

Sustainability data appendix for 3i Group plc

For the year ended 31 March 2024

Environmental indicators

GHG Emissions (tCO₂e) (excluding portfolio emissions)	FY2024	FY2023	% Change YoY
<i>Scope 1</i>			
UK	101.0	105.6	-4.4%
Rest of the world	34.7	34.4	0.9%
Total	135.7	140	-3.1%
<i>Scope 2 (location-based)</i>			
UK	92.2	86.6	6.5%
Rest of the world	118.7	72.4	63.9%
Total	210.9	159	32.6%
<i>Scope 2 (market-based)</i>			
UK	0.0	0	0.0%
Rest of the world	97.1	41.6	133.4%
Total	97.1	41.6	133.4%
<i>Scope 3, including relevant categories:</i>			
1. Purchased goods and services	5,922.4	4,698.8	26.0%
2. Capital goods	1,885.5	617.2	205.5%
3. Fuel-and energy-related activities (FERA) not included in Scope 1 or Scope 2	50.5	44	14.8%
5. Waste generated in operations	2.7	10.6	-75.0%
6. Business travel	1,598.6	1,270.2	25.9%
7. Employee commuting (including emissions from working from home)	153.1	161.5	-5.2%
Total	9,612.8	6,802.3	41.3%
Scope 1 & Scope 2 (location-based)	346.6	299	15.9%
Scope 1 & Scope 2 (market-based)	232.8	181.6	28.2%
Scope 1 & Scope 2 (location -based) & Scope 3	9,959.4	7,101.3	40.2%
Scope 1 & Scope 2 (market-based) & Scope 3	9,845.6	6,983.9	41.0%
GHG emissions intensity (Scope 1 & Scope 2 (market-based) per average number of FTEs)	0.95	0.75	26.6%

3i Group's portfolio climate metrics¹	FY2024
Scope 3, category 15 - Portfolio emissions (tCO₂e)	323,539
Carbon footprint (tCO ₂ e/£m invested)	15.0
Weighted Average Carbon Intensity(tCO ₂ e/£m revenue)	42.5
Data coverage	99.5%
Data quality*	2.6

¹Please refer to page 65 of the 3i Group plc Annual report and accounts 2024 for the details of the methodology and calculations of the metrics included in the table above.

Energy consumption (MWh)	FY2024	FY2023	% Change YoY
<i>Electricity</i>			
UK	445.46	447.6	-0.5%
Rest of the world	297.16	225.8	31.6%
Total	742.62	673.4	10.3%
<i>Fuel²</i>			
UK	378.11	578.6	-34.7%
Rest of the world	155.11	168.3	-7.8%
Total	533.22	746.9	-28.6%
<i>District heating, cooling, steam</i>			
UK	0.0	0	0.0%
Rest of the world	175.5	25.2	595.3%
Total	175.5	25.2	595.3%
Total energy consumption	1,451.4	1,445.5	0.4%

²Natural gas and transportation fuels (petrol and diesel).

Type of energy	FY2024	FY2023
Renewable	86.2%	93.6%
Non-renewable	13.8%	6.4%

Waste (tonnes)	FY2024	FY2023	% Change YoY
Recycled waste – mixed	32.2	22.7	41.9%
Recycled waste – paper	1.1	1.0	10.0%
<i>Total recycled waste</i>	33.2	23.7	40.1%
Combustion	18.6	4.1	353.7%
Anaerobic digestion	10.9	3.8	186.8%
Landfill – mixed	0.3	19.2	-98.4%
<i>Total non-recycled waste</i>	29.9	27.1	10.3%
Total waste	63.2	50.8	24.4%
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Water (m3)	FY2024	FY2023	% Change
	6,373.0	5,544.5	14.9%

Social indicators

Employees by region ¹	Office location	Female FY2024	Male FY2024	Total FY2024	Female FY2023	Male FY2023	Total FY2023
	London	71	86	157	68	85	153
	Amsterdam	4	9	13	3	9	12
	Frankfurt	6	14	20	7	16	23
	Luxembourg	4	2	6	4	2	6
	New York	9	23	32	8	20	28
	Paris	7	14	21	8	16	24
	Mumbai	0	0	0	2	1	3
	All offices	101	148	249	100	149	249

By contract type ¹	Time type	Female FY2024	Male FY2024	Total FY2024	Female FY2023	Male FY2023	Total FY2023
	Full time	78	144	222	78	146	224
	Part time	23	4	27	22	3	25
	Fixed term	2	2	4	4	1	5
	Permanent	99	146	245	96	148	244

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

Age diversity	FY2024	FY2023
Below 30	43	46
30-50	152	152
Over 50	54	51

Ethnicity (UK office only) ²	FY2024	FY2023
Ethnic minority (excluding white minority)	23	19
Prefer not to say	41	44
White	93	90

²The 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.

Turnover	FY2024	FY2023
Voluntary	6.0%	9.5%
Overall	9.2%	11.5%

Nationalities	FY2024	FY2023
	27	26

Participation in Share Incentive Plan (UK office only)	FY2024	FY2023
	90.4%	86.9%

Health and safety	FY2024	FY2023
Number of work-related health and safety incidents	0	0

Charitable donations	FY2024	FY2023
	£1,050,000	£1,000,000

Paid internships	FY2024	FY2023
GAIN	3	3
# 10000BlackInterns	1	1

Governance indicators

Compliance	FY2024	FY2023	FY2022
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
Number of known information security breaches	0	0	0