



# Global Reporting Initiative Disclosures for Financial Year 2023

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## Global Reporting Initiative Disclosures

Disclosure		Indicator	Disclosure	Reference
<b>General:</b>  Organisational Profile	102-1	Names of the organisation	IG Group Holdings plc	<a href="#">Annual Report FY23</a> , p178-180
	102-2	Activities, brands, products and services	We explain our business model, key differentiators and an explanation of how we generate revenue	<a href="#">Annual Report FY23</a> , p10-19
	102-3	Location of headquarters	Cannon Bridge House 25 Dowgate Hill, London, EC4R 2YA	<a href="#">Annual Report FY23</a> , p137
	102-4	Location of operations	We have operations in 20 countries spread across the globe	<a href="#">IG Group: Where we operate</a>
	102-5	Ownership and legal form	IG Group Holdings plc is a public company limited by shares, which is listed on the London Stock Exchange and incorporated in the United Kingdom	<a href="#">Annual Report FY23</a> , p137
	102-6	Markets served	We set out our operating segments, and net-trading revenue by geography and by product	<a href="#">Annual Report FY23</a> , p146- 148
	102-7	Scale of organisation	A financial statement is provided in Annual Report	<a href="#">Annual Report FY23</a> , p132
	102-8	Information on employees and other workers	Number of employees and a gender breakdown is set out in our Annual Report	<a href="#">Annual Report FY23</a> p31- 34 and p149
	102-9	Supply chain	Our Vendor Code of Conduct is published on our website, and information about how we work with suppliers is contained in the Best Practice and Communities pillars of our Brighter Future framework detailed in our Annual	<a href="#">Annual Report FY23</a> , p21, 26,27,31,

			Report.	<a href="#">Vendor Code of Conduct</a>
<b>General:</b> Strategy	102-14	Statement from senior decision-maker	A message from our CEO, June Felix, is included in our Annual Report	<a href="#">Annual Report FY23</a> , p6-8
	102-15	Key impacts, risks and opportunities	Key trends likely to affect our business are set out in our Annual Report	<a href="#">Annual Report FY23</a> , p12-13
<b>General:</b> Ethics and Integrity	102-16	Values, principles, standards and norms of behaviour	We are a purpose-led organisation. Details of our purpose and our values are in our Annual Report. Our approach to ESG is captured in our Brighter Future framework, as detailed in our Annual Report. The principles of our Brighter Future framework are embedded into our ways of working through our ESG Policy, Vendor Code of Conduct and our Diversity Commitment – all publicly available on our website.	<a href="#">Annual Report FY23</a> , p9 and p24 <a href="#">ESG Policy</a> <a href="#">Modern Slavery Statement</a>
<b>General:</b> Governance	102-18	Governance structure	In our Annual Report we describe our corporate governance structure, our risk governance structure and our ESG governance structure. The ESG governance structure is also in our ESG Policy which is publicly available on our website.	<a href="#">Annual Report FY23</a> , p29, 63 and 64 <a href="#">ESG Policy</a>
	102-19	Delegating authority		
	102-20	Executive-level responsibility for economic, environmental and social topics		
	102-21	Consulting stakeholders on economic, environmental and social topics	We discuss stakeholder engagement in our section 172 statement in our Annual Report, and we note how stakeholder views were considered in the development of our ESG strategy in our Annual Report	<a href="#">Annual Report FY23</a> , p20-22
	102-22	Composition of the highest governance body and its committees	The Board structure and committees are set out in the Annual Report	<a href="#">Annual Report FY23</a> , p58- 63
	102-23	Chair of the highest governance	Stated in our Annual Report	<a href="#">Annual Report FY23</a> , p58

		body		
	102-24	Nominating and selecting the highest governance body	This is set out in the Report of the Nomination Committee in our Annual Report	<a href="#">Annual Report FY23</a> , p76-78
	102-25	Conflicts of interest	Our procedure for assessing conflicts of interest is set out in our Annual Report	<a href="#">Annual Report FY23</a> , p61 and 120
	102-32	Highest governance body's role in sustainability reporting	Our ESG governance structure is detailed in our Annual Report, including the ESG Committee report, our ESG Policy and in our TCFD Disclosures.	<a href="#">Annual Report FY23</a> , p59-61 and p76-77 <a href="#">ESG Policy</a> <a href="#">TCFD Disclosures</a>
	102-35	Remuneration policies	Information on the Remuneration Committee and the Director's Remuneration Report and Policy are in our Annual Report	<a href="#">Annual Report FY23</a> , p89-118
	102-36	Process for determining remuneration		
	102-37	Stakeholders' involvement in remuneration		
	102-38	Annual total compensation ratio		
	102-39	Percentage increase in annual total compensation ratio		
<b>General:</b> Stakeholder Engagement	102-40	List of stakeholder groups	Details of our stakeholder engagement, including the process for identifying our key stakeholders, why we engage, how we engage and their key concerns, can all be found in the Section 172 Statement in our Annual Report.	<a href="#">Annual Report FY23</a> , p20-22
	102-42	Identifying and selecting stakeholders		
	102-43	Approach to stakeholder engagement		
	102-44	Key topics and concerns raised		

<b>Anti-corruption</b>	205-1	Operations assessed for risks related to corruption	Details of the policies, procedures and controls we have to mitigate risks associated with corruption are found in our Annual Report and in our ESG Policy which is publicly available on our website.	<a href="#">Annual Report FY23</a> , p33 and 35 <a href="#">ESG Policy</a>
	205-2	Communication and training about anti-corruption policies and procedures		
	205-3	Confirmed incidents of corruption and actions taken	No material breaches of our anti-corruption policies	
<b>Environmental Category: Energy</b>	302-1	Energy consumption within the organisation	This is included in our SECR report in our Annual Report, and on the sustainability section of our website.	<a href="#">Annual Report FY23</a> , p31 <a href="#">SECR Disclosures</a>
	302-3	Energy intensity		
	302-4	Reduction of energy consumption		
<b>Environmental Category: Emissions</b>	305-1	Direct (Scope 1) GHG emissions	This is included in our SECR report in our Annual Report, and on the sustainability section of our website.	<a href="#">Annual Report FY23</a> , p31 <a href="#">SECR Disclosures</a>
	305-2	Energy indirect (Scope 2) GHG emissions		
	305-3	Other indirect (Scope 3) GHG emissions		
	305-4	GHG emissions intensity		
	305-5	Reduction of GHG emissions		
<b>Labour Practices and Decent work Category:</b> Diversity and Equal Opportunities	405-1	Diversity of governance bodies and employees	Our approach to Equality, Diversity and Inclusion is set out in our Annual Report, along with details of gender splits across different levels. Our approach to EDI is set out in our ESG Policy and our Diversity & Inclusion Statement, both publicly available on our website.	<a href="#">Annual Report FY23</a> , p26, p32-34 <a href="#">ESG Policy</a> <a href="#">Gender Pay Gap Report</a>

<p><b>Human Rights Category:</b> Child Labour</p>	<p>408-1</p>	<p>Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk</p>	<p>In compliance with the Modern Slavery Act 2015 we publish a Modern Slavery Act Statement each year. Our commitment to human rights is also set out in our Annual Report, our ESG Policy and our Vendor Code of Conduct.</p>	<p><a href="#">ESG Policy</a> <a href="#">Vendor Code of Conduct</a> <a href="#">Gender Pay Gap Report</a></p>
<p><b>Human Rights Category:</b> Compulsory or Forced Labour</p>	<p>409-1</p>	<p>Operations and suppliers at significant risk for incidents of forced or compulsory labour</p>		
<p><b>Society Category:</b> Public Policy</p>	<p>415-1</p>	<p>Political contributions</p>	<p>In our Annual Report we note that we do not make contributions to political parties</p>	<p><a href="#">Annual Report FY23, p27</a></p>