

Sustainability data appendix for 3i Group plc

For the year ended 31 March 2025

Environmental indicators

GHG Emissions (tCO₂e) (excluding portfolio emissions)	FY2025	FY2024	% Change YoY
<i>Scope 1</i>			
UK	63.9	101.0	-37%
Rest of the world	26.7	34.7	-23%
Total	90.6	135.7	-33%
<i>Scope 2 (location-based)</i>			
UK	112.0	92.2	22%
Rest of the world	94.5	118.7	-20%
Total	206.5	210.9	-2%
<i>Scope 2 (market-based)</i>			
UK	0.0	0.0	0%
Rest of the world	96.9	97.1	0%
Total	96.9	97.1	0%
<i>Scope 3, including relevant categories:</i>			
1. Purchased goods and services	2,025.9	2,091.2	-3%
2. Capital goods	245.0	315.8	-22%
3. Fuel-and energy-related activities (FERA) not included in Scope 1 or Scope 2	52.1	50.5	3%
5. Waste generated in operations	3.2	2.7	19%
6. Business travel	1,337.1	1,598.6	-16%
7. Employee commuting (including emissions from working from home)	137.0	153.1	-11%
Total	3,800.3	4,211.9	-10%
Scope 1 & Scope 2 (location-based)	297.1	346.6	-14%
Scope 1 & Scope 2 (market-based)	187.5	232.8	20%
Scope 1 & Scope 2 (location -based) & Scope 3	4,097.4	4,558.5	-10%
Scope 1 & Scope 2 (market-based) & Scope 3	3,987.8	4,444.7	-10%
GHG emissions intensity (Scope 1 & Scope 2 (market-based) per average number of FTEs)	0.79	0.95	-17%

3i Group's portfolio climate metrics¹	FY2025	FY2024
Scope 3, category 15 - Portfolio emissions (tCO ₂ e)	228,936	323,539
Carbon footprint (tCO ₂ e/£m invested)	9.0	15.0
Weighted Average Carbon Intensity(tCO ₂ e/£m revenue)	24.4	42.5
Data coverage	99.6%	99.5%
Data quality ²	1.85	2.60

¹Please refer to page 65 of the 3i Group plc Annual report and accounts 2025 for the details of the methodology and calculations of the metrics included in the table above.

²Please note that we changed data quality scale between FY2024 and FY2025 to better align with quality of the data we receive. As a result, the data quality indicator is not fully comparable.

Energy consumption (MWh)	FY2025	FY2024	% Change YoY
<i>Electricity</i>			
UK	540.8	445.5	21.4%
Rest of the world	239.5	297.2	-19.4%
Total	780.3	742.7	5.1%
<i>Fuel³</i>			
UK	349.2	378.1	-7.6%
Rest of the world	99.8	155.1	-35.7%
Total	449.0	533.2	-15.8%
<i>District heating, cooling, steam</i>			
UK	0.0	0.0	
Rest of the world	174.8	175.5	-0.4%
Total	174.8	175.5	-0.4%
Total energy consumption	1,404.1	1,451.4	-3.3%

³Natural gas and transportation fuels (petrol and diesel).

Type of energy	FY2025	FY2024
Renewable	84.7%	86.2%
Non-renewable	15.3%	13.8%

Waste (tonnes)	FY2025	FY2024	% Change YoY
Recycled waste – mixed	43.4	32.2	34.8%
Recycled waste – paper	0.6	1.1	-41.8%
<i>Total recycled waste</i>	<i>44.0</i>	<i>33.2</i>	<i>32.4%</i>
Combustion	40.1	18.6	115.4%
Anaerobic digestion	17.9	10.9	63.7%
Landfill – mixed	0.0	0.3	-96.0%
<i>Total non-recycled waste</i>	<i>58.0</i>	<i>29.9</i>	<i>94.0%</i>
Total waste	102.0	63.2	61.6%

Water (m3)	FY2025	FY2024	% Change
	13,575.8	6,373.0	113.0%

Social indicators

Employees by region ¹	Office location	Female FY2025	Male FY2025	Total FY2025	Female FY2024	Male FY2024	Total FY2024
	London	68	81	149	71	86	157
	Amsterdam	3	9	12	4	9	13
	Frankfurt	4	13	17	6	14	20
	Luxembourg	0	2	2	4	2	6
	New York	8	21	29	9	23	32
	Paris	5	9	14	7	14	21
	All offices	88	135	223	101	148	249

By contract type ¹	Time type	Female FY2025	Male FY2025	Total FY2025	Female FY2024	Male FY2024	Total FY2024
	Full time	71	129	200	78	144	222
	Part time	17	6	23	23	4	27
	Fixed term	1	2	3	2	2	4
	Permanent	87	133	220	99	146	245

¹ The information of biological sex is gathered through employees' legal documents shared with us.

Age diversity	FY2025	FY2024
Below 30	39	43
30-50	134	152
Over 50	50	54

Ethnicity (UK office only for FY2024, US and UK office for FY2025) ²	FY2025	FY2024
Ethnic minority (excluding white minority)	16	23
Prefer not to say, did not respond or other	99	41
White	63	93

²FY2024 data is based on the DE&I survey covering UK employees carried out for our existing UK employees at the beginning of 2023 and among new joiners on an ongoing basis. FY2025 data is based on the data collected via a newly deployed HR software.

Turnover	FY2025	FY2024
Voluntary	7.6%	6.0%
Overall ³	14.3%	9.2%

³FY2025 overall turnover does not include transfer of employees via the Alba TUPE.

Nationalities	FY2025	FY2024
	22	27
Participation in Share Incentive Plan (UK office only)	FY2025	FY2024
	89.0%	90.4%
Health and safety	FY2025	FY2024
Number of work-related health and safety incidents	0	0
Charitable donations	FY2025	FY2024
	£1,200,000	£1,050,000
Paid internships	FY2025	FY2024
GAIN	2	3
# 10000BlackInterns	1	1

Governance indicators

Compliance	FY2025	FY2024	FY2023
Number of breaches of the Anti-bribery policy	0	0	0
Number of whistle-blower incidents	0	0	0
Donations made to political parties or organisations or independent election candidates or political expenditure	0	0	0
Data and cyber security			
Number of complaints from third parties or complaints by regulatory bodies regarding the use and disclosure of personal data	0	0	0