

ESG IMPACT REPORT



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1 JANUARY 2024 –
31 DECEMBER 2024



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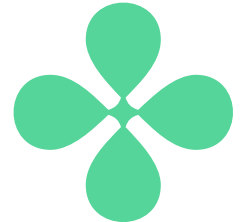
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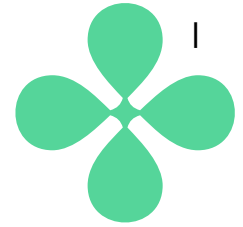
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WELCOME MESSAGE



2i is the UK's leading quality assurance and software testing consultancy, delivering excellence since 2005.

With our recent acquisition of nFocus, the UK's longest-established testing consultancy, we provide comprehensive testing services from traditional quality assurance to cutting-edge AI solutions. Our dedicated team combines deep technical expertise with innovative approaches to de-risk software delivery projects and bring certainty of execution to large digital programmes, giving you complete confidence in your technology investments and ensuring flawless software performance.

In 2024, we secured eight-figure private equity funding from Rockpool Investments to accelerate our ambitious growth plans, with the goal of increasing our revenue to more than £50m in the coming years. With over 400 dedicated professionals, this investment strengthens our ability to innovate and expand our service offerings while continuing to provide exceptional quality assurance solutions.

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 ensure success at every stage.

Our environmental, social, and governance (ESG) impact was evaluated in the financial year, 01 January 2024 to 31 December 2024.

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WELCOME TO OUR NEW CHAIRMAN

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2i has taken a significant step forward in our ambitious growth journey by appointing renowned software and IT sector leader David Cotterell to drive our strategic vision. Attracting a leader of David's calibre, who brings over 35 years of experience and an impressive track record of success, reflects our determination to become the 'go-to' name in the UK quality engineering sector. David's leadership will be instrumental as we enter this pivotal phase, ensuring we continue to reduce risk, enhance quality, and deliver cost efficiencies for our clients.



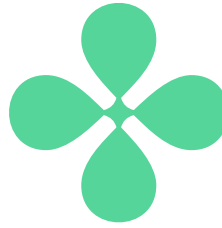
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OUR VALUES



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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 and shape a culture built on care, growth, excellence, and enjoyment. 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

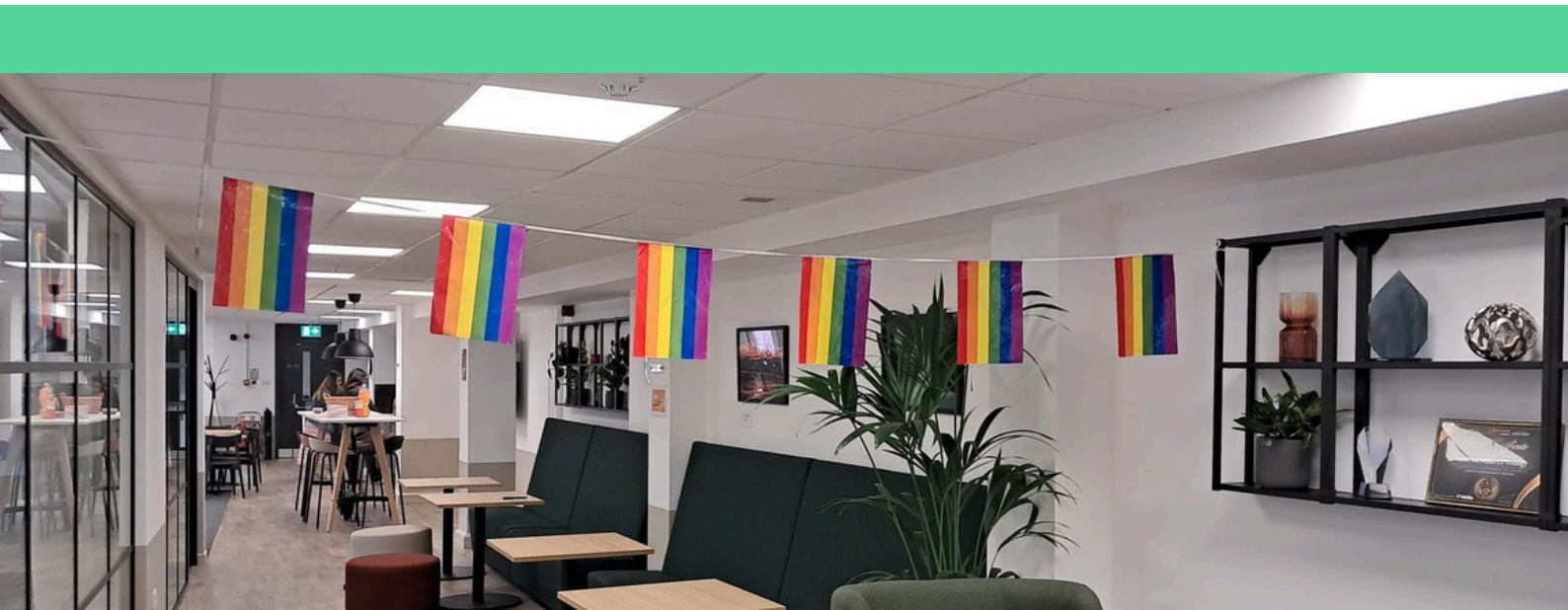
We'll continuously develop our skills and knowledge

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



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WE SUPPORT THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Established by the United Nations, the Sustainable Development Goals (SDGs) provide a global blueprint for creating a better, more sustainable future for all. In alignment 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 drive meaningful impact.



SDG PRIORITY

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To support this framework, we have selected four 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.

10 Reduced Inequalities



4 Quality Education



12 Responsible Consumption and Production



13 Climate Action



MEASURING PROGRESS

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Measuring progress is essential to understand the advancements made towards achieving the Sustainable Development Goals (SDGs). It provides valuable insights into the effectiveness of our efforts, identifies areas that require further attention, and informs decision-making for future actions.

Development Goal

UN Indicators

Our Contributions



Reduce inequality within and among countries

We are certified as a Disability Confident Committed employer, demonstrating our commitment to inclusive recruitment and workplace adjustments.

Our Neurodiversity Guild actively raises awareness and advocates for improved internal processes to support neurodiverse colleagues.

We offer fair pay, flexible working, and regularly review hiring practices to ensure equity and eliminate bias.

100% of respondents in our Great to Work Survey agreed that people are treated fairly regardless of gender or race, and 99% regardless of sexual orientation.



Limit and adapt to climate change

We encourage low-carbon commuting and have measured our Scope 3 emissions from business travel, waste, and commuting.

Our remote-first working practices help reduce travel emissions and promote energy efficiency.

Through a university partnership, a student led a project to calculate our carbon footprint, building internal capability and awareness of climate data and its implications.

MEASURING PROGRESS

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Development Goal

UN Indicators

Our Contributions



Ensure inclusive and equitable quality education opportunities for all

We provide coaching, mentoring, leadership training, and access to accredited professional qualifications.

Our Leadership Learning Path equips future leaders with the skills to grow with confidence.

A newly launched Learning & Development Policy and monthly L&D reports help embed learning into everyday practice.

Our mandatory e-learning modules cover key inclusion topics such as trans and non-binary awareness, gender identity, and unconscious bias supporting SDG 4.7 on education for human rights and equality.



Ensure sustainable consumption and production patterns

Confidential waste data is tracked and reported, contributing to our goal of reducing carbon impact and staying compliant with environmental regulations.

We operate a remote-first model to reduce unnecessary office consumption and waste.

We are developing processes to gather supplier ESG data, strengthening sustainable procurement practices and supply chain accountability.

ENVIRONMENT

We have initiated our carbon emissions assessment (in accordance with Greenhouse Gas Protocol), calculating our direct emissions (Scope 1 and 2) and wider emissions (Scope 3).



2i reports emissions in line with the Greenhouse Gas (GHG) Protocol:

- Scope 1: No emissions recorded, we do not use gas heating or own company 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. Which saw a noticeable increase compared to previous reporting. This correlates with our continued business growth, including an increase in our workforce. We are actively reviewing our Scope 3 emissions and exploring strategies to mitigate future impacts.

TABLE 1: CARBON EMISSIONS BY SCOPE

2i Testing	2022 tCO2e	2023 tCO2e	2024 tCO2e
Scope 1	0.00	0.00	0.00
Scope 2	0.17	0.08	0.00
Scope 3	23.75	17.07	46.88
Total Carbon Footprint	23.92	17.15	46.88

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We are committed to monitoring and reducing our energy consumption as part of our climate action efforts. Working closely with our landlord in our Edinburgh head office. As energy prices rise and climate concerns grow, we are proud to operate on 100% renewable energy.

TABLE 2: **ENERGY USAGE**

Office	Average Team Member Numbers To 31 December 2024	Annual Electricity Projected To 31 December 2024	Source Of Data
Edinburgh	296.04	0.00 tCO ₂ e	Monthly Invoice

As our sole premises, our Edinburgh office accounts for all of our energy consumption, making sustainable management a key priority:

- Presence detection lighting is used throughout the office space
- 100% renewable energy

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

As Britain's greenest energy company, Ecotricity's electricity is not only certified green but also certified vegan. What sets them apart is their "Bills into Mills" approach - rather than paying dividends, they reinvest customer payments into developing new sources of green energy.



By choosing Ecotricity, we are actively supporting the transition to a more sustainable future.

WASTE

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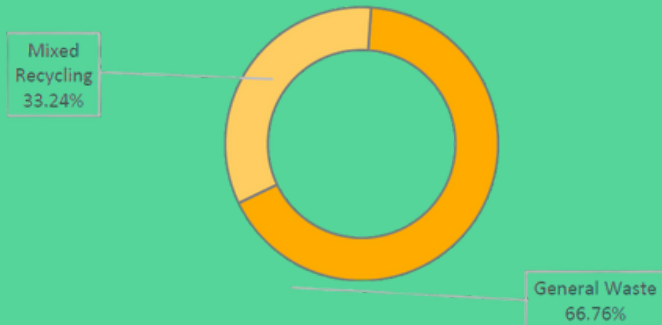


TABLE 4: WASTE DISPOSAL

Office	Confidential Waste (KG of CO2e)
Edinburgh	7.235

We are committed to understanding and reducing our waste footprint. As part of this effort, we have conducted a site waste audit at our Edinburgh office to gain clearer insights into our waste production and disposal processes. We are proud to partner with Brightwaste, a leading provider of sustainable waste management solutions across the UK. By utilizing recycling-led waste collection and disposal services, Brightwaste helps us stay fully compliant with legal and environmental regulations while enhancing our social responsibility and commitment to sustainability.



*Edinburgh Head Office



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TRANSPORT

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At 2i, we are committed to reducing our carbon footprint, focusing on both business travel and employee commuting. As we do not operate company vehicles, our emissions were assessed using travel expenses, with distances and emissions estimated using UK Government conversion factors. This approach indicates our business travel generated approximately 34.55 tonnes of CO₂e, covering over 255,000 kilometres.

We also measured employee commuting using desk booking data. With 1,417 bookings across 254 working days and an average headcount of 296, this reflects a 1.88% office attendance rate, equating to 0.0172 tonnes of CO₂e per employee per year.

These insights help us better understand our travel impact and support our efforts to promote more sustainable travel choices across the business.

TABLE 3: CARBON EMISSIONS BY TRAVEL MODE 2024

2i Testing	2024 tCO ₂ e
Employee Commuting*	5.09
Business Travel*	34.55

*Air, car and rail travel included

*0.0172 tCO₂e per employee

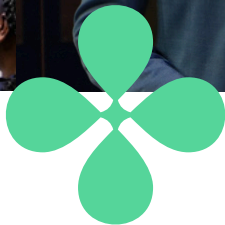
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SOCIAL

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At 2i, we are committed to fostering an inclusive and supportive working environment for our team. As part of this commitment, we have collected demographic data to inform the development of our Diversity & Inclusion (D&I) programme, helping us understand our team composition and address any gaps. To drive meaningful change, we have established a Diversity & Inclusion Guild, promoting greater inclusion across the business. Our D&I strategy also continues to champion discussions on cultural awareness, neurodiversity, and gender equality, ensuring that inclusion remains at the heart of our workplace culture.



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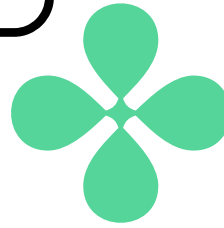
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DIVERSITY AND INCLUSION

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At 2i, we are dedicated to fostering a culture of continuous learning and awareness. In 2024, we introduced a series of mandatory e-learning modules designed to deepen our understanding of diversity and inclusion. These modules cover key topics such as diversity and inclusion, sexual orientation, trans and non-binary awareness, and gender identity, reinforcing our commitment to an inclusive workplace.

As part of our **Diversity & Inclusion plan**, we are actively collecting employee demographic data to help shape initiatives that promote diversity, inclusion, and equity. This data provides valuable insights into the unique backgrounds and experiences of our workforce, ensuring that every individual feels valued, supported, and included.

By analyzing demographic data, we can:

- Identify potential areas for improvement
- Implement targeted diversity and inclusion initiatives
- Ensure equal opportunities for all employees
- Integrate diversity considerations into every stage of the employee lifecycle

Through these efforts, we continue to build a workplace where everyone can thrive.

“We are proud to be certified as a Disability Confident Committed Employer, reinforcing our commitment to creating an inclusive and accessible workplace. Through this initiative, we actively support the recruitment, retention, and development of disabled people and those with long-term health conditions”.



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ACHIEVEMENTS

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In 2024, we ran the Great To Work Survey for the second year, and the responses regarding Diversity and Inclusion reflect the positive culture we've cultivated:

- 100% of employees feel people are treated fairly regardless of their race.
- 100% feel people are treated fairly regardless of their gender.
- 99% feel people are treated fairly regardless of their sexual orientation.
- 99% agree that our workplace is physically safe.
- 99% feel welcome when they join the company.



We created our Neurodiversity Guild, which has quickly become the most engaged group. Since its creation, the guild has been focused on raising awareness, offering training, conducting surveys, and exploring ways to better support our employees while improving our processes.



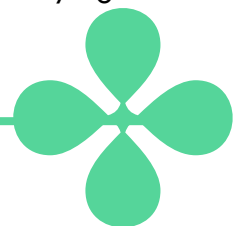
We were proud to announce that 2i became certified as Disability Confident Committed. This certification ensured our recruitment was inclusive, offered interviews to disabled candidates who met the minimum criteria, provided necessary adjustments, and supported employees with disabilities or long-term health conditions to remain in work.



Our D&I Guild organised several impactful events to share knowledge about different cultures, traditions, and rights. Highlights included Pride celebrations at our Edinburgh office, Vasant Panchami, World Hijab Day, and Umrah.



We launched our Anti-Harassment and Bullying Policy to reinforce our commitment to respect and our zero-tolerance stance on bullying and harassment.



INVESTING IN OUR PEOPLE

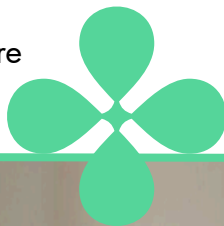
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At 2i, we believe that delivering exceptional service to our clients begins with taking care of our people. Our culture is built on strong foundations, we employ brilliant individuals and provide them with meaningful opportunities for growth and development.

In 2024, we delivered 22 diverse training opportunities across the business. These included corporate-focused sessions such as Mental Health First Aider certification, as well as soft skills training like Introduction to Coaching, Essentials of Time Management, and Critical Thinking. We also offered technical learning opportunities through sessions on Agile Quality Improvement, TMAP, and resources from the Ministry of Testing.

Alongside this, we introduced several new initiatives to further embed learning and development into our day-to-day culture. A newly launched Learning & Development Policy offers clear guidance on training pathways and career development. Our Leadership Learning Path is preparing the next generation of 2i leaders, giving them the tools and confidence to grow. We also relaunched our Coaching and Mentoring Programme to encourage peer support and knowledge sharing across the business. To keep everyone informed and inspired, we introduced monthly L&D reports, sharing updates, highlights, and opportunities across the team.

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



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HEALTH AND WELLBEING

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At 2i, we don't just build careers, we build a community. Employee engagement, health, and well-being are key to our approach. We are proud to have built a company with strong cultural foundations, where brilliant individuals are supported and encouraged to thrive. We offer a range of initiatives designed to promote physical and mental wellbeing, including:



Access to comprehensive resources: A wide variety of digital and in-person resources covering health and wellbeing, and mental and physical support.



Mental health first aiders: An internal team across 2i, providing confidential support and promoting mental wellbeing.

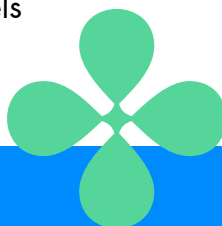


Flexible working and support for carers: We offer flexible working arrangements and have specific policies to support team members with caring responsibilities.



Our Paternity/Partner Rights policy is designed to provide our employees with the necessary support and flexibility to embrace important family life events.

By investing in these initiatives, we aim to create a workplace where everyone feels valued, supported, and empowered to succeed.



CHAMPIONING THE TESTING WORKFORCE

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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 2024, our collaboration with Strathclyde University led to two significant projects:

- Carbon Footprint Analysis: An MBA student led an in-depth investigation into 2i's environmental impact.
- AI Policy Development: Recognising the growing complexity of AI implementation, we partnered with Strathclyde University to develop a comprehensive AI policy.

These collaborations not only empower students with practical skills but also bring innovative capabilities into our business, ensuring we remain at the forefront of sustainability and technology.



University of
Strathclyde
Glasgow

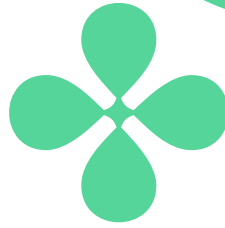
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FAIR PAY

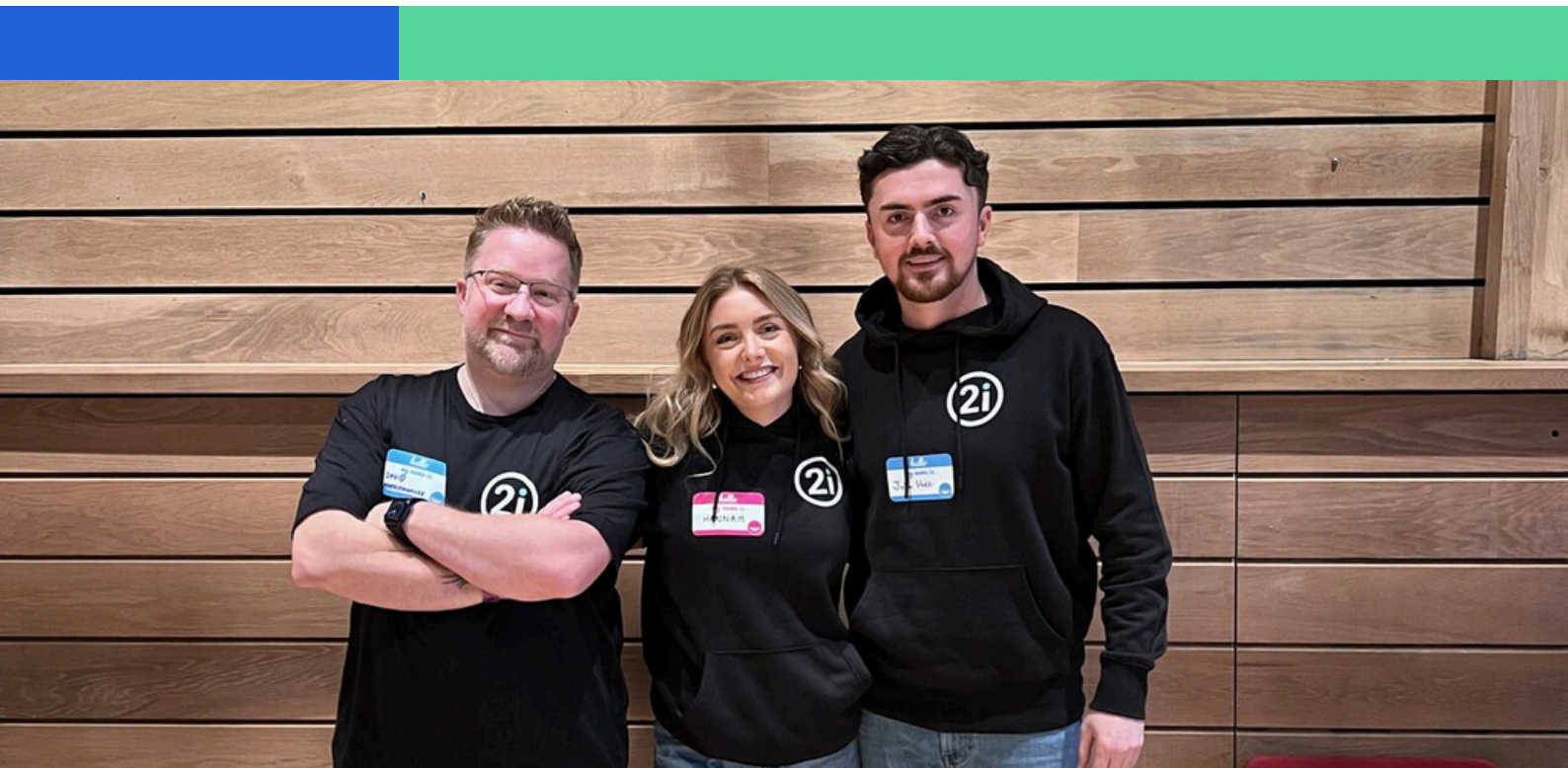


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We believe that everyone should receive fair remuneration for their work. While we have made positive strides toward pay equity, we acknowledge there is more to be done. To close any gaps and advance our equity goals, we aim to drive key initiatives, including:

- Supporting hybrid and flexible working: We will continue to offer and enhance hybrid working practices to support work-life balance.
- Enhancing fair recruitment practices: We will regularly review our recruitment processes to attract a diverse talent pool and ensure a fair, structured hiring experience.
- Leveraging our DEI groups and training: We will continue to engage our Diversity, Equity, and Inclusion groups and provide ongoing training to promote awareness and equitable practices.

Through these initiatives, we are committed to building a workplace where everyone is valued, rewarded fairly, and has the opportunity to thrive.



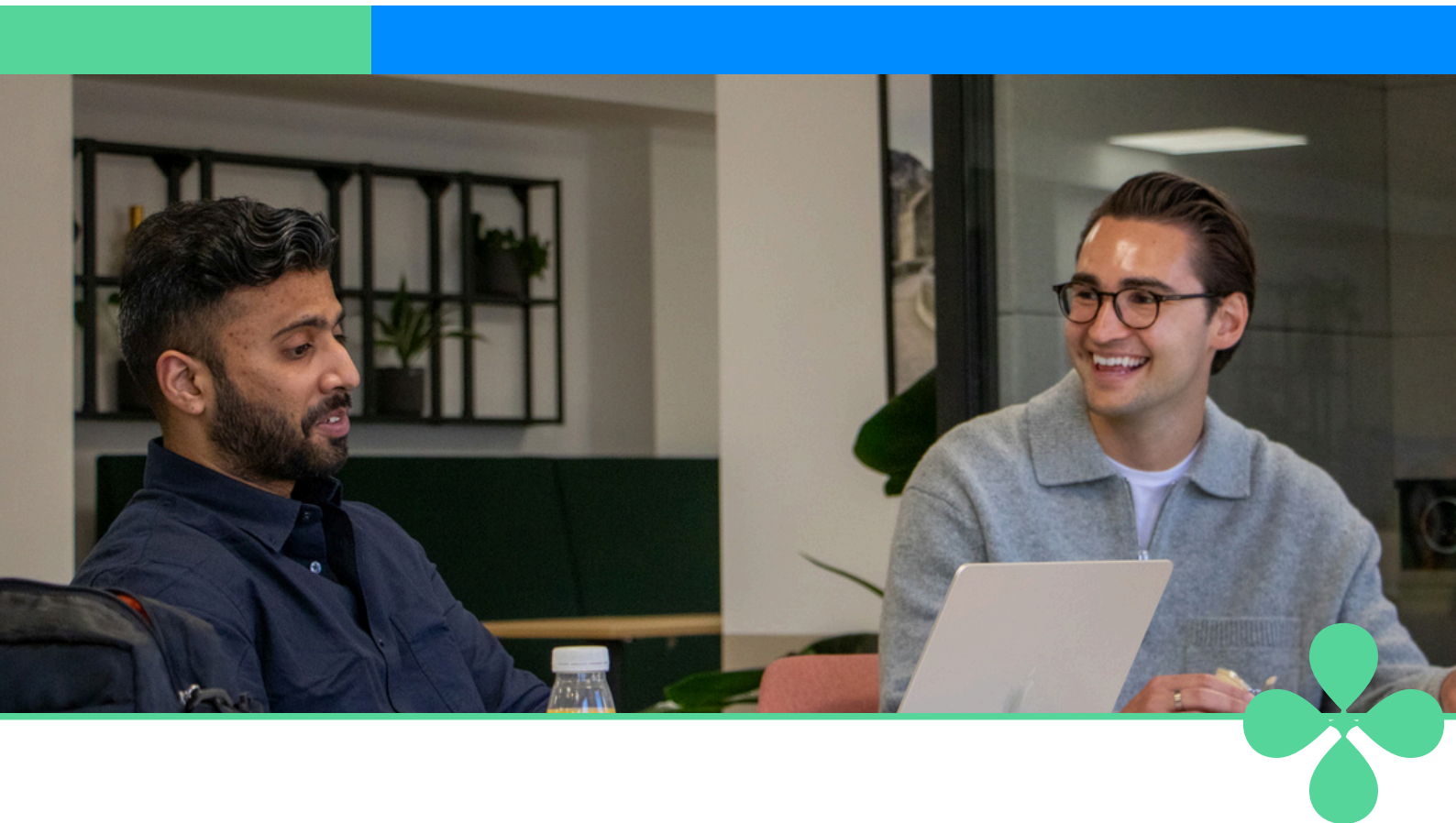
GOVERNANCE

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At 2i, we understand the importance of having clear and consistent policies to guide and support our team. Our policies cover employment rights, benefits, and workplace best practices, ensuring our colleagues are informed and supported at every stage. Our policy review committee are responsible for keeping these policies up-to-date, ensuring they apply across all services while meeting all legislative requirements.

We ensure all team members are well-informed through mandatory training. New employees receive comprehensive policy guidance during their induction, and colleagues are alerted whenever policies are updated. To promote transparency and governance across 2i, all policies are readily accessible, giving employees clear direction and easy reference when needed.

By maintaining robust governance and ensuring policy visibility, we empower our team to work confidently while meeting regulatory and ethical standards.



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Anti-Bribery Policy

Our Anti-Bribery Policy reflects 2i's ongoing commitment to maintaining the highest standards of integrity, transparency, and accountability. It sets out clear expectations and responsibilities for preventing fraud and corruption across all areas of our operations.

By embedding these principles into our everyday practices, we aim to create a culture where ethical conduct is the norm, and employees at all levels are empowered to speak up against wrongdoing. The policy plays a critical role in supporting our broader ESG efforts by ensuring we remain compliant with all relevant laws and regulations.

Data Protection Policy

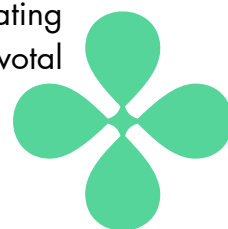
Cybersecurity is a critical area of governance for 2i, as cyberattacks have the potential to cause significant operational disruptions and financial losses. Recognising the severity of these threats, we have invested in building robust, highly secure systems and processes that are designed to protect our data, infrastructure, and client information.

Our commitment to information security is underpinned by internationally recognised standards. We maintain full accreditation for our Information Security Management System under ISO 27001:2013, and we are certified under the UK government's Cyber Essentials scheme and have successfully achieved the Cyber Essentials Plus certification, demonstrating our adherence to the highest standards of cybersecurity best practices and assurance.

We understand that strong systems alone are not enough. That's why we remain vigilant through continuous monitoring and regular testing of our processes and procedures to identify and address potential weaknesses and vulnerabilities. Prevention, preparedness, and rapid response are central to our approach.

To further strengthen our governance framework, we have implemented a comprehensive suite of data protection and security policies. These include our Data Protection Policy, Account Incident Management Policy and ISO27001 Scope Policy, all of which help ensure consistent, compliance with UK data protection legislation.

Oversight and accountability are provided by our IT Team and Data Protection Officer, who are collectively responsible for managing incident responses, investigating vulnerabilities, and reporting on breaches or near misses. Together, they play a pivotal role in safeguarding the trust placed in us by our colleagues and clients.



Business Continuity Planning

Our Business Continuity Plan (BCP) is designed to ensure that, in the event of a disruption or disaster, we can continue operating with minimal impact to both our business and our customers. It outlines clear procedures for recovery, helping us respond quickly and effectively to unforeseen events while maintaining service continuity.

We actively monitor and manage risks through our comprehensive Risks, Issues and Compliance log, which allows us to assess, mitigate, and respond to both current and emerging threats. As part of our ESG considerations, we recognise a number of evolving risks that could impact our operations and reputation. By integrating ESG risk considerations into our business continuity and resilience planning, we're reinforcing our commitment to long-term sustainability and responsible business practices.

Quality Management

At 2i, our mission is to remove risk from all technology solutions, delivering certainty to business and digital leaders through our expertise and collaborative approach.

We operate a certified Quality Management System (ISO 9001:2015), covering our software testing and consultancy services. This reflects our commitment to continuous improvement, effective processes, and enhanced customer satisfaction.

Our QMS is embedded into the Atlas interface, ensuring accessibility for key personnel and allowing real-time updates across Core, Support, and Management areas. Regular management reviews, internal audits, and clearly defined Quality Objectives help us monitor performance and maintain compliance with all relevant standards and regulations.



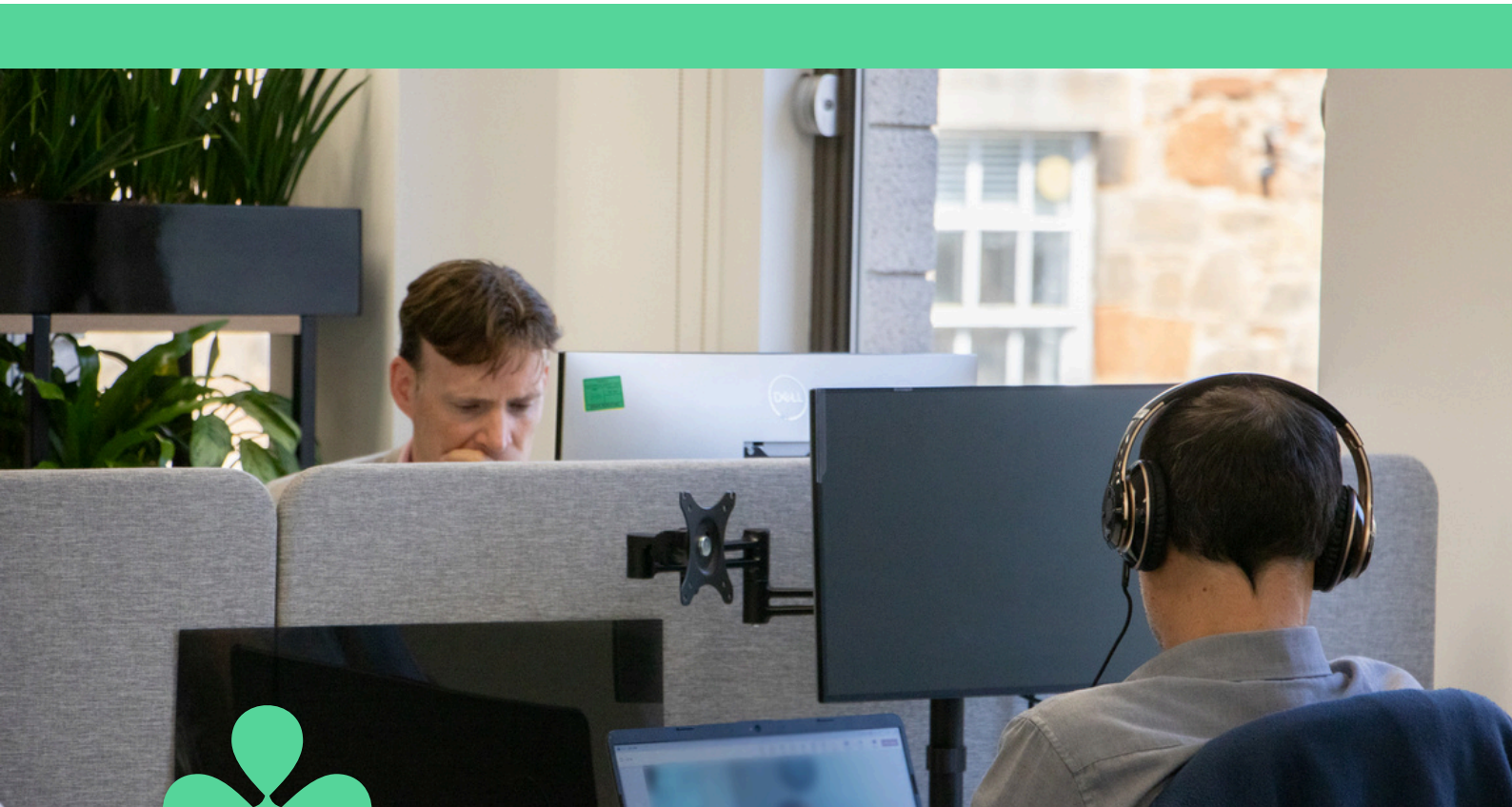
SUPPLY CHAIN

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Our supply chain primarily consists of consulting and service providers, which means that overall supply chain risk is relatively low. We follow our Supplier Relationship Policy and associated processes for both new and existing suppliers to ensure responsible and consistent engagement.

However, we recognise there is more we can do to enhance collaboration and accountability across our supply chain. As part of our ongoing ESG efforts, we are taking steps to improve oversight by gathering more detailed information on the ESG practices of our suppliers. This will allow us to establish a baseline for measuring progress and identifying opportunities for improvement, which we plan to include in future reporting.

By taking a more proactive and transparent approach, we aim to strengthen our partnerships and drive positive ESG performance throughout our value chain.



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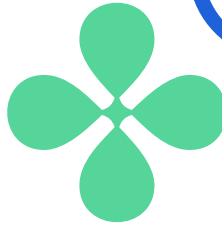


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GROWING SUSTAINABLY TOGETHER



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At 2i, we take pride in delivering excellent service and support to our clients. This ESG report reflects both our recent achievements and our ongoing commitments, recognising that there is always more progress to be made.

We remain committed to turning our ESG vision into a lived reality, embedding sustainability into the everyday fabric of how we operate, grow, and support those we work with.