Solutions Ltd
Danny Tuppeny	Director	Coded Consultants
Darren Burns	Senior Software Engineer	N/A
Deepak Prabhakara	CEO and Co-Founder	BoxyHQ
Frazer Smith	Integration Engineer	MBI Health
Gary Ewan Park	Principal Software Engineer	Chocolatey Software
George Steel	Open Source Software Maintainer	Laminas
Gina Peter Banyard	Core Developer	The PHP Foundation
Hannah Frick	Software Engineer	Posit PBC
Ian Thomas	Scientific Software Developer	QuantStack
Irfan Alibay	Core Developer	MD Analysis and Numfocus
Issy Long	Senior Software Engineer	GitHub
Jon Skeet	Staff Software Engineer	Google
Julian Waller	Senior Software Engineer	Superfly
Karen Atfield	Software Engineer	Automattic
Kat Cosgrove	Release Team Subproject Lead, SIG Docs Tech Lead	Kubernetes
Louis Pilfold	Lead Developer, Creator	The Gleam Programming Language
Mat Ryer	Engineering Director	Grafana
Maxwell Flinton	Senior Software Engineer	SurrealDB
Merel Theisen	Software Engineer	Quantum Black, AI by McKinsey
Michael Cade	Field CTO	Veeam Software

Momo Kornher	Software Engineer	Amazon Web Services
Neil Kakkar	Software Engineer	Posthog
Nicola Corti	Staff Engineer – Maintainer of React Native	Meta
Owen Voke	Senior Backend Engineer	Worksome
Rebecca Franks	Senior Developer Relations Engineer	Google
Rob Allen	Founder	Nineteen Feet
Roberto Tyley	Principal Engineer	The Guardian
Sam Clements	Software Engineer	Akamai
Samuel Colvin	Creator	Pydantic
Simon Li	Research Infrastructure Engineer	University of Dundee
Skyler Grey	Software Engineer	Collabora Productivity
Sorin Sbarnea	Principal Software Engineer	Red Hat
Thomas Robitaille	Director	Aperio Software Ltd
Tim Bannister	Emeritus technical lead for SIG Docs	Kubernetes
Tim Condon	Software Engineer and Founder	Broken Hands
Tim Jacomb	Lead Software Engineer	Kainos
Tom Parker-Shemilt	Senior Staff Engineer	Omnipresent
Toran Bruce Richards	CEO	AutoGPT
Yousaf Nabi	Developer Advocate & Community Shepherd	SmartBear

Open Data Leaders

Albert King	Chief Data Officer	NHS NSS
Ashleigh Monagle	Principal Consultant	Allora Infrastructure
Ed Parsons	Open Data Lead	Google
Prof Elena Simperl	Professor of Computer Science	Kings College London
Emma Thwaites	Director Global Policy and Corporate Affairs	Open Data Institute
Gavin Freegard	Freelance	Freelance
Giuseppe Sollazzo	Deputy Director for Data Enablement	DWP
Helen King Turvey	Managing Partner	Philanthropy Matters
Jack Gilmore	Co-Founder	Open Data Scotland
Julian Tait	CEO	Open Data Manchester
Kevin Keith	Chair	UK Open Government Network
Linda Humphries	Director	Public Digital
Lisa Allen	Director of Data Services	The Pensions Regulator
Melissa Tallack	Open Data Lead	C2 Life Ltd
Nic Granger	Chair	Offshore Energy Digital Strategy Group
Sonia Cooper	Assistant General Counsel, Innovation	Microsoft
Dr Tom Smith	Chief Data Officer and Director Deputy Prime Minister's Data Unit	Ministry of Housing, Communities and Local Government

CEO's Gratitude

As 2024 dims into a distant memory and the new year of 2025 blossoms, I find myself looking to the challenges of the year ahead. I am grateful to the open technology community for the privilege of leading an organisation that seeks to represent them here in the UK. Each day in this role, as CEO of OpenUK, is an honour.

This report has set out a little of what we have achieved in 2024 and some of what we have to celebrate and be grateful for.

In 2024, a wise man said to me 'so what?' So what indeed... Why do we all put so much effort into the work that OpenUK does? Why do our sponsors continue to support us to enable this work to happen and our volunteers, why do they give their time?

Open technology offers a key to the digital world in which we live. Every service that we receive whether from our public sector or from an enterprise is created, distributed or consumed through digital technology. That digital landscape is enabled by open technology.

Open technology not only provides the underlying technology on which the digital economy and its services are built but it enables the democratisation of tech. It breaks vendor lock-in through interoperability. It creates code that can be recycled and reused, opening it up to all with the skills to participate. It enables trust through transparency and the delivery of better services.

All of this, and much more, will be delivered by opening our technology. We must take the potential to build a digital future that is the best digital future we can have. Every action we take must be taken with this in mind, and taken with intention to secure all of our futures.

It would be great to see you join us on our journey. Everyone is welcome.

The plans we know we have in 2025 are mapped and will be shared through our newsletter and social media. Equally we are ready to react to the opportunities that come along.

The beauty of being a small organisation is our agility. Thanks to Abby, Daisy, Zin, Seb, Cleo, Eunice and Stefania, we are about to deliver our third State of Open Con.

I hope to see you all there. It is going to be another busy year at OpenUK and one which you are welcome to join.

Amanda Brock, CEO, OpenUK

Thanks to our General Sponsors

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