FE fundinfo

Sustainability Report

2025

fefundinfo.com

Contents

Message from our CEO Liam Healy 3

ESG governance 4

Materiality assessment 6

Transparency 9

Climate change mitigation & energy management 10

Attracting & engaging talent 13

Community engagement 16

Customer satisfaction 19

Diversity & inclusion 20

Employee health & wellbeing 23

Human rights & labour conditions 25

Learning and development 26

Artificial intelligence 27

Business culture & ethics 30

Cybersecurity & data privacy 31

Conclusion 34

GRI contents index 35

Message from our CEO Liam Healy

Welcome to our 2025 Sustainability Report.

At FE fundinfo, sustainability remains a reflection of our values and how we operate every day. As a business built on trust, connectivity and innovation, we continue to act responsibly and transparently across our work. This report sets out our progress this year in Environmental, Social and Governance (ESG) priorities, and the steps we are taking to build a more inclusive, ethical and resilient organisation.

Our latest materiality assessment reaffirmed what our stakeholders and our business consider most important, with cybersecurity and data privacy, and artificial intelligence, standing out as areas of particular focus. These aren't new priorities for us, but 2025 saw us deepen our approach in both. On security, we continued to strengthen our defences and raise the bar on how we protect our clients' data and trust. On AI, we took a considered, governed approach, ensuring that as adoption grows across our business, it does so responsibly and in a way that puts practical tools directly into our colleagues' hands.

Attracting and engaging the right talent also remains fundamental to our long-term success, and I'm pleased that our people continue to tell us we're moving in the right direction. Our employee engagement eNPS rose by 10 points this year, a meaningful shift that reflects the trust our people place in us and the progress we've made in listening and responding to what matters most to them.

Underpinning all of this is our continued commitment to transparency. Whether it's how we report our progress, the standards we hold ourselves to, or the honesty with which we address the areas where there's still work to do, we believe that being open with our stakeholders is what builds lasting trust.

Looking ahead, we remain committed to listening, learning and evolving, whether that's expanding how we use AI to support our clients and our people, deepening our approach to customer satisfaction, or continuing to invest in the wellbeing and development of our people. Thank you to everyone across FE fundinfo who has contributed to our sustainability efforts this year. Together, we're building a future that reflects who we are and what we stand for.



Liam Healy
Chief Executive Officer
FE fundinfo

ESG governance

At FE fundinfo, strong governance is the foundation of our sustainability journey. Our commitment to Environmental, Social and Governance (ESG) principles is embedded at the highest levels of the organisation, ensuring that responsible business practices are not only encouraged but actively led.

ESG governance structure

Our ESG governance structure ensures accountability and engagement at every level of the organisation, from strategic oversight by the Board to active participation by all FE fundinfo employees.

The pyramid below represents our governance model, where ESG responsibilities cascade from leadership through to every employee. It should be noted that employee voice is a key element in shaping our sustainability strategy, ensuring our approach reflects the insights and priorities of people across the organisation. Our annual materiality assessment and approach to transparent reporting are also central to how we govern ESG at FE fundinfo.



Layer	Role
Board	Ultimate oversight and strategic direction
ESG committee	Senior-level coordination and leadership on ESG matters
ESG workstreams	Focused groups working on specific ESG topics
All FE fundinfo employees	Organisation-wide ESG engagement forms the foundation

ESG committee leadership

Our ESG Committee, chaired by CEO Liam Healy, plays a pivotal role in shaping and overseeing our sustainability strategy. Bringing together senior representatives from Finance, Legal, Human Resources, Marketing, Product, Technology and Security, the committee is structured to provide a holistic, cross-functional approach to ESG governance and remains ready to respond to emerging priorities as they arise.

This diverse representation enables us to integrate ESG considerations into decision-making across all areas of our operations, from product development and data security to employee wellbeing and regulatory compliance.

Looking ahead

As we continue to evolve our ESG governance framework, we remain committed to transparency, accountability and continuous improvement. Our ESG Committee will continue to monitor progress and ensure that sustainability remains a strategic priority for FE fundinfo as we navigate an ever-changing political and regulatory landscape.

Materiality assessment

Understanding what matters most to our stakeholders is central to how we shape our sustainability strategy. Our materiality assessment brings together perspectives from across our business and beyond, to identify the ESG topics with the greatest significance to FE fundinfo and the people we work with.

Our process draws on insights from a broad range of sources.

Stakeholder group / area	Method of engagement
Senior managers	Survey and in-depth conversation with senior stakeholders who make up FE fundinfo's ESG Committee
Employees	Survey to understand the issues of most material importance to our people
Investor view	Desktop research benchmarking each material topic against the stated ESG priorities of major private equity LPs, using stewardship reports, EDCI metrics and SASB standards to score relative materiality.
Regulations	Review of current and upcoming ESG legislation, standards and frameworks specific to software companies
Peers	Desktop review of key ESG topics across eight of our peers
Suppliers	Review of ESG focus areas across our top suppliers
Media	Web scan of FE fundinfo and our peers against key ESG topics

The chart below shows the topics we consider most material, plotted by their significance to our external stakeholders and to FE fundinfo as a business. From a broader longlist of potentially relevant ESG topics, these represent the areas of greatest current importance, reflecting our role as a leading financial data company.

ESG materiality assessment



Environmental

1. Climate change mitigation and energy management

Social

9. Attracting and engaging talent
6. Community engagement
7. Customer satisfaction
8. Diversity and belonging
10. Employee health and wellbeing
11. Human rights and labour conditions
12. Learning and development

Governance

4. Artificial intelligence
2. Business culture and ethics
3. Cybersecurity and data privacy
5. Transparency

Our materiality assessment provides a consolidated view aligned with our business strategy across all operating regions. We recognise that the relevance of each ESG topic may vary depending on local market contexts and stakeholder needs. There are also ESG issues not captured in the chart that remain part of our ongoing commitment to responsible business.

Year on year shifts

Comparing this year's matrix with our 2024 assessment, the picture is largely one of continuity, with a small number of notable shifts.

Cybersecurity and data privacy sits furthest to the right on the FE fundinfo importance axis and remains the topic of highest combined importance to both FE fundinfo and our stakeholders. Given the pace of change in the threat landscape, this is not surprising, and our ongoing ISO 27001 programme reflects that sustained priority.

Climate change mitigation and energy management and diversity and inclusion continue to occupy the top of the stakeholder importance axis, with climate change mitigation edging fractionally ahead this year. Both remain areas where our stakeholders expect consistently high standards, regardless of shifts elsewhere on the matrix.

Artificial intelligence has moved noticeably to the right on the FE fundinfo importance axis compared to the prior year. As our internal AI programme has shifted from development into operation, and as client and regulatory scrutiny of AI governance continues to grow, this topic carries greater weight in our strategic planning than it did in 2024.

Attracting and engaging talent has moved further into the upper right of the matrix compared to last year, now ranking among the strongest combined scores on the chart. With employee engagement participation above 90% and an improving eNPS trajectory, this reflects both sustained investment and growing internal prioritisation.

Customer satisfaction remains high on the FE fundinfo importance axis, reflecting how central client outcomes are to our own definition of success, though it currently scores lower on the stakeholder importance axis than several other topics.

Transparency and community engagement both sit towards the lower end of the FE fundinfo importance axis, but their positions differ meaningfully on the other axis. Transparency ranks among the higher-scoring topics for stakeholder importance, underlining how much our stakeholders value open, honest reporting even where it isn't yet one of our most resourced areas. Community engagement, by contrast, scores lowest across the matrix on both axes this year.

Wherever a topic sits on the matrix, it remains part of how we define responsible business at FE fundinfo. Position on the chart reflects relative emphasis each year, not a judgement on long-term importance, and every theme we've tracked in previous assessments continues to inform our strategy and reporting.

Transparency

Being transparent in how we communicate on sustainability is fundamentalto the trust we build with our stakeholders. It is how we demonstrate accountability, track our own progress honestly, and provide the information others need to make informed decisions. Here is why it matters to us:

1

Building trust

Transparent reporting shows our stakeholders that we are committed to responsible practices and willing to be held accountable for our progress, not just our ambitions.

2

Tracking our performance

Consistent, recognised reporting frameworks allow us to measure our performance year-on-year, identify where we are making progress and be honest about where there is more to do.

3

Staying ahead of regulation

Governments and industry bodies increasingly require detailed ESG disclosures. Transparent reporting helps us stay ahead of evolving requirements and demonstrate compliance across all of our operating regions.

4

Informing decisions

Clear and honest reporting gives our stakeholders, whether investors, clients or partners, the information they need to make informed decisions about working with us.

For the third year, we are reporting with reference to the Global Reporting Initiative (GRI) standards. We believe that referencing this framework supports transparent and evidence-based communication and enables our stakeholders to track year-on-year progress through consistent and comparable metrics. We recognise that there is always scope to enhance our sustainability strategy and our reporting, and we remain committed to doing so.

Climate change mitigation & energy management

At FE fundinfo, measuring our environmental impact accurately is important to us. Each year, we calculate and share our carbon footprint. We recognise that robust, reliable sustainability data matters deeply to the clients we serve, who increasingly depend on accurate emissions information from their suppliers to meet their own reporting obligations. It also matters to the talented people who work here, and those who may choose to join us in the future, for whom transparency in how we operate is an important consideration.

Our estimates

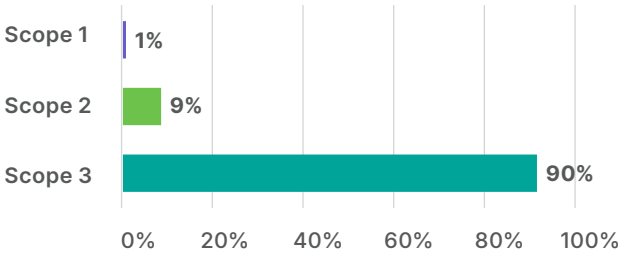
Carbon accounting inherently involves a degree of variables and assumptions that can influence data outputs, and we acknowledge that no set of emissions figures will ever be perfectly precise. Most of our Scope 3 emissions are currently calculated using spend-based methods, converting financial spend into estimated emissions using sector-average factors rather than actual activity data. Moving to activity-based data across more categories remains a key focus for improving accuracy. What matters to us is that we continue to work hard to arrive at increasingly accurate numbers year-on-year, improving our methodologies and data sources as we go. Where activity or spend data is not directly available, we draw on third-party expertise to calculate estimates for those activity types. This covers estimates for the following activity types and the associated percentage of leased office area based on floor space:

Scope	Activity type	Percentage of total leased office space for which estimates have been made for activity type
Scope 1	Stationary combustion	45%
Scope 2	Purchased electricity	9%
Scope 3	Landfill waste	85%
	Recycling waste	85%
	Water consumption	81%
	Refrigerants from air conditioning units	43%

Validating our data

For the second consecutive year, our carbon emissions data has been independently verified by Carbonology® in accordance with ISO 14064-1, the international standard that sets out a consistent and transparent approach for measuring and reporting greenhouse gas emissions. This reflects our continued commitment to credible, standards-aligned climate disclosure.

Carbon data for calendar year 2025



Scope	tCO_2
Scope 1	29
Scope 2 (location-based)	338
Scope 2 (market-based)	385
Scope 3	3,892

The reduction in our Scope 1 emissions compared to 2024 is largely attributable to gaining more accurate estimates for stationary combustion energy in one of our larger offices, which has resulted in a more precise picture of our actual consumption.

SCOPE 3

Scope 3 emissions represent the indirect emissions that occur across our value chain, outside of our direct operations. We report across five Scope 3 categories that are most material and measurable for a business of our size and type:

Category	Category description
Category 1	Purchased goods and services
Category 3	Upstream energy, including electricity and heat & steam transmission and distribution losses, and upstream purchased fuels
Category 5	Waste
Category 6	Business travel, including air, rail, road and hotel stays
Category 7	Employee commuting and Working from home

Business travel & Versatile working

As part of our commitment to responsible business practices, we continue to take a considered approach to business travel. We recognise the value of face-to-face interaction in building relationships and fostering collaboration, while also acknowledging that not all meetings require physical presence. Through effective use of video conferencing and digital tools, we reduce unnecessary travel and its associated carbon impact, while maintaining strong connections across our teams and geographies. This sits in line with our Versatile Working principles, which support a balanced blend of in-office and remote working.

Cloud usage

By using cloud-based services, we continue to optimise our operations and support our efforts to manage and reduce our carbon footprint through more energy-efficient infrastructure and scalable digital solutions. We are also mindful that the growing use of AI and machine learning technologies across the industry carries its own energy and environmental footprint, particularly around the computing power required for data processing and model usage. While this is not yet separately measured within our reported emissions, it is captured within our broader cloud and IT-related activity. This reflects a broader industry-wide measurement challenge, one that has prompted growing calls for greater transparency from AI and cloud infrastructure providers themselves, and we will continue to monitor developments in this space as measurement standards mature.

Looking forward

Together, these measures reflect our ongoing commitment to accurate, transparent climate reporting across our operations and value chain. We remain cognisant of the changing landscape, both in our business and the technologies we rely on, and we continue to take meaningful steps to strengthen the quality and completeness of the data that underpins our reporting, while responding to evolving regulatory requirements.

Attracting & engaging talent

Recruitment

Our people are the foundation of everything we do and attracting the right talent in a way that is fair, inclusive and values-led is as much a part of our sustainability story as any other commitment we make.

In 2025 we continued to strengthen our approach to attracting and retaining the right talent. Investing in our Talent Acquisition team enabled us to support 35% more hires than the previous year, reflecting both the pace of growth across the business and our continued investment in bringing great people in through a rigorous and values-led process.

Value-based interviewing remains central to how we hire at FE fundinfo. Our value-aligned questions are now embedded into our recruitment process and supported by dedicated hiring manager training, ensuring that the way we assess and select candidates is consistent, inclusive and reflective of who we are as an organisation.

Our Careers Conversation initiative continued throughout 2025, giving colleagues the opportunity to connect with our Talent Acquisition team for personalised career guidance and development support, reinforcing our belief that great hiring does not stop at the offer.

In a new initiative reflecting our commitment to equity and opportunity, we created a Getting into Work support pack for junior and graduate candidates, providing practical tools and templates to help them present their best selves when applying and interviewing. The pack has been shared through our upReach partnership, our summer graduate scheme and on an ongoing basis as needed, helping to open doors for those who might otherwise find the process daunting.

Employee engagement

2025 marked our second full year using Peakon as our dedicated employee engagement platform, and we are pleased to report that participation remained consistently above 90% throughout the year, reflecting the trust our people place in the process and their commitment to shaping the organisation they work in.

Our overall eNPS reached 36 by the end of 2025, a gain of 10 points on the previous year. We are encouraged by this progress while recognising that the overall figure is only part of the picture. Understanding the variation across our different teams, functions and locations is just as important to us as the headline number, and it is that granular view which shapes where and how we focus our efforts.

Two themes that emerged as priorities from our previous survey showed encouraging progress in 2025. Meaningful work rose 10 points from 32 to 42, and strategy improved from 15 to 21, driven by continued investment in global forums, Senior Leadership Team communications and manager-led conversations. The two themes are closely linked, and as our people have gained a clearer sense of where the business is heading and how their work contributes, both scores have moved in the right direction.

We have also established local engagement teams across our offices, working alongside our HR teams and managers to understand what is influencing engagement at a local level and to build a genuine sense of community and connection wherever our people are based.

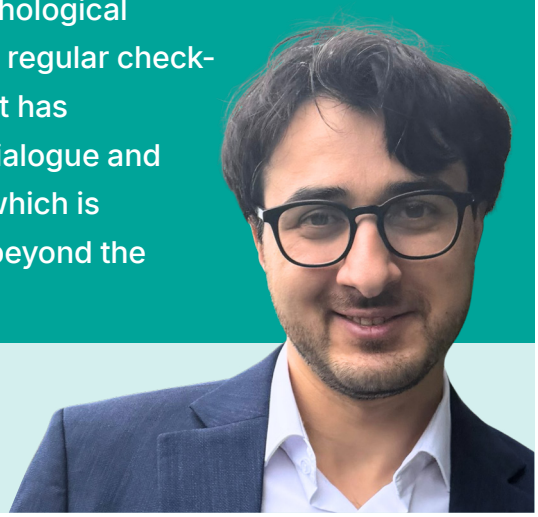
Local engagement teams in action

Our Brno office is a strong example of what local engagement looks like in practice. The Czech Republic engagement team saw their eNPS rise from 30 in 2024 to 34 in 2025, a meaningful step forward built on a consistent, disciplined approach to understanding and acting on what matters to their people.

Investment in leadership and culture has been central to this, alongside stronger connection across the office through town halls, engagement reviews, office-based events and dedicated survey feedback sessions. Survey results are analysed in depth, managers are actively involved in identifying local strengths and focus areas, and employee feedback shapes what happens next rather than sitting in a report.

We asked Orkhan, a member of the Brno engagement team, to share what building a culture of engagement has looked like in practice for his team.

> **“One of the highlights of my year was leading our Culture Canvas exercise, helping the team define what cooperation, decision-making and psychological safety mean in practice. Combined with regular check-ins, open town halls and team lunches, it has strengthened trust, encouraged open dialogue and increased ownership across the team, which is ultimately what engagement looks like beyond the survey. ”**



Orkhan
Client Delivery, Czech Republic

Looking forward

- In recruitment, we will continue to embed our values-led approach into every stage of the hiring process, developing our hiring manager community further and ensuring the Getting into Work pack reaches as many candidates as possible through our growing partnerships.
- We are aiming to reach an eNPS of 45 by the end of 2026, building on the 10-point gain we achieved in 2025. We know that headline scores only tell part of the story, and we remain as focused on the variation beneath them as on the number itself. Our local engagement teams will continue to ensure that actions are shaped by the real experiences of our people in each location rather than a one-size-fits-all approach.

Community engagement

At FE fundinfo, community engagement is an expression of our values in action. We believe that businesses have a responsibility to contribute positively to the communities in which they operate, and we empower our people to make that contribution in ways that are meaningful to them.

Volunteering

Our Community Day initiative gives every FE fundinfo employee a full working day to volunteer in their local community. In 2025, 70 employees took up this opportunity, contributing their time and skills to causes that matter to them and their communities.

The breadth of how our people chose to give back reflects the diversity of our organisation. Across our global offices, colleagues took part in activities including conservation work with the Ealing Beaver Project, tidying and restoring a community cultural centre, volunteering in a residential care home, giving blood and much more. Each of these contributions, however different, reflects the same commitment: using the time and talent of our people to make a positive difference beyond the workplace.

> “Volunteering for LinkAble’s inclusive games day was brilliant. LinkAble does incredible work supporting people with a learning disability and autistic people to live the life they want, and as someone who loves being active myself, it was great to see that same energy and enjoyment from everyone taking part. A really rewarding day.”



Gavin
Client Delivery, United Kingdom

Supporting local charities

Each month, a different country office selects a local charity for FE fundinfo to support, ensuring that our giving reflects the causes and communities that matter most to our people around the world. In 2025 we donated to 12 charities through this programme, covering a wide range of causes across our global locations.

Charity partners

In 2025 we delivered on our commitment to work with upReach, the social mobility charity, supporting students from lower income backgrounds to access and succeed in graduate-level careers. Our partnership took three forms across the year.

In April, we welcomed six upReach Associates to our Soho office for an Insight Day, giving them the opportunity to meet colleagues from across the business, take part in practical sessions and career talks, and build their professional network in an environment that can often feel out of reach.

Over half a year, six FE fundinfo employees took part in upReach's mentoring programme, providing sector-specific guidance, career advice and professional skills development.

The impact was felt on both sides, with Associates reporting greater confidence and clarity, and mentors finding the experience equally rewarding.

> "I genuinely value my interactions with my mentor. She is personable, authentic and reassuring, making our conversations feel natural and relatable. Hearing about her experiences has given me greater confidence and clarity and reinforced that finding the right career path takes time and resilience."
>
> **upReach Mentee**

“

It’s a rewarding experience to support someone’s career journey while contributing to a charity dedicated to advancing social mobility. Seeing her confidence grow has made the experience incredibly worthwhile.”



Kirsten, Integration,
FE fundinfo mentor, United Kingdom

Our partnership with Czechitas, which began in 2023 with a focus on empowering women in technology in the Czech Republic, continues to go from strength to strength. Looking ahead to 2026, we are excited to be working with Czechitas and the Hg Foundation on an ambitious new programme with a specific focus on AI skills. The programme will support women from low-income backgrounds to build the digital and AI capabilities they need to find employment, advance their careers and access opportunities in one of the fastest growing areas of the modern economy. This partnership reflects our deepest values around inclusion, innovation and the power of education to change lives.

Customer satisfaction

Our clients' success is the measure of our own. As a business built on trust and connectivity, we know that the relationships we build and the quality of service we deliver are as important as the products and data we provide. Our clients rely on us to navigate complexity on their behalf, and we take that responsibility seriously. It is no surprise, therefore, that customer satisfaction was identified as one of the most important material issues to FE fundinfo in our most recent materiality assessment, reflecting how central the client experience is to our long-term sustainability and success. Understanding how well we are meeting their expectations is not just a metric we track but a commitment we honour.

We measure customer satisfaction through our ongoing Customer Satisfaction (CSAT) survey for our customer support function. In 2025 we achieved a score of 4.2 out of 5, reflecting the dedication of our support teams to delivering a responsive and high quality experience, while also signalling that there remains room to improve, and we are committed to doing so. We received significant positive feedback about the professionalism and responsiveness of the team, and we recognise the importance of bringing continued focus on resolution times as we continue to raise the bar.

Looking forward

In 2026 we will introduce Transactional NPS, a Net Promoter Score captured at key delivery phases of the client journey rather than only through periodic surveys, giving us more timely and targeted feedback. This will give us a richer, more real-time picture of how our clients experience working with us at the moments that matter most. We will also look to extend this approach to our Quarterly Business Reviews, deepening the quality of the conversations we have and ensuring that feedback drives continuous, meaningful improvement.

Diversity & inclusion

Building on the foundations we set out in our 2024 Diversity & Belonging journey, 2025 was a year in which our focus moved from establishing the right structures and listening mechanisms to seeing the tangible impact of that work. Where last year we concentrated on refining how we collect and understand diversity data, introducing unconscious bias training and broadening the conversations we have as an organisation, this year our priority was to continue building on that momentum and to ensure that our progress is reflected not only in sentiment, but in representation across every level of FE fundinfo.

In 2025 we continued to track employee sentiment on Diversity & Inclusion using our Employee Net Promoter Score (eNPS), which ranges from -100 to +100. Having risen from 41 to 50 across 2024, we are pleased to report further meaningful progress in 2025: our overall Diversity & Inclusion eNPS reached 61 by the end of the year, an 11-point increase on 2024, and a strong result on a scale of -100 to +100. This continued upward trend reinforces our belief that an intentional, sustained approach to inclusion, not one-off initiatives, is what drives lasting cultural change.

2024 eNPS	2025 eNPS	Change
50	61	+11

Behind that number is a programme of initiatives designed to bring our Diversity and Belonging values to life, ensuring our people feel seen, heard and supported throughout the year, here are some examples of those.

A webinar for parents and carers brought together colleagues from across the business for an open and honest conversation about navigating work and caregiving. A key theme was the importance of timely, tailored communication between managers and team members, reflecting how many of our colleagues balance these dual roles every day.

For International Women's Day, we shared an interview with the aunt of one of our colleagues, a woman who has spent over five decades campaigning for women's rights, from challenging workplace discrimination as a young trade unionist to representing her country at the United Nations Commission on the Status of Women and contributing to international efforts to secure women's rights as human rights. For many it was both educational and inspiring, a powerful reminder of how far things have come since she began, and how much work remains before real equality is reached.

Pronoun visibility in email signatures, introduced following an initiative from our Diversity and Belonging Employee Resource Group, gave colleagues the option to add their preferred pronouns to their email signature, a small but meaningful step towards an environment where everyone can show up as their full selves.

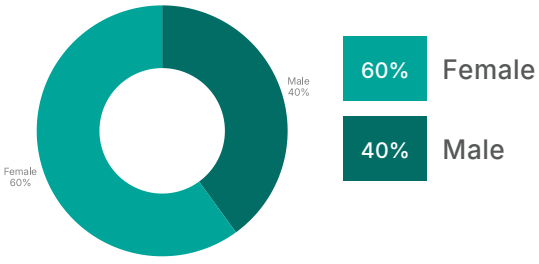
Our monthly Diversity and Belonging workshops remain open to colleagues from across the organisation, giving everyone a voice in shaping our priorities for the year ahead and ensuring our agenda is driven by the people who experience our culture every day.

Gender data

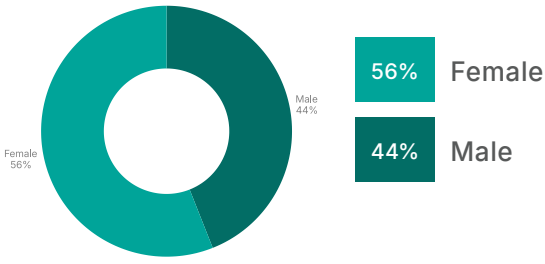
As at the end of 2025, female representation across FE fundinfo ranged from 40% to 46% depending on level. Our Senior Leadership Team stood at 44% female, a one-point decrease on 2024's 45%, though still ahead of the 40% commitment we set ourselves. Representation among all other employees remained steady at 46% female, in line with 2024, while our Manager population stood at 40% female, a one-point decrease on 2024's 41%.
Our Executive Leadership Team remained unchanged at 40% female. Women therefore remain represented at a similar level at every level of the business, with little change overall since 2024 beyond the small movements noted above.

We recognise that this organisation-wide picture masks some variation across our global locations, and that gender representation will naturally differ between regions depending on local labour markets, talent pools and cultural context. We aim for our diversity and inclusion efforts to actively challenge and improve on those starting points, wherever in the world our people are based.

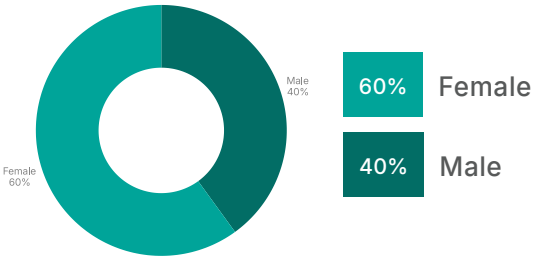
Executive leadership team



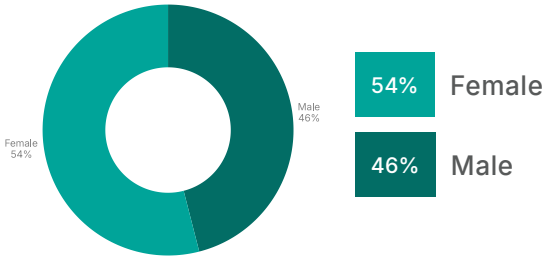
Senior leadership team



Managers



All other employees



Ethnicity data

In 2025, we collected ethnicity data for our UK and Australia offices, where doing so is both legally permitted and culturally meaningful. In all other locations, data was not collected due to legislative restrictions or because employee feedback indicated that collection would not yield meaningful insights for those communities.

We fully respect that not everyone feels comfortable sharing this information, and participation will always remain voluntary. For those who do choose to share, the data forms one of the key discussion points in our Diversity and Belonging workshops each year, helping to shape our priorities and inform our strategy for the year ahead. Collecting it helps us understand our workforce better over time, alongside the broader people insights we gather across the business.

Ethnicity	Percentage
Ethnicity not provided	53.4%
White	38.9%
Asian	3.8%
Black, African, Caribbean	2.1%
Multiple ethnic groups	0.8%
Middle Eastern	0.5%
Prefer not to say	0.3%
Native Hawaiian or Other Pacific Islander	0.3%

Looking ahead

Having committed in our 2024 report to proactively preparing for the EU Pay Transparency Directive, we have continued this work throughout 2025. Many of the Directive's principles, including gender-neutral job descriptions, transparent salary information and objective performance criteria, are already embedded in how we operate, and we are formalising our approach to align fully with its specific requirements.

We are aware that many EU member states missed the June 2026 transposition deadline, but regardless of the pace of implementation across our locations, we remain committed to keeping our employees informed and well supported as this legislation develops.

Employee health & wellbeing

At the heart of our organisation is a simple truth: our people are our greatest asset, and we recognise that wellbeing means something different to each of them. Our commitment is to create an environment where every colleague feels supported in a way that is meaningful and relevant to them.

We are pleased to report that our Health and Wellbeing eNPS rose from 31 in 2024 to 38 in 2025, a continued upward trend that reflects the sustained effort of our people and the growing impact of our wellbeing programme.

Wellbeing champions

Our Wellbeing Champions play an important role in this, and in 2025 we focused on increasing their visibility and accessibility across the organisation, introducing introductory profile videos so that colleagues everywhere know who their local champion is and feel comfortable reaching out. Equally important is the work of our local HR teams, who review wellbeing needs at a regional level and respond with locally relevant programmes and resources, ensuring that support is tailored to the specific context and culture of each office.

Wellbeing webinars

Throughout the year we ran a series of webinars designed to give our people practical tools and new perspectives, covering topics including managing stress and finding balance in the workplace, relaxation techniques for calming the mind and body, and an open conversation where colleagues shared personal takeaways from a book on building better habits, a session that brought a warm, informal dimension to the programme.

Time to connect and recharge

Our annual Sports Day is a series of events hosted across our global offices. The aim is simple: to give colleagues a chance to unwind, connect and enjoy time together outside of the usual working environment.

In our Luxembourg offices, colleagues regularly embrace the opportunity to get active together, whether that is badminton, padel, squash, running events and more.

Our team in the Czech Republic celebrated Sports Day by soaking up the sunshine and good vibes with a variety of fun activities, from peaceful yoga sessions to high-energy ball games, competitive bowling, and so much more!



We continued our Refresh Fridays initiative throughout August, giving colleagues the opportunity to finish the working day a little earlier and step away from meetings, a simple reminder that rest is a legitimate part of performing at your best.

These are examples of our global initiatives and our local teams work to shape wellbeing in a way that feels relevant and meaningful to the people they work with every day.

Looking forward

With our Health and Wellbeing eNPS rising for the second consecutive year, we are encouraged by the direction of travel and committed to building on this momentum. In 2026 we will continue to invest in our Wellbeing Champions network, training new volunteers in mental health first aid, ensuring that colleagues across all of our locations have a visible, accessible point of contact for support. Our webinar programme will continue to evolve in response to what our people tell us they need, and our local HR teams will remain central to ensuring that support stays tailored, responsive and grounded in the real experiences of our people. Above all, we will keep listening. We believe that effective wellbeing programmes are not built from the top down but shaped by the people they are designed to support, and that principle will continue to guide what we do

Human rights & labour conditions

At FE fundinfo, we are committed to respecting and promoting human rights and labour conditions across our organisation. We believe that all people deserve to be treated with dignity and fairness, and that our business should contribute positively to the social and economic development of the communities we serve.

Our Human Rights policy reflects the principles contained in the International Bill of Human Rights, the International Labour Organisation Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the UN Guiding Principles on Business and Human Rights. We respect our employees' right to join or form a works council and/or labour union without fear of reprisal, intimidation or harassment, and we expect our employees, suppliers, contractors and partners to uphold these standards and to report any violations or concerns, including through our secure, independently operated reporting platform, which allows for confidential or anonymous reporting where preferred.

Across all of our locations, we are committed to ensuring that every employee is paid a fair wage that meets or exceeds the relevant statutory minimum in their country, and we regularly review our pay practices to ensure they remain competitive and equitable in each local market.

We take our responsibility to prevent modern slavery and human trafficking seriously. Our supply chain is relatively short and comprises predominantly professional services, and our Modern Slavery Statement, reviewed annually, is available on our company website.

All staff are required to review and attest to our policies on Human Rights, Modern Slavery and Whistleblowing on joining and annually thereafter.

Learning and development

We believe that a learning culture is not built through programmes alone. It grows when people are curious, when they feel supported to develop in ways that work for them, and when the organisation around them is evolving quickly enough to make learning feel relevant and necessary. In 2025, that sense of urgency was particularly visible in how our people engaged with AI, both as a subject to understand and as a tool to learn with.

Growing great managers

We know that managers have significant influence in setting the culture and day-to-day experience of their teams, which is why developing great management capability remains one of our most sustained areas of focus. Our custom-built, externally facilitated 12-month Management Development Programme gives managers the tools, confidence and space to reflect, lead inclusively and build strong connections with their peers. Since its inception six years ago, over 250 managers have taken part, with others completing locally run programmes tailored to the needs of their teams and locations.

LinkedIn Learning

The platform remains an important and valued source of development for many of our people, offering a broad range of topics that colleagues can access at a time and pace that suits them. We recognise that learning approaches differ across our workforce and that an increasing number of colleagues are also turning to AI tools as part of how they learn and develop day to day. Both reflect the same underlying ambition: a workforce that is curious, self-directed and continuously growing.

What colleagues chose to learn in 2025 tells its own story. Of the ten most viewed courses on the platform, three were directly focused on AI, including How to Research and Write Using Generative AI Tools, Excel Online: Work Smarter with Copilot and Introduction to Artificial Intelligence. It reflects the genuine curiosity of our people and is exactly the kind of grassroots engagement with AI that supports our broader strategy of building an organisation where AI literacy is embedded across every function and level.

Looking forward

We remain committed to supporting our people to learn and grow in ways that work for them, whether through structured programmes, peer collaboration or self-directed platforms. As AI tools become increasingly embedded in how our people learn and work, we will continue to ensure that our learning offer evolves alongside them, keeping development relevant, accessible and connected to the skills our organisation needs most.

Artificial intelligence

At FE fundinfo, our approach to AI is both ambitious and deliberate. We are adopting AI across the business to drive efficient growth, improve performance and deliver better outcomes for our clients, enabling them to do more with the teams and tools they already have.

Governance

Our approach is set out in our AI policy, which is owned by our Information Security team and applies to all employees, contractors and third parties using AI tools for business purposes. The policy takes a risk-based approach: every AI tool must be approved before it can be used; use cases are categorised by risk with clear guardrails, and higher-risk uses require express approval from our Head of Information Security. Built on five principles of transparency, accountability, compliance, security and ethics, the policy is reviewed at least annually, and we monitor emerging AI regulation, including the EU AI Act, as its obligations phase in.

We do not build our own AI models. Where we rely on third-party providers, we select partners whose models have been tested and assessed for ethical use, and we apply our own additional assessment layer at the point of implementation. Our AI policy sets clear limits on AI use within HR. AI must not be used to make recruitment, performance management or other employment-related decisions, or for automated decision-making in recruitment, and employee personal data must not be entered, managed or updated using AI tools. Within these boundaries, our HR team uses AI in the same considered way as the rest of the business, the decisions that affect our people remain firmly in human hands.

Empowering our people

Every employee at FE fundinfo has access to approved AI tools to support their day to day work, and we invest significantly in training, guiding and coaching our people to use them efficiently and effectively. We believe that helping colleagues understand not just how to use AI, but when to use it and which model is appropriate for the task at hand, is as important as the technology itself. Choosing the right model for the right job, rather than defaulting to the most powerful option for every task, is becoming an increasingly important part of how we talk about AI across the organisation.

Our AI hackathons

Our internal AI Hackathon programme invites colleagues from across the business to experiment and build solutions to real workplace challenges, no coding experience required. A number of the solutions built during hackathons have since been adopted into day to day workflows, showing that some of our most impactful AI applications come from the people closest to the work itself.

Akshaya in our Data Management Group in Chennai led one of the winning hackathon teams in 2025. Here, she shares her thoughts on working with AI.

“Think of AI less as a tool and more as a thinking partner, always available, never judgmental, and ready to throw ten different angles at a problem. You don’t need a complex use case to justify it. If it saves you five minutes on something repetitive, that’s already a win.”



“These weren’t just hackathon projects that lived and died on a presentation slide. Every solution we built is now actively being used by the team, and they’re genuinely making a difference in how we work day-to-day. That’s the real win.”

Akshaya
Data Management Group, Chennai

Tools and use cases

Across the use cases below, and in every case, outputs are reviewed by our people before anything is finalised, implemented or shared externally. AI can support the work, but it cannot replace the contextual understanding and judgement our people bring, and that human review remains central to how we use it responsibly:

- Creating statements of work
- Processing and implementing client change requests
- Extracting data from complex documents
- Creating code and development assets
- Building workflow systems and third-party integrations on behalf of clients
- Supporting document comparison and validation for compliance purposes for our investment management clients
- Drafting responses to requests for proposal and client due diligence questionnaires, supported by our AI-powered questionnaire assistant

Looking ahead

In 2026, we are expanding AI across our product portfolio in two ways. Within our core products, we are introducing AI-enabled features designed to improve efficiency and support our clients' compliance obligations. In new product development, we are building agentic AI products that deliver greater efficiency and deeper insights for our clients. As client-facing applications, these will be subject to the highest tier of our AI governance process, and in line with our transparency principle, users will always know when content is AI generated.

Business culture & ethics

At FE fundinfo, we believe that strong business ethics and a values-driven culture are fundamental to building trust with our stakeholders and delivering long-term, sustainable success. Business Culture and Ethics consistently ranks highly in our materiality assessments, reflecting its importance to our people, clients and partners.

Our Business Code of Conduct, which is reviewed and updated annually and more frequently as required, applies to all employees, contractors, consultants and agency workers across every location in which we operate. The Code sets out our expectations around integrity, fair dealing, conflicts of interest, confidentiality and the treatment of others, grounded in our three core values of Trust, Connectivity and Innovation. Our governance structure provides clear oversight and supports effective, ethical decision-making at every level, and through well-defined policies, annual training and a culture of openness, we empower our teams to act with integrity and uphold the highest standards of conduct.

Compliance programme

All employees are required to complete mandatory training and attestations from their first day with us, and every year thereafter. This ensures that everyone across FE fundinfo is consistently equipped with the knowledge and awareness needed to uphold our values and meet our obligations. This includes mandatory assessments with minimum pass rates in key areas such as Data Protection Awareness, Security Awareness, and Competition Law, as well as mandatory attestations covering Anti-Bribery and Corruption, Prevention of Tax Evasion, Modern Slavery, Human Rights, Global Sanctions, Health and Safety, and Anti-Harassment and Anti-Discrimination and more. Annual compliance activities are launched in November each year, and we actively monitor completion rates and follow up with individuals where outstanding modules require attention, ensuring full compliance across the organisation.

Cybersecurity & data privacy

Cybersecurity and data protection are critical to FE fundinfo, our clients, and all stakeholders who rely on the integrity and confidentiality of our services. As this landscape evolves rapidly, so do we. We continuously adapt our systems, policies and practices to stay ahead of emerging threats and ensure robust protection of sensitive information. Our commitment to security is embedded in everything we do, supporting trust, compliance and operational resilience.

In 2025, we transitioned our ISO 27001 certification to the 2022 version of the standard, in line with the mandatory industry-wide deadline, ensuring our information security management system reflects the latest requirements and best practice. We maintained our accreditation across Luxembourg, India, Switzerland and the UK, and successfully extended the scope of our certification to include our Australia offices.

FE fundinfo also welcomed five newly acquired companies during 2025. Bringing each of them within our security and data protection frameworks is a priority, and integration is progressing to plan across all five, reflecting the consistent approach we apply to every business that joins the group.

Red team testing

In our 2024 report, we committed to reporting back on our first ever Red Team testing initiative. The exercise, carried out by an external party between November 2024 and January 2025, rigorously assessed both our physical and digital security.

We are pleased to report that 100% of high and medium severity findings identified during the exercise have been closed. The insights gained have strengthened our defences and now inform our ongoing security roadmap, ensuring we remain resilient against evolving cyber threats.

DORA: from readiness to delivery

Building on the preparatory work described in our 2024 report, we developed an internal Digital Operational Resilience Act (DORA) compliance framework. This framework enabled us to sign DORA addendums with all of our DORA-regulated clients, supporting their obligations under the regulation as it applies to third-party ICT service providers.

Faster responses to client due diligence

In 2025, we adopted an AI-powered questionnaire assistant tool to support our responses to requests for proposal (RFPs) and due diligence questionnaires (DDQs). At its core is an extensive knowledge base covering our security and data protection practices, enabling us to deliver fast, accurate and consistent responses, with our teams reviewing all outputs before they reach clients. This helps our clients complete their vendor due diligence more quickly while ensuring the information they receive reflects our current controls.

Round-the-clock security monitoring

We also partnered with a third-party Security Operations Centre (SOC) provider to monitor our security events 24 hours a day, 365 days a year. This partnership complements our internal security team, providing an additional layer of assurance that every actionable event is identified and acted upon, whatever the time of day.

Business continuity: resilience proven in practice

Our business continuity framework is highly aligned to ISO 22301, the international standard for business continuity management. Every product undergoes real continuity testing twice a year, exercising genuine failover rather than desktop simulations. In 2025, we went further and executed a synchronised switch across all of our products, demonstrating that our services can continue operating for clients even in the event of a major disruption affecting our entire estate.

Ongoing security practices

We also continue to:

- Revise policies, practices and internal assessments on cybersecurity and data privacy
- Require all new joiners to complete training and assessments on Security Awareness & Data Protection Awareness and require all employees to retrain and take reassessments annually
- Introduce our security and data protection frameworks for newly acquired companies to ensure a consistent approach across our offices
- Run regular internal phishing simulations throughout the year, with targeted follow-up training automatically allocated to employees where required, reinforcing vigilance across the business
- Carry out comprehensive security testing, including network security testing, application security testing, static code analysis and internal network scanning

Looking ahead

- We are committed to achieving System and Organization Controls (SOC 2) assurance, an independent attestation of the design and operating effectiveness of our security controls that is widely recognised by clients as a benchmark of trust. We have started the readiness phase of this programme and expect to issue our first SOC 2 Type 2 report in late 2027 or early 2028.
- We will also expand the adoption of AI tools across our cybersecurity activities. Building on the success of our AI-powered questionnaire assistant, these tools will raise the quality of our security work and accelerate its delivery, allowing our teams to focus their expertise where it adds the most value.
- Following the success of our first exercise, Red Team testing will continue in 2026 as a regular part of our security programme, keeping our defences tested against realistic attack scenarios. We also plan to adopt a new external attack surface management (EASM) tool, giving us continuous visibility of our internet-facing assets and helping us identify and address potential exposures before they can be exploited.
- More broadly, we will continue to expand our use of AI in a way that is purposeful, governed and grounded in clear business need, ensuring that our people remain confident and capable users, our clients continue to benefit from improved tools and outcomes, and our governance frameworks keep pace with the opportunities and risks that come with it.

Conclusion

Read together, the sections of this report tell a broader story than any single initiative could. Our carbon data has been independently verified for the second year running. Our people are telling us, through rising engagement and wellbeing scores, that the culture we're building is landing. Our clients are seeing the benefits of a more resilient, better-governed business. And across every one of these areas, progress has come from sustained, deliberate effort rather than one-off activity.

There is more to do, and we're honest about that throughout this report rather than only in this closing note. Some of our targets are still in progress, some of our data still relies on estimates we're working to refine, and some of the initiatives described here are only just getting started. That's part of what it means to report transparently.

If you have any questions about this report or would like further information, please contact CSR@fefundinfo.com

GRI contents index

GRI standard	Disclosure	Information or report location
GRI 2: General Disclosures 2021	2-1 Organizational details	a. HI Scientific Limited b. Privately owned c. London, UK
	2-2 Entities included in the organization's sustainability reporting	a. Other HI Scientific locations are not listed on HI Scientific website
	2-3 Reporting period, frequency and contact point	This report covers all our locations 01/01/2021 - 31/12/2021 The period for this report is the same as our financial reporting period c.
	2-4 Restatements of information	a. Charlotte Wills, HR Operations, CSR@hiscientific.com
	2-5 External assurance	a. This report has been reviewed and approved by senior management and the Corporate Social Responsibility Committee b. This report has not been externally assured
	2-6 Activities, value chain and other business relationships	See FY Activity report on page 4 for the Global value chain activities, value chain and other business relationships
	2-7 Employees	See FY Activity report on page 4 for the Global employees
	2-8 Workers who are not employees	HI Scientific uses c. 30 contractors and 4 employed at second site base at Bishop's Stortford
	2-9 Governance structure and composition	See FY Quarterly Activity
	2-10 Nomination and selection of the highest governance body	See GOV Governance and Membership Assessment sections of this report
	2-11 Chair of the highest governance body	See GOV Governance and Membership Assessment sections of this report
	2-12 Role of the highest governance body in managing impacts	See GOV Governance and Membership Assessment sections of this report
	2-13 Delegation of responsibility for managing impacts	See Ethics, Governance and Membership Assessment sections of this report
	2-14 Role of the highest governance body in sustainability reporting	See Materiality Assessment section of this report
	2-15 Conflicts of interest	See Materiality Assessment section of this report Specific Conflict of Interest Policies for Financial Controllers, Procurement and Senior Management Teams Policies 5% rule
	2-16 Communication of critical concerns	See Human Rights and Labour Conditions section of this report
	2-17 Collective knowledge of the highest governance body	See GOV Governance section of this report
	2-18 Evaluation of the performance of the highest governance body	See GOV Governance and Membership Assessment sections of this report
	2-19 Remuneration policies	a.
	2-20 Process to determine remuneration	See Ethics, Governance and Membership Assessment sections of this report
	2-21 Annual total compensation ratio	a.
	2-22 Statement on sustainable development strategy	See Message from Lee Hardy section of this report
	2-23 Policy commitments	See Governance, Business Culture and Ethics section of this report
	2-24 Embedding policy commitments	See Governance, Business Culture and Ethics section of this report
	2-25 Processes to remediate negative impacts	See Human Rights & Labour Conditions section of this report
	2-26 Mechanisms for seeking advice and raising concerns	See Human Rights & Labour Conditions section of this report
	2-27 Compliance with laws and regulations	HI Scientific Limited is committed and adheres to all laws and regulations during the reporting period
	2-28 Membership associations	a. HI Scientific is a member of the Retail Management Association Sponsorship (RMAS), Chartered Institute of Personnel and Development (CIPD), Institute of Directors (IoD), Federation of Small Businesses (FSB), Chartered Institute of Purchasing and Supply (CIPS), Financial Services Council (FSC), Chartered Institute of Marketing (CIM), Institute of Customer Service (ICS), Institute of Sales Management (ISM), The Marketing and Selling Alliance (TMSA), Confederation of British Industry (CBI), Chartered Accountants and Financial Controllers Limited (CAFCL)
	2-29 Approach to stakeholder engagement	See Materiality Assessment section of this report
	2-30 Collective bargaining agreements	See Human Rights and Labour Conditions section of this report
GRI 3: Material Topics 2021	3-1 Process to determine material topics	See Materiality Assessment section of this report
	3-2 List of material topics	See Materiality Assessment section of this report
	3-3 Management of material topics	See Materiality Assessment section of this report
GRI 201: Economic Performance 2016	201-1 Operations assessed for risks related to corruption	HI Scientific is procurement is mostly limited to professional HI business and suppliers, such as marketing agencies, IT suppliers, and professional services. Procurement is managed by the Finance team and is subject to the HI Scientific Limited approved supplier process and procedures to mitigate such risks. HI Scientific Limited has assessed the level of corruption risk to be low and has not identified any significant risks during the reporting period. HI Scientific has assessed the level of corruption risk to be low and has not identified any significant risks during the reporting period. HI Scientific Limited is committed and adheres to all laws and regulations during the reporting period. Due to the nature of our business, we do not provide training for company, and employees on an ongoing basis.
	201-2 Financial implications and other risks and opportunities due to climate change	Climate change mitigation and energy management has been identified as a material issue by HI Scientific Limited and its stakeholders. HI Scientific Limited has assessed the level of corruption risk to be low and has not identified any significant risks during the reporting period. See Anti-Corruption Policy and Procedures for more information on our approach and ethics.
	201-3 Defined benefit plan obligations and other retirement plans	a.
	201-4 Financial assistance received from government	See Materiality Assessment section of this report
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	a.
	202-2 Proportion of senior management hired from the local community	a.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	a.
	203-2 Significant indirect economic impacts	a.
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	a.
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	HI Scientific is procurement is mostly limited to professional HI business and suppliers, such as marketing agencies, IT suppliers, and professional services. Procurement is managed by the Finance team and is subject to the HI Scientific Limited approved supplier process and procedures to mitigate such risks. HI Scientific Limited has assessed the level of corruption risk to be low and has not identified any significant risks during the reporting period. HI Scientific has assessed the level of corruption risk to be low and has not identified any significant risks during the reporting period. HI Scientific Limited is committed and adheres to all laws and regulations during the reporting period. Due to the nature of our business, we do not provide training for company, and employees on an ongoing basis.
	205-2 Communication and training about anti-corruption policies and procedures	HI Scientific Limited is committed and adheres to all laws and regulations during the reporting period. Due to the nature of our business, we do not provide training for company, and employees on an ongoing basis.
	205-3 Confirmed incidents of corruption and actions taken	a. None
GR 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	a. None b. None
GRI 207: Tax 2019	207-1 Approach to tax	a.
	207-2 Tax governance, control, and risk management	a.
	207-3 Stakeholder engagement and management of concerns related to tax	a.
	207-4 Country-by-country reporting	a.
GRI 301: Materials 2016	301-1 Materials used by weight or volume	As a software company, the use of raw materials is not material to HI Scientific
	301-2 Recycled input materials used	a.
	301-3 Reclaimed products and their packaging materials	a.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	a. Non-renewable energy 16,814 kWh (electricity consumption) b.
		b. No on-site renewable energy
		c. Purchased electricity consumption: 100,728 kWh (Allowances and non-renewable) Heating consumption (natural gas) = stamped heating
		d. 0 kWh
		e. Total energy consumption: 100,301 kWh (sum of a and c)
		f. Used publicly available emissions and conversion factors for UK Government GHG Conversion Factors 2021
		g. i. 42598 Base Footprint (t CO2 e) ii. 838 (Cat1 Goods Supplied) iii. 838 (Cat2 - Overseas) iv. 1,678 (Cat3 - Overseas) v. 838 (Cat4 - Luxembourg) vi. 838 (Cat5 - Luxembourg) vii. 838 (Cat6 - United Kingdom) viii. Australia - Hire Electricity, Market-Based Residual Mix (kg CO2e per kWh) 0.79414 ix. USA Government Electricity Factors 2020 Factors 2020 x. 838 (Cat7 - Overseas) xi. 1,860 - Mountains xii. 148 Electric 2020 xiii. 1,678 (Cat8) xiv. USA Government Electricity Factors 2020 (Grid Year 2020) xv. 1,481 (WTW - Combined Factors 2021)
	302-2 Energy consumption outside of the organization	a.
	302-3 Energy intensity	a. 16/FTE/ KFT (2021 next to Tank factory, Aussie Hire, Luxembourg, Overseas) Footprint - Mountains: 0.02 kWh & 1.860 tons / square Lehigh, Aussie, owned leased 2020 factory Tank factory, Aussie Hire, Luxembourg, Overseas, Tankerbuy, owned, Leased HI's International Electricity Factors 2020, Grid Year 2020 (kg CO2e per kWh) Australia - Hire Electricity, Market-Based Residual Mix (kg CO2e per kWh) 0.79414 USA Government Electricity Factors 2020 (Grid Year 2020) 1,481 (WTW - Combined Factors 2020 Factors 2020 (Grid Year 2020) 1,481 (WTW - Combined Factors 2020)
	302-4 Reduction of energy consumption	a. Gas Climate Change Mitigation and Energy Management section of this report
	302-5 Reductions in energy requirements of products and services	a. Gas Climate Change Mitigation and Energy Management section of this report
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	a. HI Scientific is a business that is classified as a low water consumption business. HI Scientific's Water waste from our office locations has been identified as a material issue by HI Scientific's stakeholders and is not linked to Tank factory.
	303-2 Management of water discharge related impacts	a.
	303-3 Water withdrawal	a.
	303-4 Water discharge	a.
	303-5 Water consumption	a.
GRI 304: Biodiversity 2016	304-1 Operations site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	a.
	304-2 Significant impacts of activities, products and services on biodiversity	a.
	304-3 Habitats protected or restored	a.
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	a.
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	a. 36.81 tCO2e b. CO2, CH4, N2O, and HFCs c.
		d. N/A
		e. UK DEFRA Conversion Factors 2021 and ECOWI Base Footprint Emissions Factors 2021 (kg CO2e per unit) and IPCC AR5 / AR6 GWP rates for the refrigerant leased equipment
		f. Operational control
		g. HI Scientific's carbon emissions are calculated in the operational boundary using the operational control approach using the operational control approach. Activity data collected from the Finance team and HI Scientific's energy suppliers. The data is gathered and consolidated using a centralised software platform from Ecologic Footprint Emissions Factors 2021 and Ecologic Footprint Emissions Factors 2021 were used to calculate the emissions. Emissions from leased assets and home office, where activity data is not available.
	305-2 Energy indirect (Scope 2) GHG emissions	a. 23.94 tCO2e (market-based)
		b. 38.07 tCO2e (Market-based)
		c. Not available
		d.
		e. Location-based (23.94 tCO2e), factor sets used: UK DEFRA Conversion Factors 2021 Footprint - Mountains: 0.02 kWh & 1.860 tons / square Lehigh, Aussie, owned leased 2020 factory Tank factory, Aussie Hire, Luxembourg, Overseas, Tankerbuy, owned, Leased HI's International Electricity Factors 2020, Grid Year 2020 (kg CO2e per kWh) Australia - Hire Electricity, Market-Based Residual Mix (kg CO2e per kWh) 0.79414 USA Government Electricity Factors 2020 (Grid Year 2020) 1,481 (WTW - Combined Factors 2020)
		f. Operational control g. UK DEFRA Conversion Factors 2021 and ECOWI Base Footprint Emissions Factors 2021 (kg CO2e per unit) and IPCC AR5 / AR6 GWP rates for the refrigerant leased equipment
	305-3 Other indirect (Scope 3) GHG emissions	a. 3,860.41 tCO2e b. CO2, CH4, and N2O are individually identified for the category for which they are the most significant emissions. Other GHGs are aggregated and reported using the most similar identified GHG. Biogenic emissions are reported separately and not included in the total gross GHG emissions. c.
		d. None
		e. Business Travel, Employee Commuting, Fuel and Energy Related Activities (not included in Scope 1 or Scope 2), Upstream leased and downstream, Waste generated in operations
		f. i. 38706 (FY 2021 Footprint - Mountains: 2,153 kWh KFK 2020, UK DEFRA 2020 Supplement Tank factory, Aussie Hire, Luxembourg, 2020 KGW Year 2019 IPCC Fifth Assessment Report (AR5 – 100 year) UK DEFRA Conversion Factors 2020 (WTW – GWP rates) 33978 - WTT - Fuels 5427 - WTT - Road UK DEFRA Conversion Factors 2020 1,481 (WTW - 2020 Factors)
		g. HI Scientific's carbon emissions are calculated in the operational boundary using the operational control approach using the operational control approach. Activity data collected from the Finance team and HI Scientific's energy suppliers. The data is gathered and consolidated using a centralised software platform from Ecologic Footprint Emissions Factors 2021 and Ecologic Footprint Emissions Factors 2021 were used to calculate the emissions. Emissions from leased assets and home office, where activity data is not available.
	305-4 GHG emissions intensity	a. 1 Scope 1, Scope 2 combined (market-based): 499.85 tCO2e / 1,000 = 0.50 tCO2e per employee Scope 1, Scope 2 combined (location-based): 4,704 tCO2e / 1,000 = 4.70 tCO2e per employee Scope 1, Scope 2 combined (market-based): 4,860.91 tCO2e / 1,000 = 4.86 tCO2e per employee
		b. Number of employees 2,210, FY activity group headcount, 2020.
		c. Direct (Scope 1) and energy indirect (Scope 2) GHG emissions are included in the intensity calculation based on a market- and location-based approach to Scope 2 emissions, reported separately.
		d. For Scope 1 and Scope 2 GHG: CO2, N2O, and HFCs are individually identified for the category for which they are the most significant emissions. Other GHGs are aggregated and reported using the most similar identified GHG. Biogenic emissions are reported separately and not included in the total gross GHG emissions.
		e. Scope 1 and Scope 2 combined (market-based): 499.85 tCO2e + 1,000 = 0.50 tCO2e per employee Scope 1 and Scope 2 combined (location-based): 4,704 tCO2e + 1,000 = 4.70 tCO2e per employee Scope 1 and Scope 2 combined (market-based): 4,860.91 tCO2e + 1,000 = 4.86 tCO2e per employee
		f. Number of employees 2,210, FY activity group headcount, 2020.
		g. Direct (Scope 1) and energy indirect (Scope 2) GHG emissions are included in the intensity calculation based on a market- and location-based approach to Scope 2 emissions, reported separately.
	305-5 Reduction of GHG emissions	a. We do not report on emissions of scope reporting boundary 2019, 2020 and 2021 emissions.
	305-6 Emissions of ozone-depleting substances (ODS)	a. We do not report on emissions of Ozone-depleting substances (ODS) emissions in 2019, 2020 and 2021.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	a. We do not report on emissions of Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions in 2019, 2020 and 2021.
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	The production and management of waste is not currently a material topic for HI Scientific. The main waste produced by HI Scientific is from its office locations and is not material.
	306-2 Management of significant waste-related impacts	
	306-3 Waste generated	
	306-4 Waste diverted from disposal	
	306-5 Waste directed to disposal	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	The procurement and management of waste is not currently a material topic for HI Scientific. The main waste produced by HI Scientific is from its office locations and is not material.
	308-2 Negative environmental impacts in the supply chain and actions taken	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	a.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	a.
	401-3 Parental leave	HI Scientific parental leave policies are aligned to local statutory requirements. HI Scientific has been in currently a leading type for HI Scientific. The main waste produced by HI Scientific is from its office locations and is not material. HI Scientific is currently in the process of our longer it employees
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Employee Health and Wellbeing is a focus for HI Scientific. HI Scientific has implemented a wellbeing strategy and has been awarded the Wellbeing Accreditation from the Chartered Institute of Personnel and Development (CIPD). HI Scientific has been awarded the Wellbeing Accreditation from the Chartered Institute of Personnel and Development (CIPD).
	403-2 Hazard identification, risk assessment, and incident investigation	
	403-3 Occupational health services	
	403-4 Worker participation, consultation, and communication on occupational health and safety	
	403-5 Worker training on occupational health and safety	
	403-6 Promotion of worker health	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	403-8 Workers covered by an occupational health and safety management system	
	403-9 Work-related injuries	
	403-10 Work-related ill-health	
GR 404: Training and Education 2016	404-1 Average hours of training per year per employee	Data Analysing and Reporting Tools section of this report
	404-2 Programs for upgrading employee skills and transition assistance programs	
	404-3 Percentage of employees receiving regular performance and career development reviews	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	a. N/A b. See Diversity and Belonging Section of this report
	405-2 Ratio of basic salary and remuneration of women to men	a. HI Scientific is not in scope of UK Gender Pay Gap reporting. HI Scientific is committed to collecting this information, which can be found in our Carrer page of our website.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	a. We have not had any issues of discrimination including in the reporting period.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	HI Scientific has not been involved in any violations involving rights of indigenous peoples.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	We have not engagement section of this report
	413-2 Operations with significant actual and potential negative impacts on local communities	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	We seek to work with selected professional services suppliers and have a supplier code of conduct that sets out our expectations of suppliers in relation to human rights. HI's Anti-Slavery and Human Trafficking Policy and Procedures and Modern Slavery Statement are published on our website. HI Scientific is committed to collecting this information, which can be found in our Carrer page of our website. HI Scientific Modern Slavery statement can be found on our website.
	414-2 Negative social impacts in the supply chain and actions taken	
GRI 415: Public Policy 2016	415-1 Political contributions	HI Scientific does not make political contributions, including to political parties, politicians, or political campaigns.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	As a software company, IT, business, our HI Scientific's products and services are not material. HI Scientific's Compliance and H&S team monitors the health and safety of our customers as a material topic for HI Scientific.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labelling	There have been no incidents of non-compliance concerning product and service information and labelling in relation to advertising activities for the reporting period.
	417-2 Incidents of non-compliance concerning product and service information and labelling	
	417-3 Incidents of non-compliance concerning marketing communications	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There have been no incidents of non-compliance concerning product and service information and labelling in relation to advertising activities for the reporting period.

Corrections: This report has been prepared with reference to Latest: How to use reference with the Standards of the GRI Standards. Corrections Information: For the calculation of data, the disclosures or procedures have not been completed within all time requirements set out in accord. 2-4 GRI 1

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