

ESG Impact Report



1 January - 31 December 2025

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Welcome message

2i employs more than 400 professionals across the UK and internationally. Our continued growth reflects the strength of our people, culture, and commitment to innovate and expand our service offerings whilst continuing to deliver high-quality assurance services that support our clients.

We are committed to delivering sustainable, innovative, and reliable solutions that support our clients in achieving their goals. Whether driving large-scale digital transformation or enhancing existing testing capabilities, our expertise, proven methodologies, and dedication to excellence, will ensure success at every stage.

Our environmental, social, and governance (ESG) impact was assessed for the reporting period 01 January to 31 December 2025.

Strengthening our leadership team

During 2025, 2i strengthened its leadership capability through key strategic appointments supporting the company's continued growth and innovation.

Simon Evans joined as Head of Enterprise, a newly created role established to lead 2i's expansion into enterprise resource planning (ERP) assurance services. With nearly three decades of experience in ERP testing and enterprise technology, Simon previously founded Experior, which later grew into a global enterprise testing business following its acquisition by Qualitest. The new enterprise capability supports organisations delivering complex transformation programmes across platforms including SAP, Oracle, Salesforce and Microsoft Dynamics.



David Scott joined 2i as a Strategic Adviser in an advisory capacity following his retirement as Chief Enterprise Technology Officer at Aberdeen Group PLC. With more than 30 years of experience in financial services technology leadership, David works with 2i's senior leadership team to support strategic positioning and ensure the company's technology and automation capabilities continue to meet the evolving needs of organisations undertaking large-scale digital transformation.

Our Values

At 2i, our values are the foundation of how we work, how we treat one another, and how we deliver for our clients. They guide our decisions, shape our culture, and underpin our commitment to responsible, sustainable, and high-quality service. By supporting each other, developing our expertise, consistently delivering value, and finding joy in what we do, we create an environment where everyone can succeed.

Each year, we bring this to life at our 2i Connect event, an opportunity to celebrate achievements, deepen relationships, and recognise the collective success of our team.

WE WILL CARE

We'll always look out for our colleagues

WE WILL BECOME EXPERTS

We'll continuously develop our skills and knowledge

WE WILL DELIVER VALUE

We'll provide the exceptional service our clients expect

WE WILL HAVE FUN

We'll enjoy working hard and striving to do our best



United Nations Sustainable Development Goals



Established by the United Nations, the Sustainable Development Goals (SDGs) provide a global framework for creating a more sustainable and equitable future for all. In line with this framework, we have identified four key SDGs that closely reflect our operations, vision, and values. For each Goal, we have outlined our commitments and the actions we are taking to deliver meaningful, measurable impact.

To support this framework, we have selected 4 SDGs that we feel most closely align with our operations, as well as with our vision and values. We have highlighted our related actions and commitments alongside each Goal.



Measuring progress

Measuring progress is essential to understanding how we are advancing towards the UN Sustainable Development Goals (SDGs). By monitoring and reporting on our activities, we gain insight into the effectiveness of our initiatives, identify areas where further action is required, and inform future decision-making to drive continued improvement.

Development Goal

UN Indicators

Our Contributions



Reduce inequality within and among countries

- Maintained Disability Confident Committed status, supporting inclusive recruitment and workplace adjustments.
- Neurodiversity Guild continued to improve internal support for neurodiverse colleagues.
- Recruitment and progression practices were reviewed to support fairness and reduce bias.
- 96% of colleagues reported fair treatment regardless of gender or race, and 97% regardless of sexual orientation.



Limit and adapt to climate change

- Continued monitoring of Scope 3 emissions, including business travel, waste, and employee commuting.
- Remote-first working model sustained lower travel-related emissions.
- Ongoing AI-enabled testing and automation supported reduced resource use and improved delivery efficiency for clients.



Ensure inclusive and equitable quality education opportunities for all

- Invested £250,000 in Learning & Development, with training offered to 100% of employees.
- Participation increased to 91% (from 73% in 2024).
- Delivered targeted programmes including Consulting Skills, Change Management, and Line Manager development, and relaunched the Junior Quality Engineer Training Programme.
- Mandatory learning on inclusion and equality continued across the organisation.



Ensure sustainable consumption and production patterns

- Continued tracking of confidential waste to support carbon reduction and regulatory compliance.
- Remote-first model sustained lower office consumption and waste.
- Supplier onboarding maintained ESG and Modern Slavery disclosure requirements to support responsible supply chains.

**1 January - 31 December
2025**

Environment

We continue to assess our carbon emissions in accordance with the Greenhouse Gas (GHG) Protocol, calculating our direct emissions (Scope 1 and 2) and wider emissions (Scope 3).*

Scope 1

No emissions recorded, as we do not use gas heating or operate company-owned vehicles.

Scope 2

All electricity is sourced from 100% renewable providers, resulting in zero emissions using the market based method under this category.

Scope 3

Includes emissions from employee commuting, business travel, and waste. These emissions reflect operational activities and expansion across the organisation and are monitored to help us better understand our environmental impact and identify opportunities for future reduction.

TABLE 1: CARBON EMISSIONS BY SCOPE

2i Testing	2025 tCO ₂ e
Scope 1	0.00
Scope 2	0.00
Scope 3	53.43
Total Carbon Footprint	53.43

*In 2025, 2i's total carbon footprint increased, primarily reflecting growth in headcount driven by recent acquisitions. As the business continues to expand, we remain focused on improving the quality and completeness of our emissions data and identifying opportunities to reduce our environmental impact.

Energy

We remain committed to monitoring and managing our energy consumption as part of our wider climate action efforts. Working closely with our landlord in our Edinburgh head office, we continue to support sustainable energy practices within our operations.

We are proud to continue our partnership with Ecotricity as our energy provider, ensuring that our operations run on 100% renewable energy.

As one of Britain’s leading green energy providers, Ecotricity reinvests customer payments into developing new renewable energy sources through its “Bills into Mills” model. Their electricity is not only certified green deriving solely from solar and wind, but also certified vegan. By partnering with Ecotricity, we continue to support the transition towards a more sustainable future.



Waste



TABLE 2: WASTE DISPOSAL

Office	Waste (kg of CO ₂ e)
Edinburgh	4.00

We are committed to reducing our waste footprint, which is why we are proud to partner with Brightwaste, a leading UK provider of sustainable waste management services.

In 2025, our Edinburgh office generated 0.55 tonnes of waste, split into 38.25% mixed recycling and 61.75% general waste, giving rise to 4.00 kg of CO₂e. This marks an improvement in recycling compared to last year (33.24% mixed, 66.76% general) where we produced 7.24 kg of CO₂e. This demonstrates progress in waste segregation practices. We continue to work with our partner to further increase recycling rates and reduce general waste.

Transport

At 2i, we are committed to reducing our carbon footprint associated with both business travel and employee commuting. As we do not operate any company-owned vehicles, emissions are calculated using travel expense data, with distances and associated emissions estimated using UK Government greenhouse gas conversion factors published by the Department for Environment, Food, and Rural Affairs (DEFRA).



During the 2025 reporting period, business travel generated approximately 49.43 tonnes of CO₂e, covering over 460,000 km.

During 2025, there were 1,112 desk bookings across 255 working days, with a total headcount of 361 employees. This represents an average office attendance rate of 1.21%, reflecting our remote-first working model.



Employee commuting was estimated using desk booking data to better understand office attendance patterns. These insights help us better understand our travel impact and support our efforts to promote more sustainable travel choices across the business. Emissions per employee are provided as an intensity metric to support understanding of travel-related impact relative to company size. These figures are based on available data and estimates and should be interpreted as indicative.

TABLE 3: TRAVEL RELATED CARBON EMISSIONS 2025

2i	Total tCO ₂ e 2025	tCO ₂ e per employee 2025
Employee Commuting	4.00	0.011
Business Travel*	49.43	0.137

*Air, car and rail travel included

Business travel breakdown of carbon emissions in 2025:

23.05 tCO₂e



16.59 tCO₂e



9.79 tCO₂e



Sustainability guild

In 2025, 2i launched the Sustainability Guild to champion environmental initiatives and engage employees in meaningful ESG activities.

KEY ACHIEVEMENTS



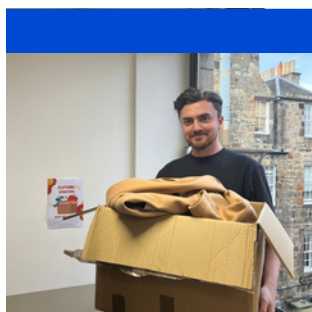
Tree Planting Initiative

Partnered with The Future Forest Company to plant 102 native broadleaf trees across the UK, supporting reforestation and biodiversity - another step towards Net-Zero.

Partnership with Edinburgh Remakery



Partnered with Edinburgh Remakery to securely recycle and refurbish 19 laptops through their Tech Gifting Programme, helping families, refugees, school children and charities across Scotland, as well as saving 6,700 kg CO₂e that would have been generated through the manufacturing of new devices and disposal of old ones.



Circular Fashion Initiative

As part of Second Hand September, 2i hosted a clothing donation drive at our Edinburgh office, encouraging employees to give pre-loved clothes a second life while supporting local charities and reducing textile waste.

At 2i, our people are central to our success. We are committed to creating a supportive, inclusive, and engaging workplace where employees can develop their skills, contribute meaningfully, and feel valued.

Through initiatives focused on Learning & Development, employee engagement, wellbeing, and inclusion, we have built a positive workplace culture that promotes both individual growth and the long-term success of the business.



Celebrating Success at the Scottish Women in Technology Award 2025 - colleagues recognised at the SWIT Awards, celebrating achievements in advancing women in technology.



Inclusion, Culture & Fairness

At 2i, we are dedicated to creating an inclusive and fair workplace, supported by ongoing initiatives and employee feedback. Some of these initiatives include:

Ongoing Diversity & Inclusion training, including mandatory e-learning modules covering topics such as sexual orientation, gender identity, and trans and non-binary awareness.



Collection of employee demographic data to help inform initiatives that promote diversity, equity, and inclusion across the organisation.

Disability Confident Committed employer, supporting the recruitment, retention, and development of disabled people and those with long-term health conditions.



Commitment to fair remuneration and equal opportunities, supported by fair recruitment practices and flexible working arrangements.

Our D&I Guild organised several impactful events to share knowledge about different cultures, traditions, and rights throughout the year.









In 2025, we ran the Great Place to Work Survey for the third year, and the responses regarding Diversity and Inclusion reflect the positive culture we've cultivated:

- 97% feel people are treated fairly regardless of their gender.
- 97% feel people are treated fairly regardless of their sexual orientation.
- 96% of employees feel people are treated fairly regardless of their race.
- 96% agree that our workplace is physically safe.

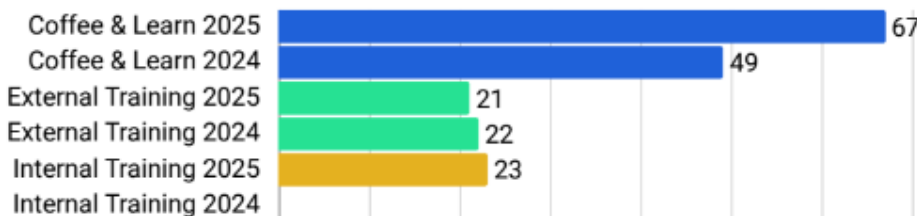


Investing in our people

At 2i, we believe that delivering exceptional service to our clients begins with taking care of our people. Therefore, we are committed to supporting the growth and development of our people by providing opportunities to build skills, share knowledge, and progress careers - with training opportunities offered to 100% of our employees. Below are some of our Learning & Development achievements from 2025.

 <p>The launch of the Consulting Skills Programme - with £72.4k invested and 47 employees completing the programme.</p>	 <p>More internal opportunities with our own talent sharing their knowledge.</p>	 <p>The launch of the Line Manager Induction & Toolkit to support effective leadership across the business.</p>
 <p>The relaunch of the Junior Quality Engineer Training Programme</p>	 <p>The launch of the Feedback Programme</p>	
 <p>Being recognised one of the Best Workplaces for Development by Great Place to Work</p>	 <p>The launch of the change management programme - completed by 80% of employees to support organisational adaptability.</p>	 <p>A new approach with Policy and Awareness Week and Career Awareness Week</p>

Number of Learning & Development Initiatives: 2025 vs 2024



By investing in our people and creating space for continuous learning, we ensure everyone at 2i feels supported, empowered, and equipped to succeed.

This year, 91% of our employees engaged in at least 1 training opportunity, compared to 73% the previous year.



Supporting future talent



At 2i, we are proud to support education, training, and development by providing practical learning opportunities for local university students. Through our ongoing partnership with the University of Strathclyde, we offer MBA students the chance to apply their academic knowledge to real-world business challenges while gaining valuable professional experience.

In 2025, our collaboration with Strathclyde University focused on Business Continuity Planning:

- Crisis Communication Strategy: An MBA student worked closely with 2i's Risk and Compliance team to develop a detailed communication framework for use during critical incidents.

These collaborations not only strengthen our business resilience but also support local education, foster innovation, and invest in future talent within our community.



Governance at 2i ensures that our business operates responsibly, ethically, and in line with regulatory requirements. Clear policies, structured oversight, and employee engagement underpin decision-making, risk management, and operational excellence across the organisation.

2025 HIGHLIGHTS

ESG Policy & Employee Engagement

- Launched our ESG Policy to guide sustainability, ethical practices, and social responsibility.
- Introduced Policy Awareness Week, improving employee understanding of governance responsibilities.

Supply Chain ESG

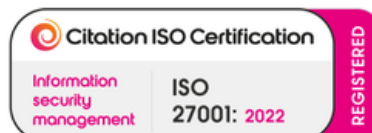
- Enhanced supplier oversight, with the aim of collecting more detailed ESG data to ensure alignment with our responsible business standards.

Data & Cybersecurity

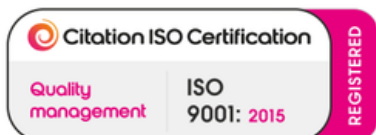
- Maintained robust data protection and cybersecurity practices, with continuous monitoring and incident management.
- Key certifications upheld: ISO 27001:2022, Cyber Essentials, Cyber Essentials Plus.

Business Resilience & Quality

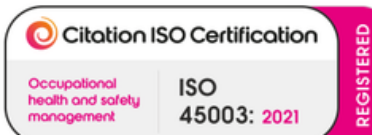
- We continue to refine our business continuity planning to include ESG-related risks, ensuring reliable operations.
- Sustained high-quality standards through audits and management reviews, maintaining certifications in ISO 9001:2015, ISO 45003:2021, and ISO 42001:2023.



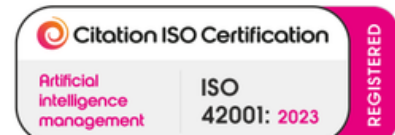
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Innovation with purpose



At 2i, we are committed to delivering innovative solutions while operating responsibly and sustainably. This ESG report highlights the progress we have made throughout 2025 and the steps we continue to take to strengthen our environmental, social, and governance practices.

As we grow, we remain focused on embedding sustainability, supporting our people and communities, and ensuring that innovation continues to deliver positive and lasting impact.