

# Introduction to our Sustainability Report

To safeguard long-term success, IG must pursue its goals sustainably. We believe this means operating ethically, minimising our impact on the environment, and playing our role in supporting a socially mobile and inclusive community. This mandate is reflected in the Group sustainability strategy. Material sustainability issues are assigned internal targets and roadmaps which are tracked as KPIs with Executive Committee and Board oversight.

## Our sustainability strategy

We regularly iterate our sustainability strategy and sustainability KPIs to reflect changes in industry, society and the environment. This year we have removed our formal volunteering target, although colleagues across the business continue to benefit from two days paid leave each year to participate in charitable activities.

## Our Sustainability KPIs

	FY24	FY25	Targets
<b>Gender diversity</b>	22% women in leadership roles	27% women in leadership roles	35% by end of FY25, 40% by end of FY28
<b>Ethnic diversity</b>	12% from ethnic minority groups in leadership roles	18% from ethnic minority groups in leadership roles	20% by December 2027, 25% by end of FY29
<b>Emissions per employee</b>	13.7 tCO <sub>2</sub> e per employee	15.3 tCO <sub>2</sub> e per employee	Seek continuous improvement
<b>Community impact</b>	302,158 beneficiaries impacted	317,617 beneficiaries impacted	1,000,000 beneficiaries impacted for the period 2024–2026
<b>Employee Engagement Score</b>	N/A Reporting methodology changed during FY25	+1 eNPS	+29 eNPS Financial Services benchmark

# Our people

## Delivering for customers through our high-performance culture

At IG, we recognise that our people capability is critical to delivering our growth ambitions which can only be achieved by driving a high-performance culture and putting customers at the heart of everything we do.



Employee network lunch

We have made significant progress over the last 12 months in 'raising the bar' for performance and creating an environment focused on driving exceptional results, although we recognise there is still more to do.

Our refreshed approach to performance management focuses on:

- Clear expectations and accountability
- Strong alignment between individual goals and organisational objectives
- A focus on continuous improvement and learning
- Regular constructive feedback 'in the moment'
- Recognition and rewards that reinforce the behaviours we want to see

This year, we invested in new employee engagement technology, enabling regular 'pulse', anonymous employee feedback with advanced analytics. Our new methodology prevents any direct comparison with previous engagement surveys, but the investment will enable us to clearly focus on key engagement drivers and take targeted actions to affect things that matter most to our people.

In FY25, we continued our Global Share Plan Purchase scheme for employees, which allows colleagues to share in the financial success that they help create. This initiative aligns with our approach to meritocracy and performance-based rewards – principles that are central to our people plans for FY26 and beyond.

As we look forward to FY26, our people strategy will remain focused on driving a high-performance culture underpinned by initiatives focused on talent, leadership and reward strategies and by ensuring that we have the right people with the right skills in the positions where they can make the greatest impact.

We will also focus on driving continuous improvements in workforce engagement and inclusion, while enhancing efficiency through optimising organisational design.

# Driving impact through inclusion

## Our evolving D&I strategy

### Introduction

At IG, we remain deeply committed to fostering a diverse and inclusive culture where everyone feels engaged, motivated, and empowered to deliver their best work for our customers. While the external environment has seen increased scrutiny and debate around diversity and inclusion, our belief in its value remains unwavering. Inclusion is not a trend for us – it's a core driver of high-performance, impact and sustainable growth, helping us to target a broader customer audience.

As our business evolves, so too must our approach to D&I. That's why we have refreshed our strategy to align more closely with our business objectives, ensuring that inclusion continues to be a lever for growth, high performance and impact. Our updated focus is on embedding D&I into the heart of our talent and performance agenda – through evidence-based decision-making, robust talent management frameworks, and regular communication and engagement.

While we recognise there is still progress to be made, we are proud of the strides taken so far. Our senior leadership diversity has improved, we now have 27% female representation (up from 22% in FY24) and 18% from ethnic minority backgrounds (up from 12% in FY24). We continue to uphold our commitment to stretch targets for senior leadership diversity, with regular tracking and oversight from our Executive Committee and Board.

Despite our efforts, we acknowledge that we did not meet our ambitious target of 35% female representation in senior leadership by the end of FY25, signalling to us that more focused action is needed.

We remain committed to this goal and are extending our timeline to FY26, with renewed energy and targeted initiatives to drive progress through our focus on talent.

We remain on track to achieve our ethnicity target of 20% ethnic minority representation in senior leadership by December 2027.

Looking ahead, our ambition extends beyond meeting diversity targets – we are committed to fostering an inclusive culture where diverse talent of all backgrounds, identities and experiences can thrive and drive business success.

We believe that by integrating D&I into how we attract, develop, and retain talent, we can build stronger teams and deliver better outcomes for our customers and stakeholders.

Inclusion remains a strategic imperative – one that enables us to build a more resilient, innovative, and future-ready organisation. We are proud of how far we have come and excited about the impact we can continue to make together.

## FY25 Diversity & Inclusion highlights

- Launched a refreshed D&I strategy aligned with IG business objectives, focusing on driving growth and impact through evidence-based decision-making, robust talent management frameworks, and meaningful communication and engagement.
- Delivered a bespoke D&I training session (Powering Inclusion Programme) for the Board – a half day, Board designed working session focused on inclusive leadership and the critical role of senior leaders in role modelling and driving inclusion across the organisation.
- Expanded D&I insights within Peakon (our employee engagement survey system), including new questions to capture a more holistic view of inclusion – covering culture, recruitment, and access to opportunities.
- Embedded D&I into the new performance appraisal process, with data tracked throughout to ensure fairness, objectivity and a meritocratic approach to performance evaluation.
- Strengthened employee networks, including deeper collaboration with Women in Banking and Finance (WIBF) and a greater focus on intersectionality.
- Integrated D&I events and initiatives into Group Communications, amplifying the visibility and impact of employee networks and fostering greater engagement across the business.
- Launched a self-serve D&I Dashboard, providing real-time access to key diversity metrics, including headcount, recruitment, promotions and retention – enabling data-driven decision-making.



Embracing D&I has given me a deeper appreciation for the unique experiences and insights of others. It has opened my eyes to the strength found in our differences and taught me that true innovation thrives when diverse voices come together.”

**Awande Nojoko**, employee network member



**Diversity data**

The table below presents an analysis of gender and ethnic representation among Directors and employees at IG Group as of 31 May 2025. We remain committed to fostering greater diversity across all levels of our organisation and continue to work towards building a more inclusive workplace.

**Gender data:**

		31-May-25		31-May-24		
		Number	%	Number	%	% Change
Senior leadership	Male	67	72%	81	77%	-5%
	Female	25	27%	23	22%	5%
	No response/ Prefer not to say	1	1%	1	1%	0%
Total		93		105		
Total employees	Male	1,407	65%	1,670	65%	0%
	Female	766	35%	890	35%	0%
	No response/ Prefer not to say	9	0%	10	0%	0%
Total		2,182		2,570		

**Race/ethnicity data:**

		31-May-25		31-May-24		
		Number	%	Number	%	% Change
Senior leadership	White	61	69%	75	77%	-8%
	Ethnic Minority	16	18%	12	12%	6%
	No response/ Prefer not to say	11	13%	10	10%	4%
Total		88		97		
Total employees	White	574	34%	689	35%	-1%
	Ethnic Minority	693	41%	757	39%	2%
	No response/ Prefer not to say	409	24%	503	26%	-2%
Total		1,676		1,949		

**Notes:**

Race/ethnicity and gender data is voluntarily self-reported (using local census data categories and collected where legally possible – for IG Group this excludes employees based in France, Germany, Poland and Switzerland). This includes two layers of management below and including the Executive Committee. Executive Management relates to the Executive Committee, including CEO, CFO and COO. Senior Board positions are CEO, CFO, Senior Independent Director, and Chair. Senior leadership includes subsidiary directors.

**Board and Executive Management gender data**

	Number of Board members	Percentage of the Board	Number in senior positions on the Board	Number in Executive Management	Percentage of Executive Management
Male	7	64%	4	7	70%
Female	4	36%	0	3	30%
Not specified/Prefer not to say	0	0%	0	0	0%

**Board and Executive Management race/ethnicity data**

	Number of Board members	Percentage of the Board	Number in senior positions on the Board	Number in Executive Management	Percentage of Executive Management
White British or Other White (including minority White groups)	9	82%	4	8	80%
Mixed/multiple ethnic groups	0	0%	0	0	0%
Asian/Asian British	2	18%	0	0	0%
Black/African/Caribbean/Black British	0	0%	0	0	0%
Other ethnic groups, including Arab	0	0%	0	0	0%
Not specified/Prefer not to say	0	0%	0	2	20%

**Statement on Listing Rules Compliance**

Although we have not yet met the Listing Rules requirements that at least 40% of our Board is comprised of women (the Board is currently comprised of 36% female representation) and that at least one of the four senior positions on the Board is held by a woman, we have at least one individual on the Board from an ethnic minority background.

We note that four of our 11 directors are women, and all Board Committees except the Audit Committee have achieved 40% or above female representation. The Nomination Committee has undertaken extensive succession planning this year and has identified a clear pathway to achieve full compliance with both targets through our established succession plan based on anticipated Board refreshment over the next two years.

We remain committed to appointing on merit while actively seeking diverse candidates who bring the skills and experience needed for effective Board oversight.

# Community

Since 2021 we have pledged 1% of our post-tax profits to charitable causes.

Since then our Brighter Future Fund has been building an exciting legacy of positive impact in communities around the globe. This year we are proud to have supported more than 300,000 beneficiaries through our charity partners, taking us over 60% of the way to our target of 1,000,000 beneficiaries by the end of FY26. Here are two examples of what we've achieved in the last 12 months.

## Run for change with Teach First



Run the River charity event

For the past five years, IG has proudly partnered with Teach First as a key sponsor of their signature fundraising event, Run the River.

This annual race along the iconic River Thames brings together professionals united by a common goal of supporting equitable access to quality education for all children.

What began as a corporate sponsorship five years ago has evolved into a flagship event for IG's community engagement strategy. Each year, participation grows more competitive, with employees eagerly signing up across teams, departments, and locations. This demonstrates that we are intentional about creating positive impact in the communities we operate in, while increasing colleague participation and fulfilling social and educational needs for all stakeholders involved.

As first-time headline sponsors in 2024, IG made a significant contribution to the event's success. The race attracted 1,875 runners with an impressive 413 runners from IG alone. Together, all participants helped raise over £200,000 in donations. IG's team demonstrated exceptional enthusiasm, with seven of the top ten fastest 5km runners coming from IG.

IG colleagues based outside of London are also encouraged to participate as the event supports remote runners. This creates the opportunity for us to include all colleagues and create a significant amount of corporate pride around this unique fundraising initiative.

We are excited to be headline sponsors again in 2025. Our goal is to beat last year's achievements for both employee engagement and funds raised.

→ See our **website** for more

“It's great to see people from so many different companies coming together to support such an important cause. A perfect way to do something active and meaningful with colleagues.”

**Simon Wright**, Senior Finance Business Partner

## Technology skills in action – Learning with Parents hackathon



Learning with Parents event

Learning with Parents tackles educational inequality by supporting families. By partnering with schools and leading sector research, they ensure all parents, especially those facing significant barriers, can access fun, educational activities to enjoy with their children.

In October 2022, we partnered with Learning with Parents to enable the development of a new financial literacy offering focused on supporting children from disadvantaged families.

In efforts to enhance our partnership with Learning with Parents, IG hosted an in-house Hackathon. Learning with Parents needed enhanced digital tools to streamline operations and improve service delivery to families – specifically, they required a user-friendly dashboard and an automated task validation system to increase efficiency and reach more families effectively.

In November 2024, a cross-functional technology team from IG participated in a two-day hackathon. Five diverse teams, comprising both technical experts and non-technical colleagues, collaborated to develop practical digital solutions tailored to Learning with Parents' needs.

The hackathon led to impactful outcomes, including enhanced operational efficiency through new digital tools that reduced manual processing time and improved accessibility to educational resources for Learning with Parents and their beneficiaries. Additionally, it strengthened IG's culture by fostering collaboration between team members, encouraged innovative thinking, and facilitated skill transfer from technical volunteers, building long-term capacity.

This skilled volunteering initiative demonstrates how targeted technical expertise can fast-track the impact of educational equity, helping Learning with Parents extend their reach to more families in need of support.

→ See our [website](#) for more



**“**  
I'm proud of the work my team put together to create efficiencies for Learning with Parents.”

James Allender, VP Technology Operations

# Task Force on Climate-Related Financial Disclosures

The technology sector accounts for approximately 2-3% of global greenhouse gas (GHG) emissions. In 2019, data centres dedicated to mining the cryptocurrency Bitcoin alone consumed nearly 0.3% of the world's electricity.

Recognising this, IG Group is committed to measuring and managing our carbon footprint in line with evolving regulation and reporting standards. We continuously assess the impact of our activities on the environment and the evolving regulatory landscape, ensuring our strategy aligns with the transition to a low-carbon economy and the expectations of our stakeholders.

We have complied with all 11 required TCFD recommendations and eight Climate-related Financial Disclosures. This is in accordance with the TCFD Annex (October 2021) and UK Listing Rule 6.6.6(8)(a).

**Governance**

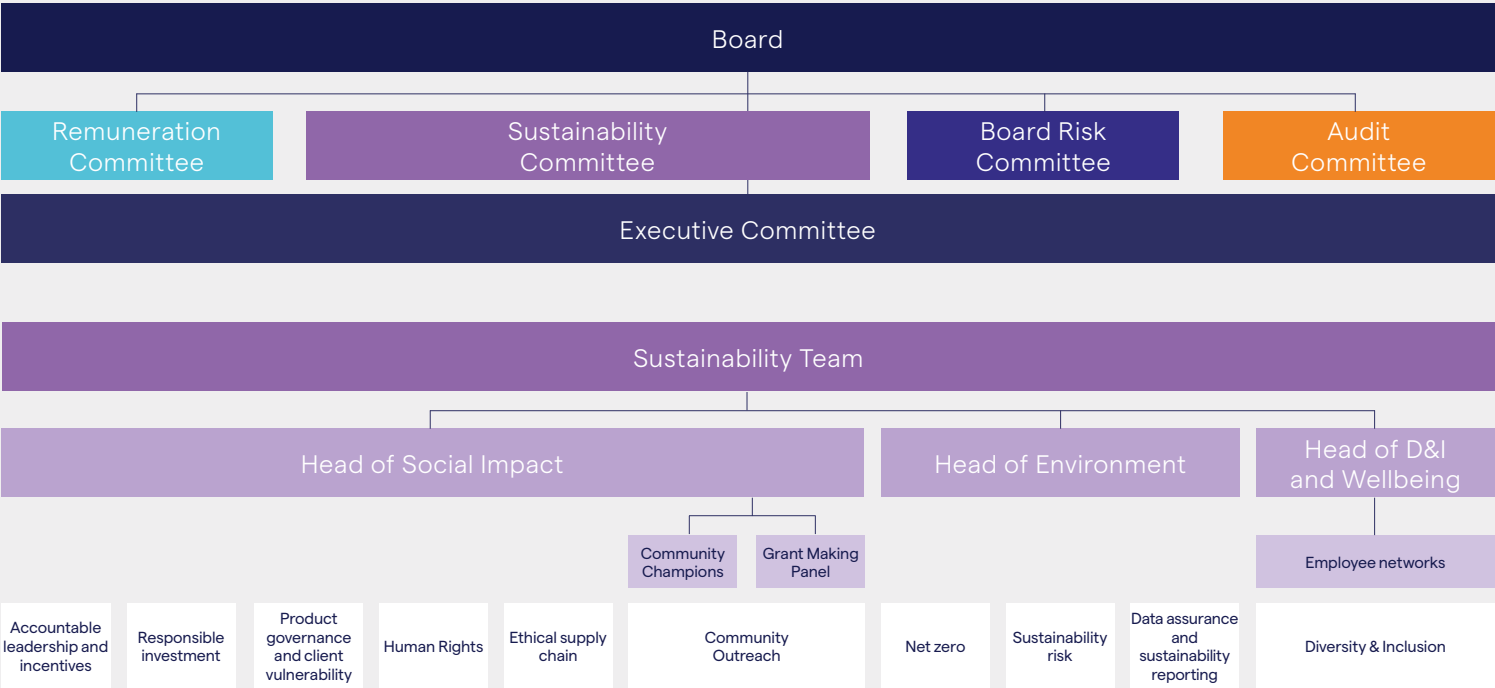
Ultimate responsibility for climate-related matters, including the oversight of material risks and opportunities, rests with the Board Risk Committee (BRC). Climate risks are embedded within our enterprise Risk Management Framework and are governed at both Board and Executive levels – delegated respectively to the BRC and the Executive Risk Committee (ERC). Our governance structure for FY25 is illustrated in Figure 1.

**Key developments for FY25 and notes on compliance with TCFD recommendations**

- Oversight of climate-related risks are integrated into our operational risk monitoring with assigned controls and accountability. Risks and incidents get escalated to executive leadership when appropriate.
- We conduct audits and supply chain due diligence for our tier one suppliers. Engagement questionnaires are drafted and validated in collaboration with third-party expertise.
- We worked with our environmental consultants to refresh our climate-related risks and opportunities register during the year.
- We continue to look for ways to enhance our value chain emissions inventory. Last year we started to calculate the emissions resulting from our cryptocurrency assets and emissions associated with clients accessing our products on their devices, and we continue to report the same metrics this year.

Our sustainability governance structure in FY25

Figure 1





The BRC meets five times per year and is comprised of members of our senior leadership team, including a Senior Independent Non-Executive Director (Chair) and Non-Executive Directors, all of whom provide strategic oversight of climate-related risks. In addition, the ERC meets bi-weekly enabling more frequent management-level oversight.

Climate-related risks are identified and escalated through standard business reporting processes. Any employee can raise a risk through their line manager, and incidents are logged in our formal online risk system. These are reviewed and monitored through business-wide governance processes.

During the reporting year, we transitioned from a standalone sustainability team to a more integrated model reflecting our increasing maturity in sustainability matters. Climate-related responsibilities have been redistributed across functions such as finance, risk and compliance embedding these considerations into day-to-day operations.

Oversight remains with the ERC, with ultimate accountability retained by the BRC. The Sustainability Committee will be disbanded in FY26 and the governance structure as shown in Figure 1 will be updated to ensure continued transparency around roles and accountability. Please refer to page 75 for more detail.

### Strategy

We continue to embed sustainability considerations into our operational practices, for example, by putting in place sustainability requirements for our key suppliers. Given that the majority (98% in FY25) of our emissions are Scope 3, we understand the importance of promoting sustainability in the supply chain. Our agreements with data centre providers include clear requirements for transparency on sustainability performance,

encompassing emissions reporting, energy consumption metrics, renewable energy sourcing, and external sustainability credentials such as BREEAM.

IG Group maintained carbon neutrality in the financial year ended 31st May 2024, as previously disclosed in our FY2024 Annual Report, in line with PAS 2060. This included third-party validated emissions reporting. In FY2025, IG Group made the decision not to extend its formal carbon neutrality programme, as the business continues to evaluate its longer-term sustainability priorities. IG Group remains committed to managing its environmental impact and to the transparent reporting of its progress. We are currently reviewing our future climate strategy to ensure alignment with market expectations and operational relevance.

### Strategy resilience

In order to understand the resiliency of the Group's strategy to the impacts of climate change, we analysed risks and opportunities over the short-, medium- and long-term horizons. Our climate scenario analysis is based on frameworks developed by the Network for Greening the Financial System (NGFS) and is designed to assess both direct risks to our business and broader macroeconomic implications.

The resilience assessment conducted in 2025 on our key climate-related risks and opportunities indicated that physical risks are expected to be lowest under the Orderly scenario, which assumes decisive climate action and global temperature increases kept well below 2°C. In contrast, physical risks increase under the Disorderly scenario due to delayed emissions reduction efforts.

Given the Group's limited reliance on physical goods, the impact of acute physical events on our supply chains is not currently considered a material risk, except in the long term under the most extreme climate scenarios (e.g. Hot House World).

Acute and chronic physical impacts of climate change, such as heatwaves or floods, may however impact our direct operations. For example this is especially concerning due to the scale of our operations in Bengaluru, an area prone to heatwaves. While we recognise that some climate impacts may be unavoidable, we remain committed to minimising their effects through proactive mitigation efforts. These include embedding remote working policies and maintaining robust incident response protocols to effectively manage and respond to such risks.

From a transition risk perspective, we expect risks associated with reputational damage, rising energy costs and carbon taxation, economic slowdowns, and increasingly stringent regulatory landscapes to be highest in the Disorderly category. Under these scenarios, sudden implementation of climate regulation, expected around 2030, would represent a significant jump in stakeholder expectations and shocks to the economy. Transition risks would likely be lowest in the Hot House World scenario, where no policy action beyond what is already in place would be implemented. While both climate risks and opportunities were assessed as part of our scenario analysis, only climate risks were deemed material to the Group in FY25. We will continue to monitor and evaluate climate risks and opportunities as part of our ongoing risk management process.

### Metrics and targets

We understand the necessity of a comprehensive dashboard of indicators to evaluate our risk exposure and progress towards our goals. While we are still in the early stages of fully understanding and quantifying all of our environmental impacts and associated risks and opportunities, having an accurate GHG footprint (along with related metrics like the Group's carbon intensity metrics) is crucial. This information provides insight into reputational risks and opportunities related to carbon management and provides perspective on our exposure to regulatory risks, such as carbon taxes. Moreover, this data reveals our potential to capitalise on opportunities, such as using our sustainability credentials to attract customers or talent.

Due to organisational changes during FY25 and ongoing regulatory uncertainty, we have not yet set formal emissions or energy reduction targets. However, we are committed to establishing clear, measurable climate goals and intend to define a Net Zero target and Climate Transition Plan in due course.

In the interim, we are gaining insight into our climate-related risk and opportunity exposure by measuring absolute and intensity-based emission metrics, such as our emissions relative to our headcount. We associate all reported metrics with specific climate-related risks and opportunities reflecting our integrated approach to climate risk management.

We remain committed to transparent reporting and will disclose progress and future decisions surrounding targets going forward.



**Risk management**

To proactively identify, assess and manage climate-related risk, we currently maintain a dedicated climate-related risks and opportunities registry in alignment with TCFD guidance. While other business risks are recorded in our operational risk registry, we recognise the importance of managing all material risks within a unified framework.

Our climate-related risks are monitored at the same frequency by the BRC alongside other risks, such as financial or regulatory. Each risk and opportunity has an owner assigned from across the business to ensure appropriate mitigating actions are taken.

We have also established internal processes where any risk-relevant incidents that could impact business operations are flagged by all staff members via an online portal, highlighting our proactive responsiveness to emerging risks.

To strengthen our approach going forward, we will integrate our climate risk registry within our group-wide risk registry. This will ensure these risks are assessed, monitored, and managed alongside other strategic and operational risks, in line with leading practices and evolving regulatory expectations. Embedding climate-related risks into our existing risk framework will support greater accountability, visibility, and informed decision-making across the business. The BRC meet five times a year and proactively manage risks that have been identified as our 'principal risks'. Currently no climate-related risks meet our internal criteria to be considered 'principal risks'. We are continuing to closely monitor this situation and these risks will be upgraded as and when necessary. Currently, our BRC still receive annual updates surrounding our potentially material climate-related risks.

Risk	Description	Term	Response
<b>Rising energy costs and carbon taxes</b>	There is a risk of rising energy costs, driven by climate mitigation measures, such as carbon taxes and climate-related economic impacts.	Short term <sup>1</sup>	We demonstrate awareness of key emissions sources and reduction opportunities by updating our carbon footprint on a yearly basis. This is supported by embedded remote working policies and increasing reliance on renewable power generation across key operating regions.
<b>Reputational impacts of poor climate performance</b>	There is a reputational risk from inadequate climate disclosures and emissions management.  In FY25, IG Group made the decision not to extend its formal carbon neutrality programme. Failure to respond effectively may impact our investors' confidence, regulatory alignment, and long-term market competitiveness, which has caused a slight increase in the assessed likelihood of this risk relative to the previous year.	Short term	We have established strong foundations to support climate-related governance, strategy, and risk management.  We continue to report transparently on our scope 1 – 3 GHG emissions through our annual report as well as our CDP submission and ISO 140001 certification at the head office. The Executive Committee has oversight of our sustainability initiatives and through our ongoing stakeholder engagement, we monitor and respond to stakeholder needs in relation to climate performance.
<b>Economic stagnation and market volatility</b>	Climate change and associated mitigation efforts may drive inflation, and reduced investor confidence, increasing the likelihood of economic stagnation and prolonged market volatility.	Short term	We are positioned to mitigate market-related transition risks through increased trading volumes during periods of market volatility, strong in-house technology and innovation capabilities, and a growing presence in the relatively climate-resilient US market.
<b>Legal and regulatory risks</b>	Evolving and increasingly stringent climate regulations and disclosure requirements, including those concerning sustainability-related claims within the financial sector pose risks of non-compliance, litigation, and reputational harm for IG.	Short term	We monitor emerging sustainability regulations through collaboration between our legal and risk teams, as well as engagement with external consultants and regulators.  We are proactive in assessing and preparing for new regulations to support timely compliance, robust governance, enhanced transparency and accurate climate-related disclosures.

<sup>1</sup> Short term: <5 years.

# Streamlined Energy and Carbon Report

Our carbon footprint for FY25 has been prepared by an external consultant, and includes our scope 1, 2 and 3 emissions across all our businesses, locations, and all of our subsidiaries. The data was quantified in line with the GHG Protocol standard and applying the most relevant emissions factors sourced from the UK's Department for Energy Security and Net Zero (DESNZ) 2024 UK Greenhouse Gas Conversion Factors for Company Reporting, and other equivalent data sources for our emissions outside of the UK. Where data is not available, standard estimation methods have been applied to account for these emissions.

Our Streamlined Energy and Carbon Report highlights both progress and setbacks. The decommissioning of two UK-based data centres contributed to a significant reduction in UK energy consumption. Our transition to co-located data centres resulted in these emissions being reclassified to Scope 3 Category 8: Upstream Leased Assets, reflecting that IG Group does not have operational control or ownership of these facilities. All of our data centres operate on 100% renewable energy, further supporting our decarbonisation efforts. Higher overseas energy usage in FY25 reflects increased office-working patterns, improved data quality, and reduced use of estimates.

Our overall emissions marginally increased by 0.1% year-on-year between FY24 and FY25 – including significant reductions in capital goods and employee commuting emissions. Some emission sources, such as business travel and purchased electricity, increased during the period, although in many cases this is due to data quality improvements. We recognise these as key areas where significant decarbonisation progress is still needed and we are taking steps to address them.

We are continually striving to improve the quality of our data collection, for example, gathering product-specific data and emissions relating to cryptocurrency. We first reported our Use of Sold Products emissions in FY24, based on an initial product that has since been discontinued. For FY25, we've maintained reporting in this category by collecting data for alternative products to ensure continued coverage and relevance.

While we currently do not directly link executive remuneration to specific climate-related metrics or targets, we recognise the importance of aligning leadership incentives with our broader sustainability objectives.

GHG Protocol Scope	Sub-category	31 May 2025	31 May 2024	YOY Change
Scope 1 (tCO <sub>2</sub> e)		84.9	179.8	(53%)
	Fugitive emissions	–	68.9	(100%)
	Combustion	84.9	110.9	(23%)
Scope 2 (tCO <sub>2</sub> e)	Purchased electricity	456.1	274.3	66%
Scope 1 and 2 (tCO <sub>2</sub> e)		541.0	454.1	19%
Intensity ratio		0.22	0.17	31%
Global energy use (MWh)		2,595	8,796	(71%)
Overseas energy use (MWh)		1,962	875	124%
UK energy use (MWh)		633	8,100	(92%)
Scope 3 (tCO <sub>2</sub> e)		36,639.1	36,701.6	(0.2%)
	1) Purchased goods and services	27,721.0	26,628.3	4%
	2) Capital Goods	2,063.6	4,511.6	(54%)
	3) Fuel and energy-related services	303.7	722.5	(58%)
	4) Upstream transportation and distribution	34.0	67.0	(49%)
	5) Waste generated in operations	82.4	89.7	(8%)
	6) Business travel	2,332.8	1,143.6	104%
	7) Employee commuting	1,201.3	1,691.5	(29%)
	8) Upstream Leased Assets	1,010.7	–	100%
	11) Use of sold products	88.5	103.7	(23%)
	15) Investments	1,801.1	1,743.9	3%
Emissions per employee (intensity ratio)		15.3	13.7	12%
Grand total (tCO <sub>2</sub> e)		37,180.2	37,155.9	0.1%

# Governance

## Product governance and responsible investment

Product governance refers to the systems and controls we have in place to design, approve, market and manage our products throughout the products' lifecycle to ensure they meet legal and regulatory requirements. Good product governance ensures our products meet the needs of our target market and deliver appropriate client outcomes, enabling us to meet our obligations under Consumer Duty in the UK. Our approach to product governance spans the entire product lifecycle from design to distribution.

To find out more, you can download our Product Governance statement from the IG Group website.

We provide access to a wide range of financial instruments for customers within our target market that can demonstrate they have the relevant understanding of our products. We offer market-making and brokerage services and do not make trading or investment decisions on behalf of our customers. Our approach to responsible investment focuses on governance around customer onboarding, and the custody and investment of the Group's own funds and segregated client money.

For more details you can download our Responsible Investment Statement from the IG Group website.

## Business ethics, transparency and accountable leadership

We conduct our business in an ethical manner, protecting the principles of human rights in all of our operations. We adhere to the UK Bribery Act 2010 and we have a Dealing Policy, a Disclosure Committee and associated policies to ensure that we are compliant with market abuse regulation. We also have global policies to comply with anti-bribery and anti-corruption laws, including those covering employee gifts and hospitality. We do not make or endorse facilitation payments.

Every year, employees receive mandatory anti-bribery and corruption training and market abuse training, through an e-learning module which includes a knowledge assessment. This ensures that these principles of business ethics are fully integrated into the business. We do not make contributions to political parties.

We are committed to being open and transparent. One way we achieve this is to publish policy documents and reports on the IG Group website 'Download Centre', including information about our tax strategy. This year we paid £177.5 million (2024: £140.9 million) to tax authorities globally. We paid £135.4 million in corporate income taxes (2024: £102.9 million). More details on our taxes paid and on our effective tax rate for FY25 can be found in the Financial Statements.

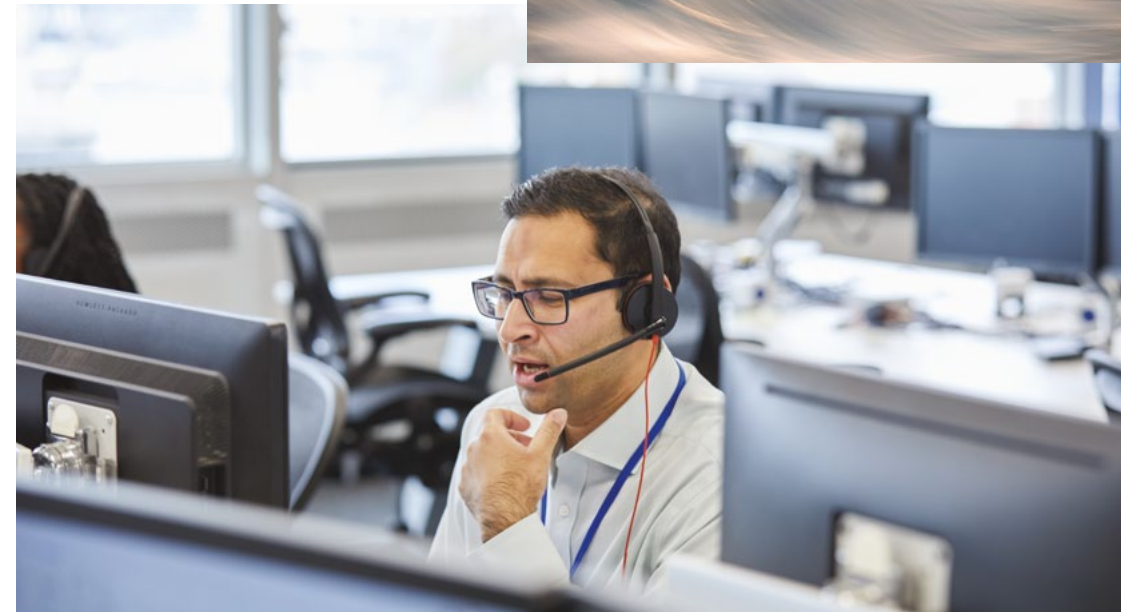
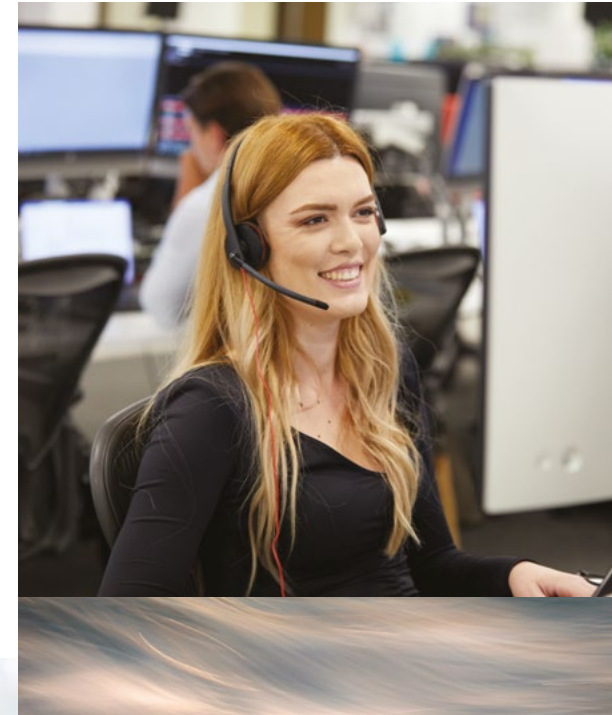
## Board Committee oversight

Our Board Committees play a critical role in the governance of IG Group.

More information about these committees, their roles and responsibilities and how they fulfilled these responsibilities in FY25 can be found on pages 55 and 72 to 86. A table showing how these committees had oversight of our sustainability agenda in FY25 can be found on page 25.

## Consumer Duty

Our existing core focus on good client outcomes has led to no major changes across all FCA prescribed dimensions of Consumer Duty, with only minor enhancements implemented to ensure our clients achieve good outcomes based on consideration of price and value.





# Non-financial and Sustainability Information Statement

Section 414CA of the Companies Act 2006 requires the Company to include within its Strategic Report a non-financial and sustainability information statement setting out such information as is required by Section 414CB of the CA2006. The table to the right and the information it refers to are intended to help stakeholders understand our position on key non-financial and sustainability matters as well as the pages referenced in the table. More information about these policies and procedures can be found on the download centre on the IG Group website.

Reporting requirement	Policies and standards governing our approach	Find out more about these topics
Environmental and climate-related matters	TCFD (including CFD) statement	See pages 25-27
	SECR statement	See page 28
Our people	Diversity and Inclusion Policy	See pages 21-22
	Anti-Discrimination and Harassment Policy	See page 20
	Recruitment Policy	See page 20
	Absence Management Policy	See page 20
	Annual Leave Policy	See page 20
	Parental Leave Policy	See page 20
	Group Whistleblowing Policy	See page 20
	Transitioning at Work Policy	See page 20
Human rights	IG Health and Safety Policy	See page 20
	Statement on Slavery and Human Trafficking (Modern Slavery)	See page 29
	Vendor Management Policy (including vendor due diligence processes)	See page 29
Anti-bribery and corruption	Vendor Management Statement	See page 29
	IG Group Anti-Bribery Policy	See page 29
	IG Group Gifts and Hospitality Policy	See page 29
	IG Share Dealing Code	See page 29
	IG Personal Account Dealing Policy	See page 29
	Group Market Abuse Policy	See page 29
	Group Conflicts of Interest Policy	See page 29
	PEPs and Sanctions Policy	See page 29
	Client Risk Categorisation Policy	See page 29
	Group Whistleblowing Policy	See page 29
	Group Global Anti-Money Laundering (Including Counter Terrorist Financing)	See page 29
Community and social matters	Community Impact Report	See pages 23-24
Description of principal risks and impact on business activity	Risk Management Framework	See pages 41-46
Description of business model		See pages 6-7
Non-financial KPIs		See page 18