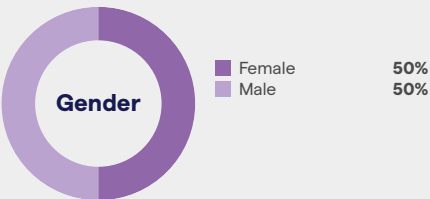
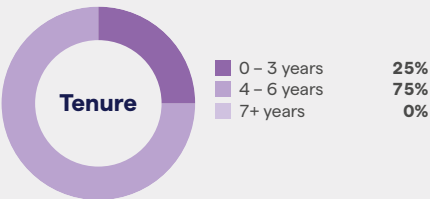


I am pleased to present the report of the Sustainability Committee for the financial year ended 31 May 2025, to share with you our activities during the year and how we have discharged our responsibilities.



Sally-Ann Hibberd
Chair of the Sustainability Committee

Committee overview



Meetings and membership

	Meetings attended
Sally-Ann Hibberd (Chair)	4/4
Malcolm Le May (retired in September 2024)	1/1
Helen Stevenson	4/4
Rakesh Bhasin	4/4
Wu Gang (a member since September 2024)	3/3

- Four independent Non-Executive Directors made up our Sustainability Committee (formerly the ESG Committee). Their biographies can be found on pages 52-54
- The Committee met four times during the year. You can find full details of attendance at Committee meetings on the table on page 57
- The Board Chair, CEO, CFO, Group Head of Sustainability, Chief People Officer (CPO, until the January 2025 meeting) and Chief Business Officer (CBO, from the January 2025 meeting onwards) have been standing attendees at Sustainability Committee meetings. Representatives from other areas of the business attend the Committee meetings by invitation

FY25 Key focus areas

- Developed and approved the Group’s approach to environmental impact management, including carbon accounting improvements and transition planning towards net zero targets
- Managed the strategic direction and charitable grant-making process through the community-focused Brighter Future Fund programme
- Monitored incoming sustainability regulations, particularly the Corporate Sustainability Reporting Directive (CSRD), and tracked regulatory developments across multiple jurisdictions
- Systematically gathered insights from regulators, peers, shareholders, employees, clients, and communities to inform sustainability strategy and priorities
- Reviewed ESG ratings, sustainability reporting requirements, and incorporated investor feedback into corporate positioning and disclosure practices
- Analysed employee engagement data on diversity and inclusion initiatives, reviewed product accessibility measures, and assessed broader social impact programmes
- Agreed governance framework changes and committee responsibility divisions to enhance sustainability oversight and decision-making processes

Chair’s overview

Over the past year, the Sustainability Committee has undertaken a comprehensive review of our sustainability strategy and governance arrangements, culminating in the planned migration of the Committee to Management leadership at year-end. This transition represents a natural evolution from the Committee’s establishment four years ago, when direct Board oversight was essential to advance sustainability matters in response to emerging regulatory requirements and stakeholder expectations.

While the Committee’s formal oversight concludes, our commitment to sustainability as a business imperative has never been stronger. The migration of these responsibilities to executive leadership and specialised Board committees reflects the maturity of our approach and ensures these critical areas receive the focused attention they deserve.

This year, we have made significant progress across our key sustainability priorities while adopting a more focused and pragmatic approach. The Committee approved a pragmatic climate strategy that positions IG for long-term resilience while delivering measurable impact. Our three core priorities – understanding climate-related risks, improving emissions data precision for operational efficiency, and maintaining regulatory compliance – represent a mature, evidence-based approach aligned with our business operations. Rather than pursuing aspirational targets without clear pathways, we’ve focused resources on actions that deliver genuine environmental and business value. This approach reflects our commitment to authentic climate action that creates real value for both our business and the environment, positioning us appropriately within our industry peer group while maintaining flexibility as climate science and business practices evolve.

The Committee oversaw the successful evolution of our community outreach programme through the Brighter Future Fund, which has distributed over £5 million in charitable donations while maintaining a sustainable funding base. We approved consolidating our strategic partnerships from around 20 organisations to four to six focused partners, strengthening our commitment to financial literacy and diversity within finance and technology. This consolidation will maximise impact, while providing substantial multi-year funding increases to selected partners. The final 1% charitable donation payment was confirmed for September 2025, with the Fund now positioned to sustain our community activities for several years while encouraging broader employee participation through volunteering and corporate matching schemes.

Throughout the year, we maintained rigorous horizon scanning of regulatory developments, particularly monitoring the EU's CSRD and its potential impact on IG's European operations; as well as the adoption of International Sustainability Standards Board requirements by various regulators, including the anticipated implementation by the Financial Conduct Authority. Our comprehensive stakeholder engagement programme systematically gathered insights from regulators, peers, shareholders, employees, clients, and communities, ensuring our strategic approach remained responsive to evolving expectations and priorities.

The Committee reviewed significant improvements to trading platform accessibility, supporting clients with disabilities through enhanced design features and automated accessibility testing. We monitored diversity and inclusion initiatives informed by employee engagement surveys, noting both progress and ongoing challenges in meeting our targets while maintaining a balanced approach that recognises

varying cultural contexts across our global operations. Our ESG ratings remained strong across leading agencies, with particular strength in social and governance metrics compensating for environmental positioning.

We ensured comprehensive reporting and disclosure through detailed sustainability reports and committee reporting, maintaining compliance with regulatory requirements while providing meaningful transparency to stakeholders. The Committee also benefited from external perspectives, including presentations from The Jefferies Report on the evolving sustainability landscape and the critical link between workforce engagement and company outperformance.

Most significantly, following thorough evaluation of our sustainability governance requirements, we approved Management's proposal to migrate sustainability oversight from the Committee to the Executive Committee, with specific elements remaining at Board and Board Committee level. Environmental and climate-related risk matters will transfer to the Board Risk Committee, external assurance oversight will move to the Audit Committee, and diversity and inclusion will remain a matter reserved to the Board. Diversity and inclusion remains fundamental to our business strategy, with accountability elevated to Board level to ensure the highest governance standards. This reflects our recognition that diverse perspectives drive innovation and are essential for serving our global client base effectively. The Board will continue overseeing our diversity targets and ensuring inclusive practices are embedded across all business functions – not just because it's right, but because it's fundamental to our competitive advantage.

This restructuring recognises that Management is now well positioned to lead our sustainability strategy operationally, with the new Executive team demonstrating

clear commitment and capability. We believe this new approach represents the optimal framework for advancing our sustainability agenda going forward.

The Committee's work over four years has established robust foundations for IG's sustainability approach, moving from initial establishment of adequate standards to focused, business-integrated sustainability management. We have successfully navigated evolving regulatory landscapes, built meaningful community partnerships, and developed sustainability practices that position IG appropriately within our competitive environment while delivering genuine impact for stakeholders.

The Sustainability Committee was formally disbanded on 31 May 2025 and will not continue into the next financial year. As we conclude the Committee's mandate, I am confident that the governance structures we have established, combined with Management's enhanced capabilities and commitment, will ensure IG continues to advance its sustainability objectives effectively. The transition from Board Committee oversight to Management leadership represents the natural maturation of our sustainability programme and positions IG well for future challenges and opportunities in this dynamic area.

Role of the Committee

The principal roles and responsibilities of the Committee include:

- Advocating and effectively bringing greater focus on wider sustainability matters within the Company
- Oversight of our sustainability strategy and its implementation, including ensuring that the appropriate governance is in place and is supported by appropriate policies. See page 25 to read more about our sustainability governance

- Monitoring and reviewing how the sustainability strategy is received and regarded by our stakeholders
- Overseeing how all elements of the sustainability strategy are reported externally
- Assisting on other matters related to sustainability as may be referred to it by the Board
- Oversight of the Brighter Future Fund, which is the Group's Charitable Giving budget

Committee evaluation

An evaluation of Committee performance was undertaken this year in line with the Committee's Terms of Reference. You can find details of the Board Performance Review process, outcome and the actions on pages 70-71. On the Committee-specific questions, the review found that the Committee had the right combination of skills, experience and knowledge. Its reporting to the Board was found to be effective and it performed, and was chaired, effectively during the year.



Sally-Ann Hibberd

Chair of the Sustainability Committee
23 July 2025