

# Sustainability data appendix for 3i Group plc

For the year ended 31 March 2026

## Environmental indicators

<b>GHG Emissions (tCO<sub>2</sub>e) (excluding portfolio emissions)</b>	<b>FY2026</b>	<b>FY2025</b>	<b>% Change YoY</b>
<i>Scope 1</i>			
UK	0.0	63.9	-100%
Rest of the world	29.5	26.7	11%
<b>Total</b>	<b>29.5</b>	<b>90.6</b>	<b>-67%</b>
<i>Scope 2 (location-based)</i>			
UK	41.6	112.0	-63%
Rest of the world	90.1	94.5	-5%
<b>Total</b>	<b>131.7</b>	<b>206.5</b>	<b>-36%</b>
<i>Scope 2 (market-based)</i>			
UK	0.0	0.0	0%
Rest of the world	88.3	96.9	-9%
<b>Total</b>	<b>88.3</b>	<b>96.9</b>	<b>-9%</b>
<i>Scope 3, including relevant categories:</i>			
1. Purchased goods and services	2,055.5	2,025.9	2%
2. Capital goods	9.6	245.0	-96%
3. Fuel- and energy-related activities (FERA) not included in Scope 1 or Scope 2	34.3	52.1	-34%
5. Waste generated in operations	1.1	3.2	-66%
6. Business travel	960.7	1,337.1	-28%
7. Employee commuting (including emissions from working from home)	131.1	137.0	-4%
<b>Total</b>	<b>3,192.3</b>	<b>3,800.3</b>	<b>-16%</b>
<b>Scope 1 &amp; Scope 2 (location-based)</b>	<b>161.2</b>	<b>297.1</b>	<b>-46%</b>
<b>Scope 1 &amp; Scope 2 (market-based)</b>	<b>117.8</b>	<b>187.5</b>	<b>-37%</b>
<b>Scope 1 &amp; Scope 2 (location-based) &amp; Scope 3</b>	<b>3,353.5</b>	<b>4,097.4</b>	<b>-18%</b>
<b>Scope 1 &amp; Scope 2 (market-based) &amp; Scope 3</b>	<b>3,310.1</b>	<b>3,987.8</b>	<b>-17%</b>
GHG emissions intensity (Scope 1 & Scope 2 (market-based) per average number of employees)	0.55	0.83	-33%

<b>3i Group's portfolio climate metrics<sup>1</sup></b>	<b>FY2026</b>	<b>FY2025</b>
<b>Scope 3, category 15</b> - Portfolio emissions (tCO <sub>2</sub> e)	249,709	228,936
Carbon footprint (tCO <sub>2</sub> e/£m invested)	7.9	9.0
Weighted Average Carbon Intensity (tCO <sub>2</sub> e/£m revenue)	21.5	24.4
Data coverage	99.7%	99.6%
Data quality	1.77	1.85

<sup>1</sup>Please refer to pages 77 and 78 of the 3i Group plc Annual report and accounts 2026 for the details of the methodology and calculations of the metrics included in the table above.

<b>Energy consumption (MWh)</b>	<b>FY2026</b>	<b>FY2025</b>	<b>% Change YoY</b>
<i>Electricity</i>			
UK	235.2	540.8	-57%
Rest of the world	197.8	239.5	-17%
<b>Total</b>	<b>433.0</b>	<b>780.3</b>	<b>-45%</b>
<i>Fuel<sup>3</sup></i>			
UK	0.0	349.2	-100%
Rest of the world	124.0	99.8	24%
<b>Total</b>	<b>124.0</b>	<b>449.0</b>	<b>-72%</b>
<i>District heating, cooling, steam</i>			
UK	0.0	0.0	
Rest of the world	213.3	174.8	22%
<b>Total</b>	<b>213.3</b>	<b>174.8</b>	<b>22%</b>
<b>Total energy consumption</b>	<b>770.3</b>	<b>1,404.1</b>	<b>-45%</b>

<sup>3</sup>Natural gas and transportation fuels (petrol and diesel).

<b>Type of energy</b>	<b>FY2026</b>	<b>FY2025</b>
Renewable	83.1%	84.7%
Non-renewable	16.9%	15.3%

<b>Waste (tonnes)</b>	<b>FY2026</b>	<b>FY2025</b>	<b>% Change YoY</b>
Recycled waste – mixed	11.5	4.0	187%
Recycled waste – glass	0.9	Not available	Not available
<b><i>Total recycled waste</i></b>	<b>12.4</b>	<b>4.0</b>	<b>209%</b>
Combustion	18.9	40.1	-53%
Anaerobic digestion	9.9	17.9	-45%
Landfill – mixed	0.0	0.0	-100%
<b><i>Total non-recycled waste</i></b>	<b>28.8</b>	<b>58.0</b>	<b>-50%</b>
<b>Total waste</b>	<b>41.2</b>	<b>62.0</b>	<b>-34%</b>

<b>Water (m<sup>3</sup>)</b>	<b>FY2026</b>	<b>FY2025</b>	<b>% Change</b>
	4,993.1	13,575.8	-63%

## Social indicators

Employees by region <sup>1</sup>	Office location	Female FY2026	Male FY2026	Total FY2026	Female FY2025	Male FY2025	Total FY2025
	London	66	80	146	68	81	149
	Amsterdam	4	8	12	3	9	12
	Frankfurt	4	13	17	4	13	17
	Luxembourg	0	2	2	0	2	2
	New York	9	23	32	8	21	29
	Paris	5	9	14	5	9	14
	<b>All offices</b>	<b>88</b>	<b>135</b>	<b>223</b>	<b>88</b>	<b>135</b>	<b>223</b>

By contract type <sup>1</sup>	Time type	Female FY2026	Male FY2026	Total FY2026	Female FY2025	Male FY2025	Total FY2025
	Full time	70	128	198	71	129	200
	Part time	18	7	25	17	6	23
	Fixed term	3	0	3	1	2	3
	Permanent	85	135	220	87	133	220

<sup>1</sup> The information on sex is gathered through employees' legal documents shared with us.

Age diversity	FY2026	FY2025
Below 30	34	39
30-50	138	134
Over 50	51	50

Ethnicity (London and New York offices)	FY2026	FY2025
Ethnic minority (excluding white minority)	23	16
Prefer not to say, did not respond or other	79	99
White	76	63

Turnover	FY2026	FY2025
Voluntary	4.5%	7.6%
Overall <sup>2</sup>	10.3%	14.3%

<sup>2</sup>FY2025 overall turnover does not include transfer of employees via the Alba TUPE.

<b>Nationalities</b>	<b>FY2026</b>	<b>FY2025</b>
	25	22
<b>Participation in Share Incentive Plan (London office only)</b>	<b>FY2026</b>	<b>FY2025</b>
	90%	89%
<b>Health and safety</b>	<b>FY2026</b>	<b>FY2025</b>
Number of work-related health and safety incidents	0	0
<b>Charitable donations</b>	<b>FY2026</b>	<b>FY2025</b>
	£1,200,000	£1,200,000
<b>Paid internships</b>	<b>FY2026</b>	<b>FY2025</b>
GAIN	2	2
# 10000BlackInterns	2	1

## Governance indicators

<b>Compliance</b>	<b>FY2026</b>	<b>FY2025</b>	<b>FY2024</b>
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
<b>Data and cyber security</b>			
Number of complaints from third parties or complaints by regulatory bodies regarding the use and disclosure of personal data	0	0	0