

Introduction

Our products help people access global financial markets, a role which is increasingly important as individuals take greater responsibility for managing their financial futures.

We recognise our responsibility to pursue our ambitious growth objectives in a way that considers the impact on the environment, our colleagues, our customers, and wider stakeholders. As a result, we refreshed our sustainability strategy in 2025 to better align with our business priorities, stakeholder expectations, and regulatory requirements.

Our revised sustainability strategy, approved by the IG Group Board in January 2026, centres on three key pillars: People, Planet and Product. Over the next year, we will begin implementing this strategy, including updating our targets and KPIs, while also preparing to comply with new UK Sustainability Reporting Standards from 1 January 2027.

“We know our stakeholders care about sustainability, which is why we are embedding this into roles and responsibilities across all levels of our organisation so that it becomes part of everyday decision-making.”

Clifford Abrahams
Chief Financial Officer

How we are approaching sustainability



People

Building an inclusive, high-performance culture that supports our colleagues and positively impacts our local communities

→ Read more on p 12



Planet

Managing and reducing our environmental impact and adapting for climate-related risks and opportunities

→ Read more on p 14



Product

Offering responsible, accessible products aligned with our purpose to help customers achieve their financial goals

→ Read more on p 18



Leadership and governance

The foundations of our business and sustainability strategy → Read more on p 19

Our sustainability targets and KPIs

	31 May 2025	31 December 2025	Targets
Gender diversity	27% women in leadership roles	25% women in leadership roles	35% by 2026
Ethnic diversity	18% minority ethnic groups in leadership roles	23% minority ethnic groups in leadership roles	20% by 2027
Employee engagement score	+0.2 eNPS ¹	-0.3 eNPS ¹	+29 eNPS Financial Services benchmark
Community impact	317,617 beneficiaries impacted	164,388 beneficiaries impacted (7-month period)	1,000,000 beneficiaries impacted by 2026
Emissions per employee	15.3 tCO ₂ e per employee	10.3 tCO ₂ e per employee	Continuous improvement

¹ Inclusion of Freetrade for the calendar year ended 31 December 2025 and restated in the financial year ended 31 May 2025.

People

Our people are critical to enhancing our products, providing a high-quality service to our customers, and delivering our growth ambitions.

That is why nurturing talent, engaging our colleagues and making IG an inclusive place to grow a career continues to be a strategic priority. We are continuously looking at how we can improve the employee experience and strengthen our high-performance culture to attract and retain a diverse and talented workforce.

Talent strategy and development

Last year, we changed our approach to performance management to provide colleagues with more frequent, higher-quality feedback and drive greater differentiation in performance outcomes. This year we have strengthened our high-performance culture by more closely linking reward to individual performance. We have provided training to line managers and colleagues on topics including setting effective goals, giving quality feedback and taking control of their careers.

We want to continue building the capability of our line managers and leaders to manage their teams' performance more effectively, with further development programmes now underway to support this.

Another important aspect of our talent strategy is to bring in external capability to accelerate our growth. Since the start of June 2025, over 300 new colleagues have joined from leading, global organisations across the finance, technology and

consumer sectors. These hires are across all levels of our organisation focused on critical capability areas such as Product, Technology and Marketing.

Colleague engagement and culture

Colleague engagement surveys were held in April and October. While our eNPS remains below where we'd like it at -0.3^1 , this reflects the significant cultural change we've been driving, which is already delivering improved product velocity and efficiency. From January 2026, we will be implementing pulse-style monthly surveys; enabling real-time insights into colleague sentiment and allowing us to act quickly where interventions are needed.

In the summer, we held global listening sessions in partnership with an external consultancy which saw over 80 colleagues participate in 14 sessions. The outcomes have been incorporated into a wider engagement plan which also includes findings from our October engagement survey. Actions are being driven by leadership to address the key themes including workplace culture, performance management and reward.

Strengthening connections between leadership and colleagues globally has been a focus this year. Along with quarterly global town halls, our leadership team visited several locations for Q&A sessions and social events, fostering direct engagement.

Community and partnerships

In September 2025, we successfully fulfilled our four-year 1% pledge of post-tax profits to the Brighter Future Fund.

Our community investment has now shifted from a broad education empowerment focus to two specific themes: financial literacy and diversity in finance, and technology careers, both aligned with our strategy and purpose. With this renewed focus, we seek to drive meaningful impact in the communities in which we operate.

We have introduced a new selection process for charity partners at key locations, ensuring fair assessment and stronger thematic alignment to support colleague engagement.

Our colleagues remain central to our community impact, with two days' volunteering allowance enabling meaningful engagement with our partners. We are on track to reach our ambitious target of impacting one million beneficiaries by the end of 2026, having 784k people benefiting from our grant funding to date.

IG Australia partners with Western Chances

In October 2025, we announced a three-year partnership with Western Chances, a Melbourne-based organisation empowering ambitious young people from Melbourne's west and Greater Geelong to overcome financial barriers through education. Since 2004, Western Chances has invested \$10.5 million in scholarships and supported over 4,700 young people.

Our partnership is focused on increasing diversity in finance and technology careers through scholarships, internship placements, and volunteering opportunities supporting Western Chances programmes and events.

Diversity and inclusion

Our D&I focus is on the activities that have the greatest impact on colleague engagement. We integrated a detailed D&I census within our October engagement survey. Of the colleagues who participated in the survey, 97% completed the census, giving us a deeper understanding of colleagues' lived experiences and how this affects their engagement.

We recognise that everyone has different experiences at work, which is why we are working towards a culture of inclusion and belonging where everyone can achieve their career goals – a key contributor of a high-performance culture.

To achieve this aim, we are bringing people together through in-person and virtual events, sharing stories and building connections across the business. Our shift to a monthly pulse survey approach, with the addition of a belonging question, enables us to quickly see what's working and adjust our approach where needed.



¹ eNPS for 31 December 2025 is calculated by combining IG Group and Freetrade engagement scores. The financial year ended 31 May 2025 eNPS was +1 excluding Freetrade but is restated to +0.2 to reflect a weighted average comparable score.

Our demographic diversity

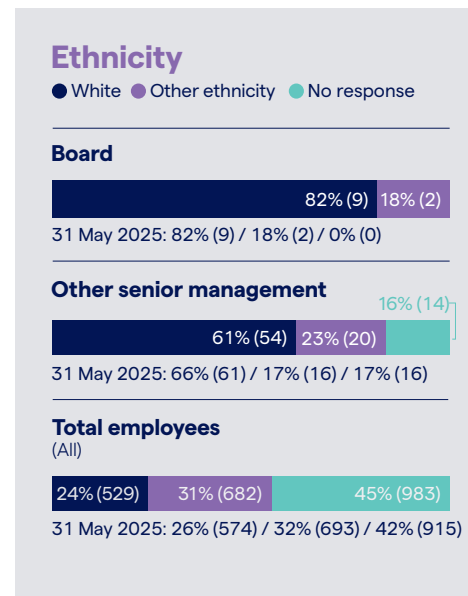
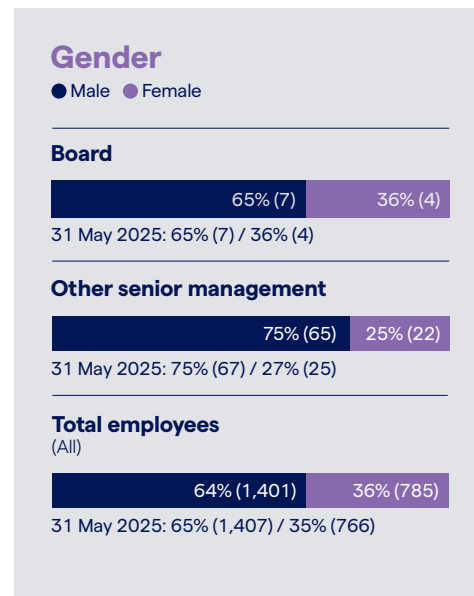
We are pleased to have met our target for minority ethnic groups in leadership roles, achieving this milestone two years earlier than our original target of 2027.

While we've made progress towards our women in leadership goals, we have not yet achieved our aspirational 35% target. This reflects a period of significant organisational change, including strategic leadership hiring at pace, a stronger focus on meritocracy, and prioritising the engagement drivers that most accelerate high performance.

We remain committed to building an inclusive culture through regular engagement events that bring colleagues together and celebrate D&I throughout the year. The diversity data presented on this page represents IG Group as at 31 December 2025.

D&I key initiatives in 2025

Our employee networks have delivered several engagement opportunities throughout the year. The Black network marked Black History Month in the UK with a series of colleague stories shared across Viva Engage, an external speaker and a lunch for London-based colleagues. Inspire (Women's network) hosted multiple events including financial empowerment workshops with the South Africa team, a Future Leaders Network event in partnership with Women in Banking and Finance (WIBF) at our Group headquarters, and fertility workshops open to all global colleagues.



Statement on Listing Rules compliance

The Board is committed to the FCA's Board diversity targets, and a succession plan is in place to achieve them, following a comprehensive Nomination Committee review. We have exceeded both the Listing Rules and Parker Review targets requiring at least one Board member from an ethnic minority background.

Female representation on the Board stood at 36%, and none of the four senior positions on the Board are held by a woman. Female candidates were considered for the Board Chair role and other positions covered by the FCA's Listing Rules, in line with the Board's succession plan. Of our 11 Directors, four are women, and all Board Committees except the Audit Committee have reached 40% or higher female representation. The Board remains committed to appointing individuals based on merit, while promoting diversity of gender, ethnicity, skills, experience and background.

Board and Executive Management diversity data

	Number of Board members	Percentage of the Board	Number in senior positions on the Board	Number in Executive Management	Percentage of Executive Management
Gender					
Male	7	65%	4	8	73%
Female	4	36%	0	3	27%
Ethnicity					
White British or other White (including minority White groups)	9	82%	4	8	73%
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%
No response/prefer not to say	0	0%	0	3	27%

Notes:

Ethnicity and gender data is voluntarily self-reported (using local census data categories and collected where legally possible).

Gender data is not disclosed for less than 1% of total employees.

Other senior management is defined as employees of the Company who have responsibility for planning, directing or controlling the activities of the Company, or a strategically significant part of the Company. This is defined as our Executive Committee plus two layers of management below as well as Directors of IG Group subsidiaries.

Senior Board positions are CEO, CFO, Senior Independent Director, and Chair.

Planet

Climate change is one of society’s most significant global challenges and we recognise our role in the transition to a lower-carbon economy. We continuously assess the impact of our activities on the environment and the evolving regulatory landscape, ensuring our strategy meets the expectations of our stakeholders.

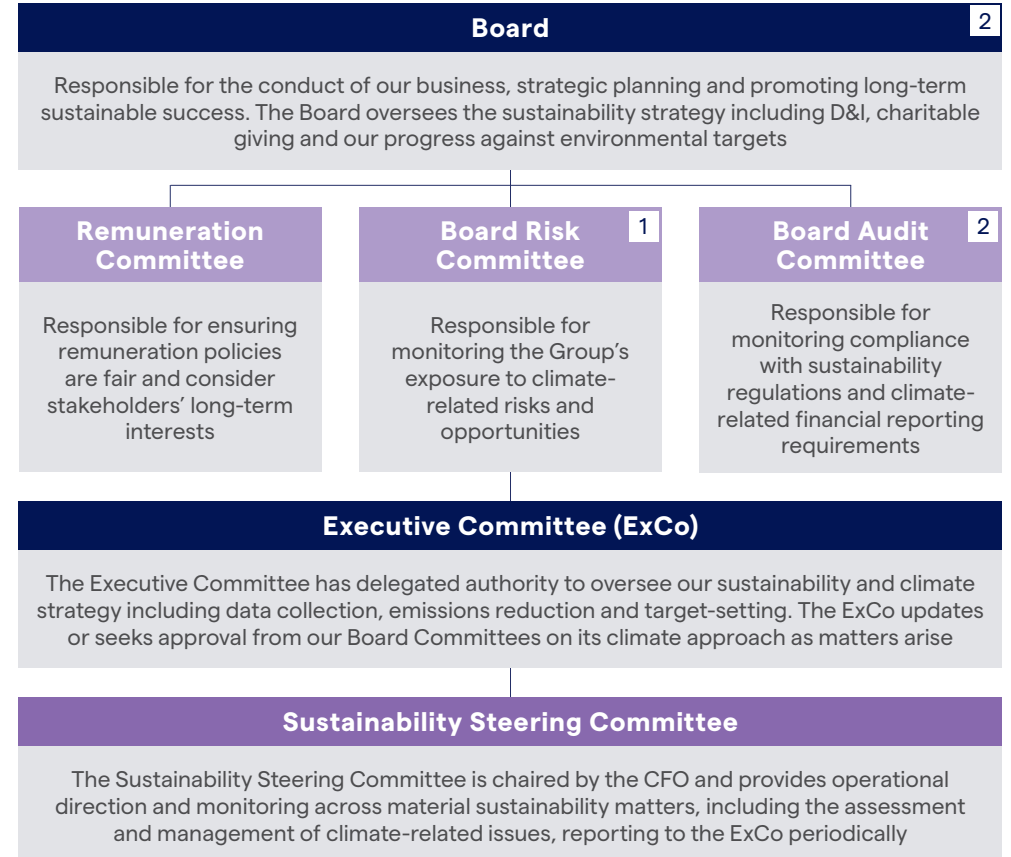
TCFD compliance statement

This report is in line with Section 414(CB)2A of the Companies Act 2006. Pursuant to UK Listing Rule 6.6.6 R (8), we set out in the table below our statement of consistency with the TCFD recommendations (including TCFD Annex) and Climate-related Financial Disclosures.

	Page(s)		Page(s)
Governance (Full consistency)		Strategy (Full consistency)	
a) Describe the board’s oversight of climate-related risks and opportunities.	14	a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	16
b) Describe management’s role in assessing and managing climate-related risks and opportunities.	14, 15	b) Describe the impact of climate-related risks and opportunities on the organisation’s businesses, strategy, and financial planning.	15, 16
Risk management (Full consistency)		c) Describe the resilience of the organisation’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	
a) Describe the organisation’s processes for identifying and assessing climate-related risks.	15	Metrics and targets (Partial consistency)	
b) Describe the organisation’s processes for managing climate-related risks.		a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	17
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation’s overall risk management.		b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Not yet set (see page 17)
	c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.		

Governance

Ultimate responsibility for overseeing sustainability matters and environmental performance rests with the Board. The Board has delegated specific duties and decision-making responsibilities to the Executive Committee, and other Board sub-committees as set out below.



Frequency that sustainability or climate-related issues are discussed at Board level each year.

→ For more detail on the role of our Board Committees, meeting frequency and matters discussed during the year, including climate-related issues, refer to the Governance Report.



The Terms of Reference for all Board Committees are included on our website.




Our new Kraków office is purposefully designed with the environment at its heart. Achieving BREEAM Excellent certification alongside green features such as 100% renewable electricity and LED lighting that cuts energy consumption by 45%, this space reflects our commitment to reducing our environmental footprint.

Risk management

Climate-related risk is incorporated into our Group risk taxonomy. Climate-related risks are identified as physical or transition risks, according to their time horizons and assessed using climate scenario analysis.

→ The management of climate-related risks is integrated into our Group Risk Management Framework, further details of which are described on [page 31](#).

We also maintain a dedicated climate-related risks and opportunities register to facilitate a more granular assessment and management process, reflecting the long-term and specialist nature of climate-related risks.



In 2025, we achieved a 'B' in our CDP rating. This reflects our continued progress in our approach to climate change.

Strategy

To understand the resilience of our strategy, we have performed qualitative scenario analysis to assess our exposure to climate-related risks and opportunities. We considered three future climate scenarios which have been developed by the Network for Greening the Financial System (NGFS) and are described in the table below.

In 2025 we enhanced our scenario analysis by aligning it with our risk impact matrix and thresholds. Inputs into this process included horizon scanning, peer benchmarking and stakeholder engagement. A workshop involving cross-functional stakeholders was held to assess material climate risks and opportunities.

Each climate risk and opportunity was assessed on a 1 to 5 scale for impact and likelihood. These scores are multiplied together to produce a final risk or opportunity rating between 1 and 25, with all scores 12 or higher considered material. These findings were validated through stress testing against the three scenarios, and the results are outlined later in this report.

Material is defined as information reasonably likely to influence the economic decisions of users where a climate-related risk or

opportunity could impact IG Group's financial position, performance, or prospects over the short, medium, or long term. While both climate risks and opportunities were assessed as part of our scenario analysis, only climate risks were deemed material to the Group as at 31 December 2025.

Although each scenario presents distinct challenges, we believe our strategy remains resilient and adaptable across all evaluated potential outcomes. As a result of this evaluation, we do not currently incorporate climate-related issues as an input into financial planning processes. Given the size, timing and uncertainty of the potential financial effects of climate change, no specific adjustments have been reflected in the Financial Statements. Climate change is currently evaluated as a lower priority risk relative to other Group risks, and as such, it is not classified among our principal risks.

The primary impact on our business, strategy, and financial planning relates to our suppliers and facilities, as 98% of our emissions fall under Scope 3. As a result, we incorporate climate-related questions into supplier due diligence, set sustainability requirements for data centre providers, and actively seek to manage and enhance energy efficiency across our offices.

Scenario	Policy ambition	Description
Net Zero 2050	1.5°C	Global warming is limited to 1.5°C through stringent climate policies and rapid innovation, reaching global Net Zero CO ₂ emissions around 2050.
Delayed Transition	2°C	No additional climate policies are implemented until 2030. Strong policies are then needed to limit warming to below 2°C.
Current Policies	3°C+	A low-ambition scenario where only climate policies currently implemented are made, leading to high levels of physical climate risks.

We have summarised each of the climate-related risks we have assessed as material below, including the potential impact of these risks and our strategic response.

Risk	Definition	Potential impact	Scenario	Potential financial impact			Strategic response
				Short term (<1 year)	Medium term (1–4 years)	Long term (>4 years)	
Reputation	Stakeholders including shareholders, employees and customers perceive that our response to climate change is inadequate or lacks transparency.	Loss of customer trust and reduced demand for our products and services as well as potential challenges with attracting and retaining top talent.	1.5°C				<ul style="list-style-type: none"> We report transparently on Scope 1–3 emissions and engage with stakeholders on our sustainability performance and expectations The Sustainability Steering Committee provides oversight, and we are establishing carbon reduction targets along with a long-term roadmap for decarbonisation
			2°C				
			3°C+				
Acute Physical: Heatwaves	Extreme heat results in negative health impacts and productivity decline of employees as well as physical impacts on our offices and IT equipment.	Increased cooling and maintenance costs as well as reduced employee productivity.	1.5°C				<ul style="list-style-type: none"> We monitor exposure to climate risks across our locations, embedding sustainability factors into office planning and data centre selection Our hybrid working model provides operational resilience to potential physical climate impacts at our offices
			2°C				
			3°C+				
Policy & Legal: Carbon Taxes	Carbon pricing mechanisms which are anticipated to be increasingly adopted by governments around the world impact our energy and procurement costs.	Direct increase in energy costs as well as supply chain inflation if suppliers pass on the cost of carbon taxes.	1.5°C				<ul style="list-style-type: none"> We monitor our carbon footprint including key emissions sources which primarily relate to lower-carbon sectors including marketing, technology and professional services We seek to procure renewable energy at our offices where possible and hybrid working policies reduce our dependency on fossil fuels
			2°C				
			3°C+				
Policy & Legal: Disclosure Requirements	To achieve a lower-carbon economy, governments implement new regulatory and disclosure requirements resulting in increased administrative burden.	Increase in costs to comply with new obligations as well as potential litigation and fines for non-compliance.	1.5°C				<ul style="list-style-type: none"> We conduct regulatory horizon scanning involving sustainability, legal and compliance teams and engage with external consultants and regulators We seek to comply with all regulations and take a pragmatic approach to new regulation to ensure the cost of compliance remains proportionate
			2°C				
			3°C+				

Key



Metrics and targets

The metrics used to monitor climate-related risks include absolute Scope 1–3 greenhouse gas (GHG) emissions, global energy use and our carbon intensity metric per employee. While we seek continuous improvement in our emissions per employee and broader environmental performance, we have not yet established formal emissions or energy reduction targets.

In preparation for upcoming UK Sustainability Reporting Standards (UK SRS), we will continue enhancing environmental data quality and will conduct quantitative scenario analysis in 2026. These steps will enable us to define a climate transition plan as well as interim and long-term targets to support accountability and track progress. We expect to develop disclosures on our targets within the next two years which will enable full compliance with the TCFD recommendations.

Our operational emissions

The following tables include our energy and greenhouse gas emissions data in compliance with the Streamlined Energy and Carbon Reporting Requirements (SECR).

Our carbon footprint includes our Scope 1–3 emissions across all our businesses, locations, and subsidiaries, following the GHG Protocol standard. As a result of the change in financial reporting year-end, we have included an additional comparative column to support a meaningful 12-month period comparison of our performance.

Our overall emissions increased by 13% period-on-period, primarily driven by Scope 3 purchased goods and services reflecting increased marketing spend in line with our strategy to grow active customer numbers.

As we grow the business, we will continue to engage with functions, divisions and suppliers on monitoring and improving our carbon footprint. Since Scope 3 emissions from purchased goods and services form most of our carbon footprint, we will conduct further analysis in 2026 and work with procurement teams and suppliers on data collection and carbon reduction plans. Emissions from sold products have increased, as data is now available for nearly all products.

The increase in energy use reflects continued improvements in data completeness and accuracy. We strive to improve energy efficiency and source renewable energy wherever possible. For example, when selecting new offices in locations such as Kraków, Singapore and London we have considered energy efficiency in office design and procurement decisions. As we enhance environmental data quality, we will be able to make more informed decisions on improving energy efficiency.

Notes on methodology:

We have used a market-based approach and operational control reporting boundary to prepare our carbon footprint, only including subsidiaries that have been under operational control for the entire reporting period (seven months ended 31 December 2025).

The intensity ratio is based on the average number of employees during the period as set out on page 25.

Emissions factors are sourced from the UK's Department for Energy Security and Net Zero (DESNZ) 2025 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. We are committed to continually enhancing the accuracy and coverage of our GHG footprint.

Limited assurance (ISAE 3410) has been obtained on the GHG metrics for all periods presented in the tables – see our website for more information.

Emissions	7 months 31 Dec 2025	12 months 31 Dec 2025	12 months 31 May 2025	12m vs 12m % change
Scope 1 (tCO ₂ e)	111.5	180.8	84.9	113%
Scope 2 (tCO ₂ e)	460.4	758.7	456.1	66%
Total Scope 1 and 2 (tCO₂e)	571.9	939.5	541.0	74%
Scope 3 (tCO ₂ e)				
3.1 Purchased goods and services	18,304.2	31,378.5	27,721.0	13%
3.2 Capital goods	1,827.8	3,133.4	2,063.6	52%
3.3 Fuel- and energy-related activities	220.3	377.6	303.7	24%
3.4 Upstream transportation and distribution	15.9	27.3	34.0	(20%)
3.5 Waste generated in operations	65.2	111.8	82.4	36%
3.6 Business travel	870.8	1,492.8	2,332.8	(36%)
3.7 Employee commuting	914.5	1,567.8	1,201.3	31%
3.8 Upstream leased assets	297.2	509.4	1,010.7	(50%)
3.11 Use of sold products	392.5	672.9	88.5	660%
3.15 Investments	1,049.5	1,799.2	1,801.1	0%
Total Scope 3 (tCO₂e)	23,957.9	41,070.7	36,639.1	12%
Total Scope 1–3 (tCO₂e)	24,529.8	42,010.2	37,180.1	13%

Emissions per employee (intensity ratio)	10.3	17.7	15.3	16%
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Energy consumption (Scope 1 and 2)	Unit	12 months 31 Dec 2025	12 months 31 Dec 2025 %	12 months 31 May 2025	12 months 31 May 2025 %	12m vs 12m % change
United Kingdom	MWh	579.8	17%	632.9	24%	(8%)
Rest of World	MWh	2,735.6	83%	1,962.1	76%	39%
Total	MWh	3,315.5	100%	2,595.0	100%	28%
United Kingdom	tCO ₂ e	91.3	10%	–	0%	N/A
Rest of World	tCO ₂ e	848.2	90%	541.0	100%	57%
Total	tCO₂e	939.5	100%	541.0	100%	74%

Product

We operate globally with a divisional structure that lets us shape products around each market’s context and customer needs. While our approach varies by region, we remain committed to strong product governance, regulatory compliance, and enabling fair access to financial markets.

Product governance

Our product governance frameworks seek to ensure our financial products and services meet legal, regulatory, and ethical standards in the locations we operate. Our processes are designed to prioritise customer protection, fair treatment, and positive outcomes, including alignment with Consumer Duty obligations in the UK.

Products are developed for defined target markets and are made available to customers who demonstrate a suitable level of knowledge. We do not make trading or investment decisions on behalf of our customers. Instead, we offer market-making and brokerage services, supported by stringent onboarding procedures.

We have a framework in place for reviews of marketing materials, ensuring responsible and transparent communications that support informed decisions. Our customer vulnerability framework is applied worldwide, safeguarding vulnerable users through proactive identification and support. Our servicing team is trained to support vulnerable individuals and comply with Consumer Duty obligations.

Customer experience

We are working towards all of our platforms being modern, simple and intuitive to use, catering for customers at all stages of their investing journey. We deliver dependable, around the clock customer service by embracing innovative technologies and high standards of care.

We recently launched an AI chatbot that rapidly responds to customer queries. It is designed to avoid bias and identify vulnerable customers, directing sensitive or complex issues including complaints to human agents to ensure an appropriate response.

Access to finance

Central to our growth strategy is democratising investing through accessible, low-cost products that serve diverse investor needs. Over the past year, each division has contributed to this goal through launching innovative new products and broadening our product suite.

We have expanded our investments offering globally. Our Europe, UK and US divisions provide commission-free investing on stocks and ETFs, reducing traditional cost barriers to market participation. In both the UK and US, we offer no minimum deposit requirements on these accounts and 24/5 trading.

In Europe and Singapore, we launched fractional shares, providing customers access to high-value stocks, even with modest amounts to invest.

Our educational content helps build investor confidence, supporting financial inclusion and informed customer decision-making. In our APAC & ME division, we have been localising our educational content as well as expanding it to address emerging trends. Alongside online training courses, we provide live programming, weekly blogs, social insights, and host podcasts, including our award-winning ‘The Art of Investing’ series in the UK.

ESG scores launched by IG France

In November, we launched our new app in France where retail investors have access to more than 4,000 shares and 2,000 ETFs with zero commission and 5% interest on cash. Our ‘all-in-one’ mobile app provides market sentiment analysis, real-time asset comparison, and tools to make informed decisions effectively.

The new app provides customers with access to ESG scores which enable values-based investing using trusted data and insights. We are seeking feedback from our customers to guide the development of future ESG features across our divisions and products.



Campaigning on behalf of retail investors in the UK

In the UK, we have been boldly campaigning and engaging with the government to remove barriers to investing and help more people in the UK improve their financial future.

Our analysis shows that UK savers have seen around one-seventh of the real returns (after accounting for inflation) of UK investors since cash ISAs were first established by the government in 1999. Despite this, cash ISA subscriptions are rising while stocks and shares ISA subscriptions are falling.

‘Save our stock market (SOS)’ and ‘Hands off our investments’ are two recent campaigns aimed at revitalising the UK’s stock market, supporting everyone in the UK to build long-term wealth through investing.

Leadership and governance

Business ethics and transparency

We seek to conduct our business in an ethical manner, guided by our values, and remain committed to transparency.

We aim to foster open, honest, and constructive working relationships with tax authorities, and we do not undertake aggressive tax planning. For the seven-month period, we paid £67.3 million in corporate income taxes (financial year ended 31 May 2025: £135.4 million). More details on our taxes paid can be found in the Financial Statements.

At IG we recognise the importance of a Speak Up culture to call out behaviour, conduct or standards that could put our customers or business at risk. Our Global Whistleblowing Policy and independent reporting portal protect whistleblowers from retaliation and are available to all staff, contractors and external stakeholders across our global operations.

Human rights and working conditions

We are committed to respecting human rights across our operations and supply chain. Due to the nature of our business, the risk of modern slavery within our supply chain is considered low, and no instances have been recorded. Nevertheless, we remain vigilant and implement measures to ensure that our suppliers, consultants, and contractors do not engage in modern slavery. These standards and expectations are communicated in our Vendor Code of Conduct.

Anti-bribery and corruption

We adhere to the UK Bribery Act 2010, and have a Dealing Policy, Disclosure Committee and associated policies to ensure that we are compliant with market abuse regulation. Our Global Anti-Bribery Policy enables compliance with anti-bribery and anti-corruption laws, including those covering employee gifts and hospitality. We do not make or endorse facilitation payments or contributions to political parties.

Every year, employees receive mandatory anti-bribery and corruption training and market abuse training through an e-learning module which includes a knowledge assessment.

Data protection and cyber security

We have a data protection framework that safeguards our customers' privacy rights and ensures compliance with international privacy regulations. Policies which support this framework define staff roles and outline key data protection principles and processes including data protection impact assessments and responding to data breaches.

We are committed to managing cyber risks, ensuring our resilience, and protecting critical business, product, customer, and employee data. Our Information Security Programme guides our data protection efforts, and we maintain 24/7 monitoring of cyber threats.



We test our employees' awareness of key security policies through regular phishing simulations. Along with anti-bribery and corruption, we extend these standards to our suppliers, affiliates and contractors at the outset of any new business relationships.

→ For more information on how we manage cyber risks, see our principal risks, page 34.



Learn more about our approach to human rights by reading our Statement on Modern Slavery and Human Trafficking available on our **website**.



For more detail on our sustainability strategy, policies and progress, please refer to our 2025 Sustainability Addendum available on our **website**.

Non-financial and sustainability information statement

We aim to comply with the non-financial reporting requirements set out in Section 414CA and Section 414CB of the Companies Act 2006.

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 and where further information can be found.

Reporting requirement	Relevant policies and standards	Pages
Environmental and climate-related matters	<ul style="list-style-type: none"> ESG Policy 	14–17
Our people	<ul style="list-style-type: none"> Diversity and Inclusion Policy Anti-Discrimination and Harassment Policy Recruitment Policy Absence Management Policy Annual Leave Policy Parental Leave Policy Group Whistleblowing Policy Transitioning at Work Policy IG Health and Safety Policy 	12–13
Human rights	<ul style="list-style-type: none"> Statement on Slavery and Human Trafficking (Modern Slavery) Vendor Management Policy (including vendor due diligence processes) Vendor Management Statement 	19
Anti-bribery and anti-corruption	<ul style="list-style-type: none"> IG Group Anti-Bribery Policy IG Group Gifts and Hospitality Policy IG Share Dealing Code IG Personal Account Dealing Policy Group Market Abuse Policy Group Conflicts of Interest Policy PEPs and Sanctions Policy Client Risk Categorisation Policy Group Whistleblowing Policy Group Global Anti-Money Laundering (including Counter-Terrorist Financing) 	19
Social and community	<ul style="list-style-type: none"> ESG Policy Product Governance Statement Responsible Investment Statement 	12, 19
Description of principal risks and impact on business activity	<ul style="list-style-type: none"> See Risk Management section 	31–36
Description of business model	<ul style="list-style-type: none"> See Business Model section 	2–3
Non-financial KPIs	<ul style="list-style-type: none"> See Key Performance Indicators and Alternative Performance Measures section 	10, 160



Many of our policies and procedures can be accessed on our [website](#).