

ESG Reporting Map

Financial Year 2021

















IG Group is committed to being open and transparent. This document summarises and provides references for IG Group’s disclosures against three key ESG reporting frameworks:

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UN Sustainable Development Goals

UN SDG and associated SDG targets	IG Group Approach	References		
<p>The Brighter Future framework is IG Group’s ESG strategy. This strategy is aligned to seven of the UN SDGs – those to which we believe we can make a positive contribution. The framework identifies twelve priority areas divided up between four ESG pillars: products, people, partnerships and best practice:</p>				
Pillars	Priority areas	Commitments	Stakeholders	UN SDGs
Products 	Financial education	For everyone seeking to learn about the capital markets, we provide the right educational content to the right people at the right time	<ul style="list-style-type: none"> • Our clients • Our communities 	 
	On-boarding and safeguards	We on-board clients responsibly, ensuring they have sufficient financial means and understand our products. We have systems and controls in place to identify vulnerable clients		
	Security	We protect our client’s personal data and keep client funds secure		
People 	Equality, diversity and inclusion	We are a diverse, inclusive and collaborative organisation	<ul style="list-style-type: none"> • Our people • Our communities 	  
	Talent development	We are dedicated to helping our employees learn and develop		
	Employee wellbeing	We are dedicated to creating an environment in which our employees can thrive		
Partnerships 	Educational equality	We champion equal access to quality education	<ul style="list-style-type: none"> • Our people • Our communities • Our suppliers 	    
	Environment	We are a carbon neutral organisation and champion responsible environmental stewardship		
	Suppliers	Collaboration with suppliers meets the high standards set by our company values		
Best Practice 	Business ethics	We follow best-in-class policies and procedures and our decision-making structures champion our clients and employees	<ul style="list-style-type: none"> • Our shareholders • Our regulators • Our people • Our clients • Our communities 	 
	Accountable leadership	Our leadership teams reflect our commitments to equality, diversity and inclusion, and take ownership of the Brighter Future targets		
	Open & transparent	We are consistent and clear in our communications and reporting		

UN SDG and associated SDG targets	IG Group Approach	References
<p>Goal:</p> <p>4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p> <p>Targets:</p> <p>4.1. By 2030 ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes.</p> <p>4.4. By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.</p> <p>4.5. By 2030 eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.</p> <p>4.6. By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy.</p>	<p>Products pillar – financial education</p> <p>Providing excellent educational content is intrinsic to our purpose and an expression of our values to champion the client, learn fast together and to raise the bar. From news and commentary on our platforms and the IG and DailyFX, social media channels, to our recently acquired business tastytrade and our online learning hub IG Academy, we have a breadth of educational content that appeals to ambitious people who want to learn more about the financial markets.</p> <p>People pillar – talent development</p> <p>Learning also plays a prominent role for IG employees. We offer front-office and technical graduate programmes, we support staff in attaining professional qualifications, offer access to a wealth of e-learning materials and have an established employee skill sharing forum.</p> <p>Partnerships pillar – educational equality</p> <p><i>Donations</i></p> <p>We have invested heavily in initiatives whose mission is to build a fair education for everyone, regardless of their background. To date we have invested over £4 million in projects that are helping schools serving disadvantaged communities around the world. This is achieved through our three-year partnerships with UK charity Teach First and global charity Teach For All, and eleven of their network partners from across the globe.</p> <p>For example, in FY21 we made a £95,000 donation to fledgling charity Teach the Nation, recently established to tackle educational inequality in South Africa. This donation enabled Teach the Nation to launch their first cohort of trainee teachers on 22 January 2021. We have made a commitment to support Teach the Nation over the next three years which will help develop leaders in South Africa’s high-need schools and communities. We also provided essential seed funding to Teach for Poland. Our three-year commitment enabled Teach for Poland’s founders to go full-time, and they now hope to launch their first cohort of teachers in the autumn of 2021.</p> <p>In the UK, our donations to Teach First in the UK has enabled 30 under-resourced schools from across the UK to access Teach First’s Leading Together programme, providing bespoke support as they recover from the pandemic. This cohort of 30 schools includes 18 primary schools.</p> <p><i>Volunteering</i></p> <p>In addition to the financial contributions, IG employees have been using their volunteering days to support our charity partners. For example, members of our IG Inspire network and IG Black Network have delivered careers talks to primary and secondary aged students in the UK, and provided careers insights at Teach First’s annual ‘Careers Expo’.</p> <p><i>Advocacy</i></p> <p>In the UK we’ve worked with Teach First to author a policy recommendation paper on increasing female participation in the STEM subjects (sciences, technology, engineering and mathematics), and we’re exploring opportunities to challenge the status quo on a</p>	<p>ESG Report: Annual Report FY21 p22-30</p> <p>https://www.iggroup.com/sustainability/brighter-future</p>

UN SDG and associated SDG targets	IG Group Approach	References
<p>4.c. By 2030, substantially increase the supply of qualified teachers, including through international cooperation for teacher training in developing countries, especially least developed countries and small island developing States.</p>	<p>global scale. As one of a series of events marking International Women’s Day, our CEO June Felix participated in a panel event hosted by Teach For All, entitled ‘Women in Finance: Building Girls’ Leadership and Financial Literacy’. This event was attended by members of the Global Girls’ Education Initiative, whose aims are to strengthen leadership and advocacy for girls’ education in communities where girls have been most marginalised.</p> <p><i>Laptops</i></p> <p>In FY21 we entered an agreement with Dell, who supply the majority of our staff laptops. Decommissioned laptops will now be returned to Dell for either resale or recycle. We will commit proceeds from these resales to purchasing computer equipment for young people who are otherwise unable to access remotely delivered education.</p>	
<p>Goal:</p> <p>5. Achieve gender equality and empower all women and girls.</p> <p>Targets:</p> <p>5.1. End all forms of discrimination against all women and girls everywhere.</p> <p>5.5. Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.</p> <p>5.c. Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.</p>	<p>People pillar – equality, diversity and inclusion</p> <p>We are committed to developing a team of individuals with the best skills to help us realise our goals, regardless of age, ethnicity, faith, gender identity, sexual orientation, physical capacity or background. We strive to create an equal, diverse and inclusive workplace.</p> <p>This year we continued to address the ratio of women to men in our workforce. Our senior leadership has remained focused on our One IG strategy and there are indications the strategy is having an impact – our percentage of female hires has risen from 37% to 46% for the year, and over the past two years our female representation has risen by 4%. This is good progress, but shy of our target of achieving a 35:65 female to male ratio. We have decided to extend the period for achieving this goal by one more year and have hired a new Diversity and Inclusion Lead who will develop and deliver new initiatives to ensure we continue to improve female representation at all levels across the group.</p> <p>Partnerships pillar – educational equality</p> <p><i>Advocacy</i></p> <p>Advocacy in partnership with Teach First and Teach For All. See ‘advocacy’ sub-paragraph in the UN SDG 4 section above.</p> <p>Best Practice pillar – open and transparent</p> <p><i>Policies</i></p> <p>Our ESG Policy, our Vendor Code of Conduct and our Diversity & Inclusion Statement can be found on the IG Group website.</p>	<p>ESG Report: Annual Report FY21 p26-30</p> <p>https://www.iggroup.com/sustainability/brighter-future</p> <p>https://www.iggroup.com/sustainability/gender-pay-report</p> <p>https://www.iggroup.com/sustainability/modern-slavery-statement-and-other-policies</p>
<p>Goal:</p> <p>8. Promote sustained, inclusive and sustainable economic growth, full and productive</p>	<p>Powering the pursuit of financial freedom for the ambitious</p> <p>‘Powering’ is about providing people with market-leading, resilient technology; being their unbiased partner; and supercharging their experience through high-quality financial education. We want our clients to cultivate their knowledge and insight, and we want to provide them with products that help them execute their strategies and pursue their financial goals.</p>	<p>IG’s purpose: Annual Report FY21 p5-6, 10</p> <p>ESG Report:</p>

UN SDG and associated SDG targets	IG Group Approach	References
<p>employment and decent work for all.</p> <p>Targets:</p> <p>8.5. By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.</p> <p>8.6. By 2020, substantially reduce the proportion of youth not in employment, education or training.</p> <p>8.7. Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.</p> <p>8.10. Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all.</p>	<p>‘Financial freedom’ is defined by the individual. For some this will mean growing their wealth. For others it may mean having the freedom to choose the products they want to use and the markets they want to trade, or having the freedom to take control of their own finances.</p> <p>Ambitious people exist across the world. They come from many varied starting points – our reach is non-exclusive – but they share similar characteristics. They are driven, self-directed and active.</p> <p>People pillar – equality, diversity and inclusion</p> <p>We are committed to developing a team of individuals with the best skills to help us realise our goals, regardless of age, ethnicity, faith, gender identity, sexual orientation, physical capacity or background. We strive to create an equal, diverse and inclusive workplace. See UN SDG 5 section above.</p> <p>Partnerships pillar – educational equality</p> <p>Though our education-related partnerships with charities such as Teach First and Teach For All, we are supporting efforts to reduce the prevalence of young people finding themselves NEET. See ‘donations’, ‘volunteering’, ‘advocacy’ and ‘laptops’ sub-paragraphs under the UN SDG 4 section above.</p> <p>Partnerships pillar – suppliers</p> <p>We have taken steps to embed ESG principles in our procurement processes. We do not support slavery, forced labour, human trafficking or child labour in any form and will not knowingly work with vendors who engage in these practices. We expect our vendors to fully comply with requirements of applicable slavery, forced labour, human trafficking and child labour laws, including without limitation the UK Modern Slavery Act 2015 and the ILO Minimum Age Convention, 1973 (No. 138). These commitments are captured in our Group Vendor Management Policy and our Vendor Code of Conduct and our Modern Slavery Statement.</p> <p>We have reviewed our contracts with our facilities suppliers at our London headquarters to ensure that their workers are paid a London Living Wage, and will get Living Wage certification as a priority.</p> <p>Best practice pillar – business ethics</p> <p>We conduct our business in an ethical manner. For more details about how these principles are integrated into our governance, please refer to our ESG Policy.</p>	<p>Annual Report FY21 p26-33</p> <p>https://www.iggroup.com/sustainability/modern-slavery-statement-and-other-policies</p>
<p>Goal:</p> <p>10. Reduce inequality within and among countries</p> <p>Targets:</p>	<p>Powering the pursuit of financial freedom for the ambitious</p> <p>See ‘purpose’ sub-paragraph in the UN SDG 5 section above.</p> <p>Best practice pillar – business ethics</p> <p>We conduct our business in an ethical manner. For more details about how these principles are integrated into our governance,</p>	<p>IG’s purpose: Annual Report FY21 p5-6, 10</p> <p>Stakeholder Engagement:</p>

UN SDG and associated SDG targets	IG Group Approach	References
<p>10.1. By 2030, progressively achieve and sustain income growth of the bottom 40 per cent of the population at a rate higher than the national average.</p> <p>10.4. Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.</p> <p>10.5. Improve the regulation and monitoring of global financial markets and institutions and strengthen the implementation of such regulations.</p>	<p>please refer to our ESG Policy.</p> <p>Best practice pillar – open and transparent</p> <p>We work hard to maintain a transparent relationship with tax authorities. We approach them when the application of tax laws requires clarification, and our tax team meets with HMRC on a regular basis to discuss the status of ongoing tax matters, and to update HMRC on changes to the business. We have a Tax Strategy, which sets out our approach to paying taxes, and a Tax Risk Management Policy, which governs the tax decisions that are made by employees on behalf of the Group. These are approved by the Audit Committee on an annual basis. Our tax strategy can be found on iggroup.com. This year we paid £119.0 million (2020: £83.4 million) to tax authorities globally. As was the case last year, we have not accepted any government support in relation to the coronavirus pandemic. We paid £83.0m in corporate income taxes (2020: £57.1), reflecting higher profits in the year. More details on our taxes paid and on our Effective Tax Rate for the 2021 financial year can be found in our Financial Statements.</p> <p>We maintain constructive relationships with our regulators, communicating in an open and transparent manner, and ensuring that our actions are consistent with regulatory expectations. We work with our regulators in multiple ways – from proactive engagement on the new business proposals to assisting in their investigations and regulatory requests. Around the world we maintain an open and constructive dialogue with local regulators, to facilitate strong relationships and understand the expectations that are critical to our business.</p>	<p>Annual Report FY21 p20</p> <p>ESG Report: Annual Report FY21 p32-33</p> <p>https://www.iggroup.com/sustainability/modern-slavery-statement-and-other-policies</p>
<p>Goal:</p> <p>12. Ensure sustainable consumption and production patterns.</p> <p>Targets:</p> <p>12.5. By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.</p> <p>12.6. Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.</p>	<p>Partnerships pillar – environment</p> <p>In our FY21 we focused on two priorities. Firstly, we improved our environmental reporting. We made our first submission to the Carbon Disclosure Project since 2009. We were awarded a C grade, providing us with a useful benchmark that we hope to improve in the coming years. Secondly, we worked hard to better understand our environmental profile. We engaged consultants to conduct a strategic carbon review of our operations. The first stage of this review included a calculation of our historic scope 1 and 2 emissions. We took the decision to offset these emissions, becoming a lifetime carbon-neutral organisation. The second stage of this review is helping us plan our pathway to net zero, which we aim to identify, and commit to a science-based target, by the end of 2022.</p> <p>In relation to our scope 1 & 2 emissions, our total carbon footprint for the year, using a location-based methodology, was 2,926.37 tCO₂e or 1.438 tonnes per employee. This is a 16.9% reduction from last year. The reduction is partly due to reduced energy bills with the majority of our workforce working remotely, but also due to efficiencies we have achieved by replacing old back-up generators and UPS systems in our UK data centres. We have also continued to implement recommendations from a recycling improvement plan that followed an audit of our head offices in London</p> <p>Our FY20 was the first year we reported our Scope 3 emissions, and so our FY21 was the first year we were able to make a year-on-year comparison across scope 1, 2 & 3 emissions. We achieved a 4% reduction across all three scopes. We have also introduced a new category to our report – emissions associated with employees working from home. This figure has been calculated using the ‘single room benchmark’ developed by Energise. As we develop our net zero target, we will continue to improve the quality, coverage and accuracy of our emissions data. This will be achieved through increased engagement with our suppliers, increasing</p>	<p>ESG Report: Annual Report FY21 p30-31</p> <p>https://www.iggroup.com/sustainability/the-environment</p>

UN SDG and associated SDG targets	IG Group Approach	References
	<p>the quality and frequency of data collection, and using a market-based methodology.</p> <p>We offset all scope 1, 2 & 3 carbon emissions and is carbon neutral in line with PAS2060. All of our offsets are verified by either the Gold Standard or UN Clean Development Mechanism.</p>	
<p>Goal:</p> <p>13. Take urgent action to combat climate change and its impacts.</p> <p>Targets:</p> <p>13.1. Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</p> <p>13.2. Integrate climate change measures into national policies, strategies and planning.</p>	<p>Partnerships pillar – environment</p> <p>See ‘environment’ sub-paragraph in the UN SDG 12 section above.</p> <p>Taskforce on Climate-related Financial Disclosures</p> <p>We’re supportive of Task Force on Climate-related Financial Disclosures (TCFD) recommendations and have taken significant strides towards aligning with these. See ‘TCFD’ section below.</p>	<p>Risk report: Annual Report FY21, p46-55</p> <p>Environmental section of our ESG Report (including SECR report): Annual Report FY21 p30-31</p>
<p>Goal:</p> <p>17. Strengthen the means of implementation and revitalize the global partnership for sustainable development.</p> <p>Targets:</p> <p>17.3. Mobilize additional financial resources for developing countries from multiple sources.</p> <p>17.17. Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships Data, monitoring</p>	<p>Brighter Future Fund</p> <p>In April 2020 we established the Brighter Future Fund, to finance our community outreach. We invest in projects on the grounds of their impact, and their alignment with our purpose, strategic drivers and values, including the Brighter Future themes of education and the environment. We’re proud to have established new partnerships and to have continued supporting existing partners, providing them with financial stability as they’ve navigated the Covid-19 pandemic.</p> <p>Partnerships pillar</p> <p>We amplify our ESG impact through collaboration with like-minded partners. The third pillar of our Brighter Future framework focuses on how collaboration helps us address challenges around educational equality, the environment and the principles of responsible business.</p>	<p>ESG Report: Annual Report FY21 p24, p30</p> <p>https://www.iggroup.com/sustainability/brighter-future</p>

UN SDG and associated SDG targets	IG Group Approach	References
and accountability.		

Task Force on Climate-related Financial Disclosures



TCFD recommended disclosures		IG Group Approach	References
Governance			
Disclose the organisation's governance around climate-related risks and opportunities.			
a.	Describe the Board's oversight of climate-related risks and opportunities.	<p>Risk governance</p> <p>Physical risks from climate change and risks associated with the transition to a lower carbon economy were added to the Group's Risk Management Framework and Risk Taxonomy during our FY21. This means that these risks are covered by our risk governance structures.</p> <p>The Board has overall accountability for the management of risk at IG. The Board delegates certain risk governance responsibilities to Board Committees.</p> <p>The Board Risk Committee provides the principal forum for the ongoing review and evaluation of specific elements of the Risk Management Framework and for making recommendations to the Board when appropriate. Biannually the Risk function provides to this Committee an assessment of key and emerging risks that may impact IG. The Committee then makes recommendations to the Board where appropriate.</p> <p>Risk governance at a management level is summarised in our Senior Management Framework.</p>	<p>Risk Taxonomy: Annual Report FY21, p.52</p> <p>Risk governance: Annual Report FY21, p46, p54-55</p> <p>Board Risk Committee: Annual Report FY21, p111-113</p> <p>ESG responsibilities: Annual Report FY21, p33</p>
b.	Describe management's role in assessing and managing climate-related risks and opportunities.	<p>ESG governance</p> <p>The Board and management responsibilities in relation to ESG are set out in our ESG governance table. See also our Corporate Governance Statement.</p> <p>Environmental Impact is a non-financial metric in our Sustained Performance Plan remuneration structure.</p> <p>Carbon Literacy Training</p> <p>In FY21 we developed a Carbon-Literacy training programme and started to roll it out to the Board and our Executive Committee. This roll out will continued during</p>	<p>Corporate Governance Statement: Annual Report FY21, p60</p> <p>Non-financial metrics: Annual Report FY21, p86</p>

		FY22.	
Strategy			
Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's business, strategy and financial planning.			
a.	Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term.	We worked with an external consultant to conduct an initial climate-related risk and opportunities assessment and creating a risk and opportunities register. This process was managed in conjunction between our ESG Manager and our Risk teams and has enabled us to start analysis of the quantitative impacts.	Environmental section of our ESG Report (including SECR report): Annual Report FY21 p30-31
b.	Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning.	This register completed was based upon the global climate report 'The Climate has changed' by the 'We Mean Business' coalition and addressed all scenarios commonly accepted as possible/probable. The next step is to progress our quantification of the impacts under these different climate-related scenarios, including a +2 Celsius or lower. Alongside the pertinent risks that the changing climate presents, as part of our risk and opportunities review, we have identified opportunities as to where our organisation can take a leadership role as we transition to a lower carbon economy.	
c.	Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a +2 Celsius or lower scenario.	The risks and opportunities that we've identified constitute an important first step towards the full integration of these into our business, strategy and financial planning. This integration will continue over the course of our FY22.	
Risk management			
Disclose how the organisation identifies, assesses and manages climate-related risks.			
a.	Describe the organisation's processes for identifying and assessing climate-related risks.	We worked with an external consultant to conduct an initial climate-related risk and opportunities assessment and creating a risk and opportunities register. This process was managed in conjunction between our ESG Manager and our Risk teams and has enabled us to start analysis the quantitative impacts.	Risk Taxonomy: Annual Report FY21, p.52 Risk governance: Annual Report FY21, p46, p54-55
b.	Describe the organisation's processes for managing climate-related risks.	Physical risks from climate change and risks associated with the transition to a lower carbon economy were added to the Group's Risk Management Framework and Risk Taxonomy during our FY21. Currently, these are found within the 'operational risk'	Environmental section of our ESG Report (including SECR report):

c.	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management.	<p>and 'conduct risk' sub-categories. This means that these climate related risks will be managed in accordance with the principles and procedures set out in our Risk Management Framework and as part of our wider risk culture. Over the course of FY22 these climate related risks will be further embedded into our framework, and we will improve our ability to identify, assess and manage these risks.</p> <p>In FY21 we developed a Carbon-Literacy training programme and started to roll it out to the Board and our Executive Committee. This roll out will continued during FY22.</p>	Annual Report FY21 p30-31
<p>Metrics and targets</p> <p>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.</p>			
a.	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>Absolute and intensity-based energy and GHG emission metrics are disclosed as part of our SECR reporting. The intensity metric we use is emission per employee.</p> <p>Our FY21 was the second year that we have measured and disclosed our Scope 3 emissions. In FY20 we achieved carbon neutral status by offsetting all our scope 1, 2 & 3 carbon emissions in line with PAS2060. We repeated this for FY21 but also calculated and offset our historic scope 1 & 2 emissions to become lifetime carbon neutral. Our target for FY22 is to map out a pathway to net zero and have this approved by the Science Based Target initiative.</p>	Environmental section of our ESG Report (including SECR report): Annual Report FY21 p30-31
b.	Disclose Scope 1, 2 and, if appropriate, Scope 3 GHG emissions and the related risks.		
c.	Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.		



Global Reporting Initiative Disclosures

Disclosure		Indicator	Disclosure	Reference
General: Organisational Profile	102-1	Names of the organisation	IG Group Holdings plc	Annual Report FY21, p131
	102-2	Activities, brands, products and services	We explain our business model, key differentiators and an explanation of how we generate revenue	Annual Report FY21, p16-17
	102-3	Location of headquarters	Cannon Bridge House 25 Dowgate Hill, London, EC4R 2YA	Annual Report FY21, p131
	102-4	Location of operations	We have operations in 17 countries spread all across the globe	https://www.iggroup.com/about-us/where-we-operate
	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	Annual Report FY21, p131
	102-6	Markets served	We set out our operating segments, and net-trading revenue by geography and by product	Annual Report FY21, p132
	102-7	Scale of organisation	Financial information is provided in Annual Report	Annual Report FY21, p125
	102-8	Information on employees and other workers	Number of employees and a gender breakdown is set out in our Annual Report	Annual Report FY21, p27 and p134
	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 partnerships pillar of our Brighter Future framework detailed in our Annual Report	Annual Report FY21, p31 https://www.iggroup.com/sustainability/modern-slavery-statement-and-other-policies
General:	102-14	Statement from senior decision-maker	A message from our CEO, June Felix, is included in our Annual Report	Annual Report FY21, p4-7

Strategy	102-15	Key impacts, risks and opportunities	Key trends likely to affect our business are set out in our Annual Report	Annual Report FY21, p14-15
General: 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.	Annual Report FY21, p10 and p22-33 https://www.iggroup.com/sustainability/modern-slavery-statement-and-other-policies
General: 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.	Annual Report FY21, p33, 54, and 60 https://www.iggroup.com/sites/ig-group/files/ig-group-esg-policy-july-2021.pdf
	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	Annual Report FY21, 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	Annual Report FY21, p66-70
	102-23	Chair of the highest governance body	Stated in our Annual Report	Annual Report FY21, p66
	102-24	Nominating and selecting the highest governance body	This is set out in the Report of the Nomination Committee in our Annual Report	Annual Report FY21, p75-77
	102-25	Conflicts of interest	Our procedure for assessing conflicts of interest is set out in our Annual Report	Annual Report FY, p71
	102-32	Highest governance body's role in sustainability reporting	Our ESG governance structure is detailed in our Annual Report and in our ESG Policy	Annual Report FY21, p33 https://www.iggroup.com/s

				ites/ig-group/files/ig-group-esg-policy-july-2021.pdf
	102-35	Remuneration policies	Information on the Remuneration Committee and the Director's Remuneration Report and Policy are in our Annual Report	Annual Report FY21, p78-100
	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		
General: 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.	Annual Report FY21, p18-21
	102-42	Identifying and selecting stakeholders		
	102-43	Approach to stakeholder engagement		
	102-44	Key topics and concerns raised		
Anti-corruption	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.	Annual Report FY21, p32-33 https://www.iggroup.com/sites/ig-group/files/ig-group-esg-policy-july-2021.pdf
	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	

Environmental Category: Energy	302-1	Energy consumption within the organisation	This is included in our SECR report in our Annual Report, and on the environment section of our website.	Annual Report FY21, p30-31 https://www.iggroup.com/sustainability/the-environment
	302-3	Energy intensity		
	302-4	Reduction of energy consumption		
Environmental Category: Emissions	305-1	Direct (Scope 1) GHG emissions	This is included in our SECR report in our Annual Report, and on the environment section of our website.	Annual Report FY21, p30-31 https://www.iggroup.com/sustainability/the-environment
	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		
Labour Practices and Decent work Category: 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.	Annual Report FY21, p26-27 https://www.iggroup.com/sites/ig-group/files/ig-group-esg-policy-july-2021.pdf
Human Rights Category: Child Labour	408-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	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.	https://www.iggroup.com/sustainability/modern-slavery-statement-and-other-policies
Human Rights Category: Compulsory or Forced Labour	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour		https://www.iggroup.com/sites/ig-group/files/ig-group-esg-policy-july-2021.pdf https://www.iggroup.com/s

				ites/ig-group/files/ig-group/vendor-code-of-conduct-july-2021.pdf Annual Report FY21, p31-32
Society Category: Public Policy	415-1	Political contributions	In our Annual Report we note that we do not make contributions to political parties	Annual Report FY21, p32