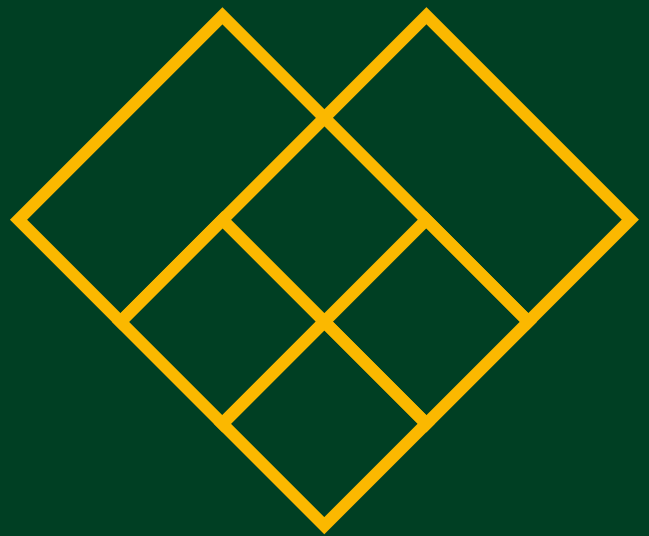




Annual ESG report 2025



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01 Overview



About this report

At Igne, our approach to Environmental, Social and Governance (ESG) is rooted in our core values and a shared commitment to operate responsibly, sustainably and as One Igne. ESG is not treated as a standalone initiative, but as an integral part of how we manage risk, deliver for our clients and create long-term value.

This 2025 ESG Report outlines the continued development of our ESG framework and the progress made across the year. It focuses on the issues most material to our business and stakeholders, while setting a clear direction for the next stage of our ESG journey.

During the year, Igne strengthened its ESG governance and strategic direction through the completion of its first Double Materiality Assessment. This has enabled a clearer understanding of the topics that are most significant from both a business impact and wider environmental and social perspective, ensuring our efforts remain focused, proportionate and aligned with stakeholder expectations.

We continue to report on an operational control basis, covering our UK operations, and remain committed to transparent, annual reporting to support accountability and continuous improvement. Our approach has been further strengthened through alignment with recognised frameworks and standards, including the United Nations Sustainable Development Goals (SDGs), which guide our priorities across environmental performance, social value and responsible business practices.

In 2025, Igne also reinforced its climate commitments through alignment with the Science Based Targets initiative (SBTi), ensuring that our emissions reduction pathway is consistent with climate science and global efforts to limit warming. This is supported by continued development of our carbon management approach, including PAS 2080 certification, providing a structured and externally recognised framework for managing carbon across our operations and value chain.

To support the integrity and credibility of our reporting, we continue to work with independent specialists to strengthen our greenhouse gas data collection, validation, and reporting processes. This ensures that our disclosures are robust, evidence-based and aligned with recognised reporting standards.

Overall, 2025 reflects a transition from ESG strategy development to embedded delivery. Igne has continued to strengthen its governance, improve environmental performance, and enhance its approach to social value and workforce wellbeing. While we recognise there is more to do, particularly in reducing absolute emissions, we are building a consistent, structured and scalable ESG approach that supports long-term sustainable growth.



2025 has been a year of real progress for Igne. We have continued to grow at pace, while strengthening how we operate as a responsible, sustainable business. ESG is no longer something we are building—it is embedded in how we run the organisation and deliver for our clients every day.

I want to take this opportunity to personally thank everyone across the business. I am genuinely proud of what we have achieved together. The progress set out in this report is driven by the commitment, professionalism and teamwork of our people. It reflects a culture where we take responsibility, support each other, and continuously look to improve.

From an environmental perspective, we have demonstrated that growth and efficiency can go hand in hand. While overall emissions increased with business activity, we reduced carbon intensity by 15%, supported by improvements in fleet, energy usage and operational efficiency.

Across our people metrics, the results are equally strong. We have grown the workforce, reduced turnover and absence, and delivered one of our best safety performances to date. These outcomes reflect a stronger, more consistent culture and a clear focus on wellbeing and safety across the Group.

We have also strengthened the foundations of our ESG approach—through clearer governance, a more structured framework, and the completion of our Double Materiality Assessment to ensure we are focused on what matters most.

Looking ahead, we know there is more to do. In particular, reducing absolute emissions and continuing to scale our ESG approach will be key priorities. However, the direction is clear, and the platform we have built gives us confidence in our ability to deliver.

What stands out most to me is the way the business has come together to deliver this progress. It is a collective effort, and one that I am proud of. I look forward to building on this momentum as we continue to grow Igne responsibly and sustainably.

A black ink signature of Rob Hunter, consisting of stylized, flowing letters.

Rob Hunter, CEO



Executive Summary

2025 marked a year of measurable ESG progress for Igne, with stronger environmental performance, improved workforce outcomes and clearer evidence of social value being embedded into day-to-day operations. The data set used for this summary is taken from ESG data submitted to Solix for environmental and social performance, meaning the key claims can be evidenced through the existing reporting process.

2025 was an exciting year for growth within Igne, while improving carbon efficiency. Total Scope 1 and Scope 2 emissions increased from 2,006 tCO₂e in 2024 to 2,373 tCO₂e in 2025, reflecting increased business activity and revenue growth from £37.8m to £52.2m. Importantly, carbon intensity reduced by 15%, from 53 tCO₂e/£m to 45 tCO₂e/£m, demonstrating more efficient use of resources as the business scaled.

This improvement was supported by practical operational initiatives aligned to UN SDG 12 — Responsible Consumption and Production and UN SDG 13 — Climate Action. These included increasing renewable energy coverage, with 58% of premises now powered through Renewable Energy Certificates and a target of 100% by 2026.

A fully embedded Fleet Strategy was developed with an 88% fleet utilisation rate, a 64% increase in EV/hybrid company cars from 17 to 28, and the introduction of fully electric commercial vehicles.

From a social value and people perspective, 2025 also showed strong progress. The workforce increased from 294 to 331 employees, supporting job creation and economic growth. Employee turnover reduced by 16%, absence rates decreased by 43%, and lost days due to work-related injury reduced by 91%, with only 2 days lost in 2025. These results demonstrate positive progress in workforce stability, wellbeing and safety culture.

The report should also highlight progress on inclusion, with female representation across the business increasing by 38%. This supports alignment with UN SDG 5 — Gender Equality and reinforces the business's intention to create a more diverse and inclusive workforce within a traditionally male-dominated sector.

Igne has made clear progress in reducing carbon intensity, improving operational efficiency, strengthening wellbeing, improving safety outcomes and increasing workforce diversity.

We recognise that further work is required to reduce absolute emissions, however our journey is only just beginning and we will continue to evolve as Igne grows from strength to strength.



Who are we?

Formed in 2023, Igne is the synergetic amalgamation of six companies, renowned within their respective fields, and with over 350 years of combined experience. A one-stop-shop for pre- and post-construction services. Igne's six service categories are: ground investigation, testing, unexploded ordnance, water wells, geothermal, and geo-environmental.

Igne offers stand-alone or fully integrated services and can support an entire project's lifecycle. Best of all, Igne's size and reach means we have the capacity to deliver solutions nationwide.

Purpose

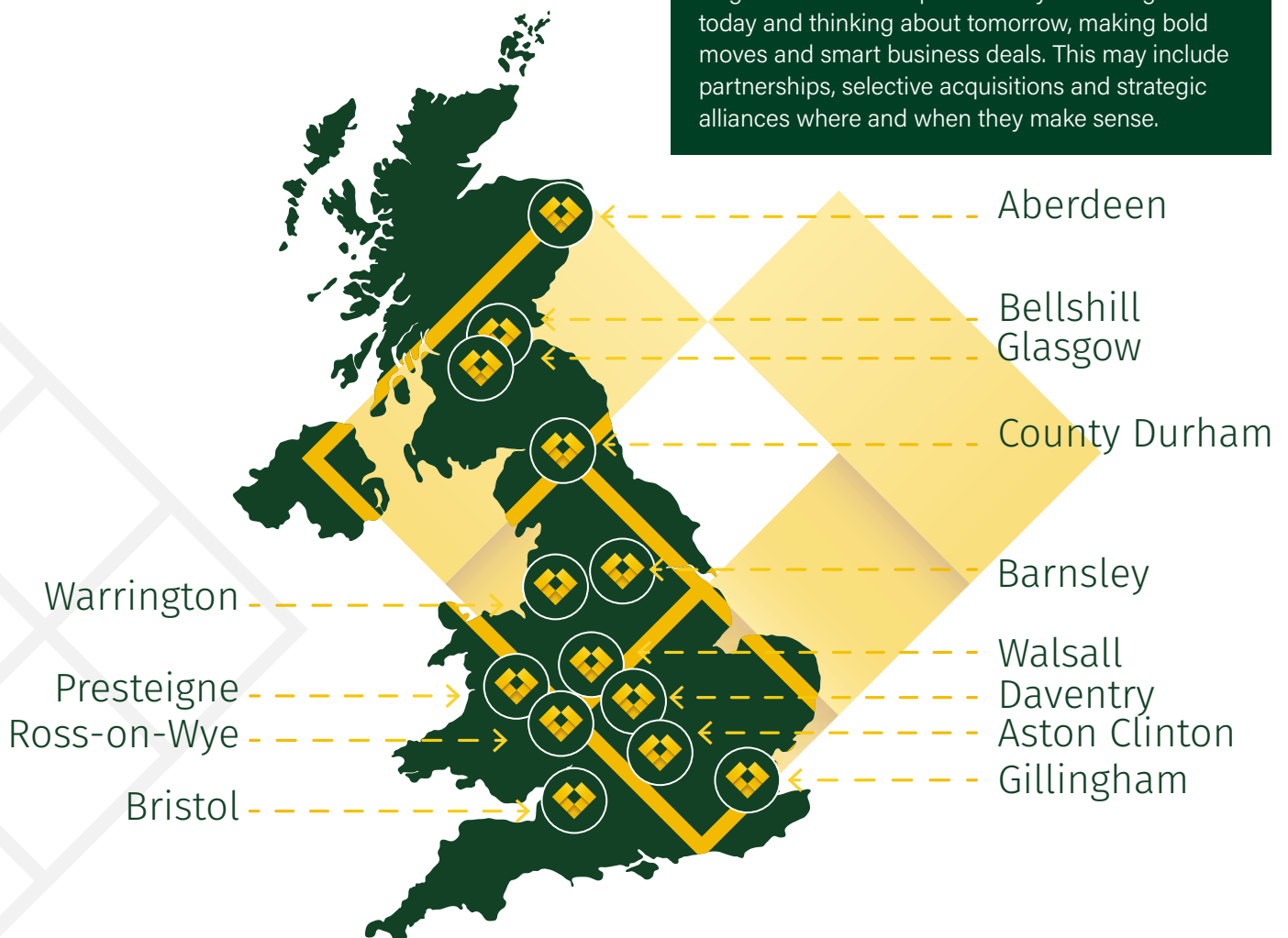
To improve the built environment, enable sustainable communities and advance positive change.

Vision

To become the most trusted Tier 1 partner for environmentally sustainable ground investigation and drilling service across the entire construction and infrastructure lifecycle in built environments across the UK.

Mission

To grow our national presence by delivering today and thinking about tomorrow, making bold moves and smart business deals. This may include partnerships, selective acquisitions and strategic alliances where and when they make sense.

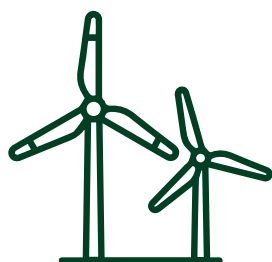


Who we work with

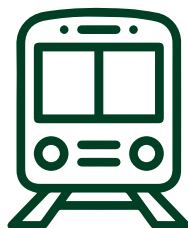
Igne operates UK wide in several markets. Our core industries are construction, transport and infrastructure, renewables, mining and earthworks, land remediation and nuclear industries.

Our business model is supported by our UK premises coverage which allows us conduct site operations within short notice and quick turnaround. This, aligned with our commitment to quality service, environmentally sustainable practice and technical expertise, demonstrates our core values.

The illustrations below highlight our key industries. Our ESG approach, centres around delivering a sustainable service with the future in mind.



Renewable Energy



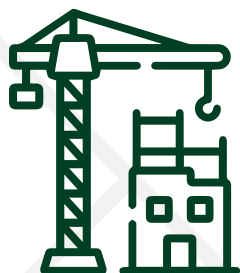
Transport Infrastructure



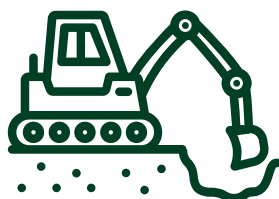
Nuclear Industry



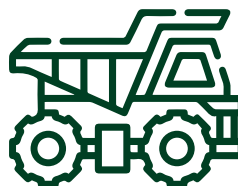
Domestic Clients



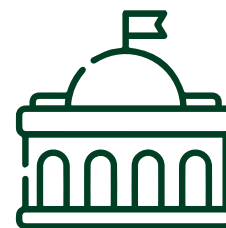
Construction Industry



Land Remediation

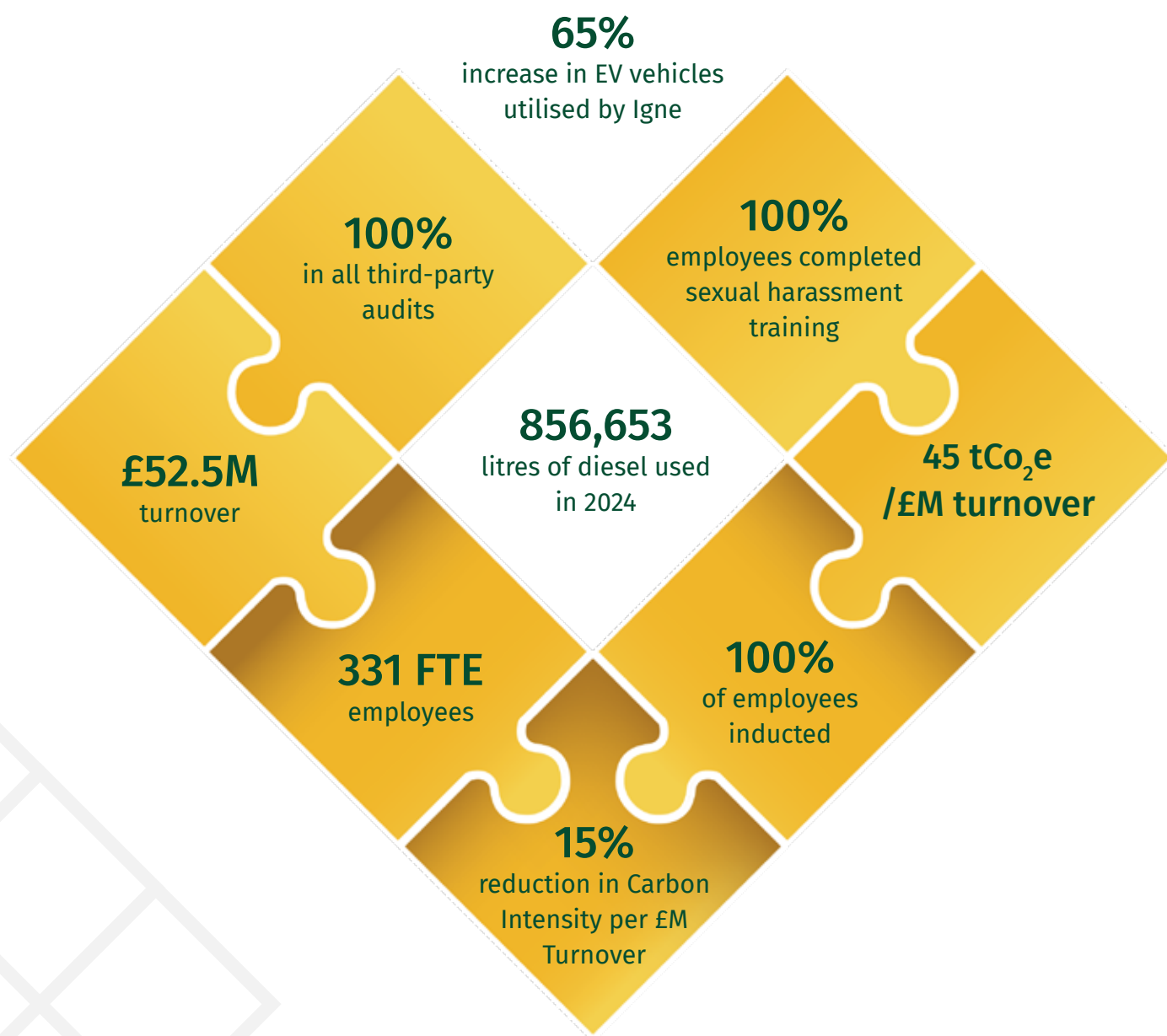


Mining & Earthworks



Public Bodies

Our ESG Highlights

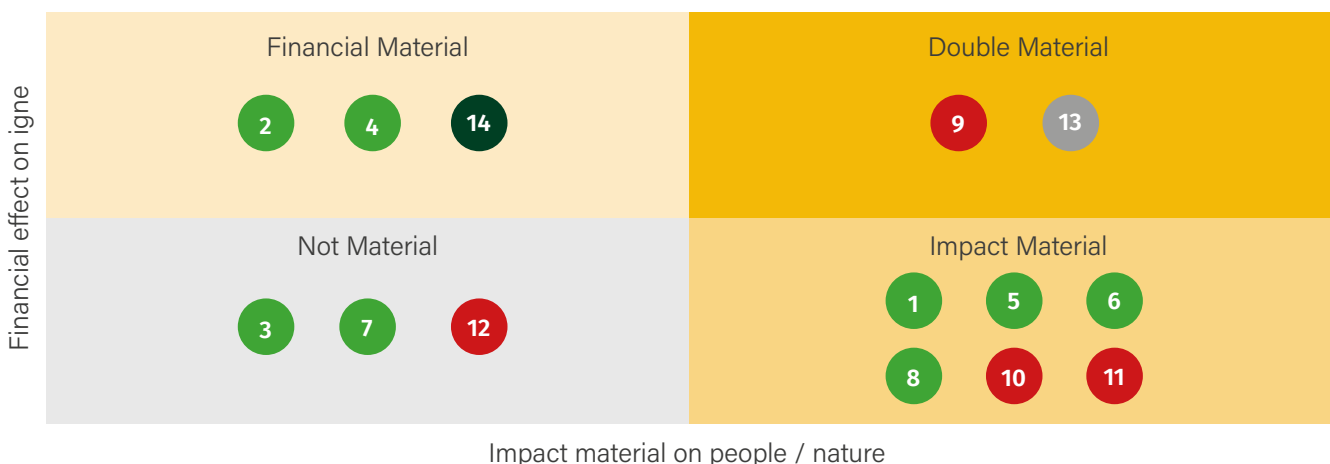


igne Double Materiality Assessment

In 2025, Igne conducted its Double Materiality Assessment (DMA). This assessment forms the foundation for our future sustainability reporting, in alignment with the requirements of the EU Corporate Sustainability Reporting Directive (CSRD).

The DMA process has been driven by a collaborative and structured internal effort. Igne conducted a comprehensive workshop with broad cross-functional representation across the business, reviewed our operational model, and analysed upstream and downstream value chain activities. In addition, we undertook targeted research to close identified knowledge gaps and ensure a robust, evidence-based approach.

As a result, we have identified key Impacts, Risks, and Opportunities (IROs) that are most relevant to our business and stakeholders. This work not only strengthens our ESG governance but also supports our strategic alignment with evolving regulatory expectations and stakeholder demands.



Igne Double Materiality Assessment

The Igne materiality matrix highlights the most important sustainability matters for our business. Through this process, we identified 14 IROs - comprising 8 environmental, 4 social, and 1 governance-related topics.

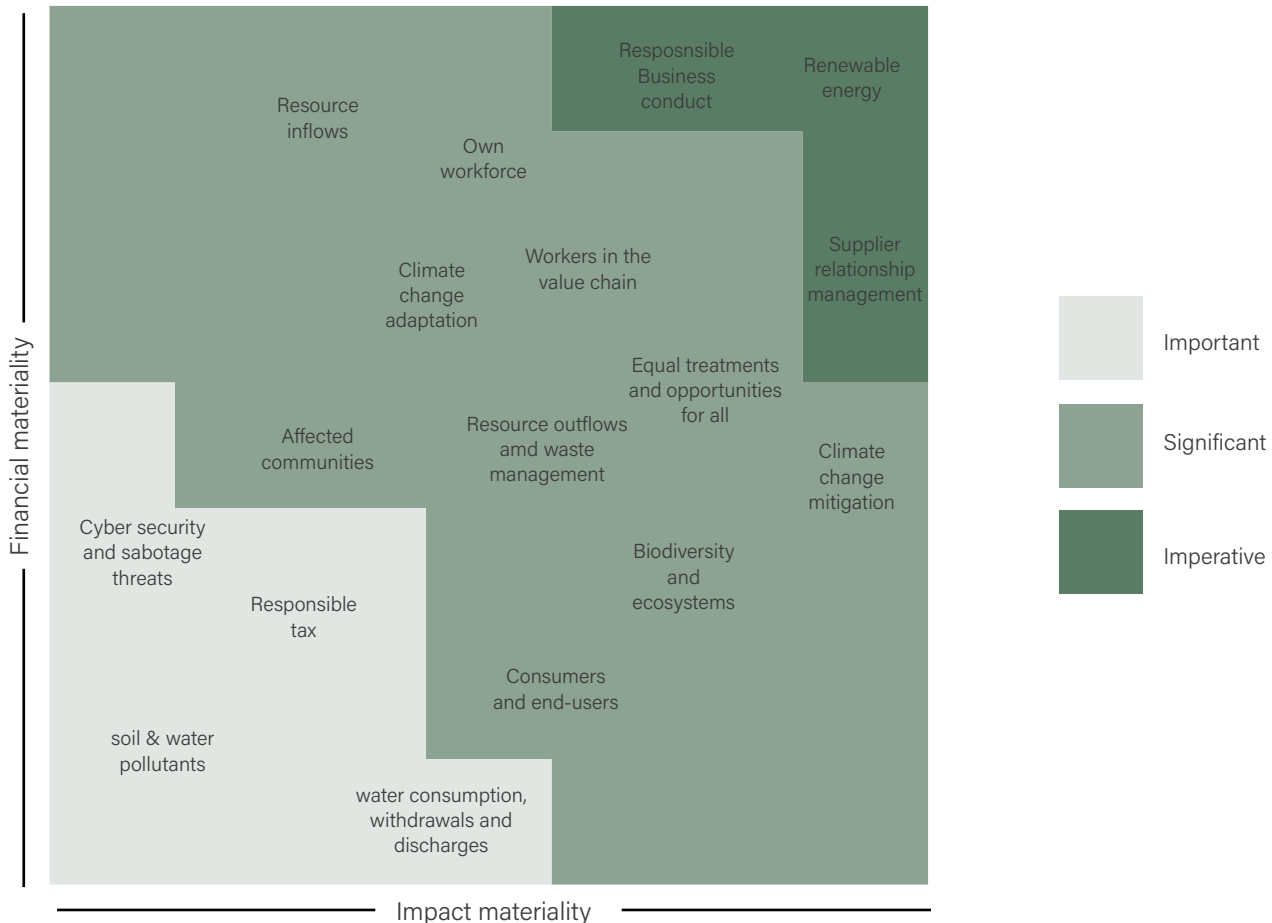
Following this analysis, 11 IROs were considered material to Igne. These formed the basis for our prioritised sustainability matters, and ultimately, the structure of the Igne materiality matrix.

Among the highly material topics identified were renewable energy, supply chain management, effective business governance, climate change, our own workforce wellbeing, working conditions within our value chain and operations, affected communities and future market resilience.

The DMA has enabled us to clearly define and prioritise our most significant ESG areas. This provides a solid foundation for our target setting, strategic planning, and ongoing alignment with CSRD requirements.

Our ambition is to ensure the information disclosed is both meaningful and accessible, providing stakeholders with a transparent view of Igne's ESG efforts, while remaining clear and easy to interpret.

2024 marks the launch phase of our CSRD journey - setting the structure for consistent, credible, and standardised ESG reporting that meets both regulatory and stakeholder expectations.



Quality, Health, Safety, and Environmental Excellence at Igne

As part of our ongoing commitment to the highest standards of operational excellence, in 2025 Igne successfully retained our ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 45001 (Occupational Health and Safety Management) certifications covering the full breadth of the Igne Group.

This achievement provides external validation that our policies, procedures, and management systems are not only fit for purpose but are consistently aligned with globally recognised best practices. It strengthens our ability to deliver exceptional outcomes for our clients and stakeholders, and supports our responsibility to protect our people, communities, and the environment.

Maintaining our accreditations is a critical enabler for **One Igne** - our ambition to operate as a fully integrated, values-driven group. Standardising our approach to quality, health, safety, and environmental (QHSE) management across all businesses enhances collaboration, consistency, and accountability. It ensures that every project, every site, and every team operates with the same high standards, regardless of location or service line.

This unified approach enhances our ability to reduce environmental impact through consistent management of resources and emissions, deliver sustainable and client-focused solutions across all operations, embed a proactive safety culture that prioritises the wellbeing of our people, strengthen regulatory compliance and governance to mitigate operational risks, and enhance stakeholder confidence through consistent, independently verified performance.

As we continue to integrate our businesses and shape the future of sustainable construction and ground engineering, these certifications represent more than operational milestones, they are foundational pillars supporting our vision for a safer, greener, and more responsible Igne.



ESG Framework - UNSDGs



Target

Focus on 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life, with a particular focus on **5.5.2:** proportion of women in managerial positions.

Progress

Igne work in a predominantly male dominated industry, however we are striving to close the gap on gender composition, which is reflected in the number of females in managerial positions across the organisation. We want to close this gap further and we will continue to increase gender composition above the construction industry average number of females in managerial positions.



Target

Focus on 8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

Progress

To achieve this, Igne ensures that the health, safety and wellbeing are the top priority for the business. Our Igne Behaviours model demonstrates that the safety of our people is considered in all our business decisions. Our commitment to maintaining and improving safety standards is recognised through our external accreditations and audit performances

ESG Framework - UNSDGs



Target

Focus of 12.6: Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

Progress

Igne is a newly formed company, and we have set out our ambitions early with clear intentions to make our operations sustainable. This includes our supply chain and our customers. Our commitments include annual reporting of our environmental performance and clear targets set to pave our route to Net Zero.



Target

Focus of 13.2: Integrate climate change measures into national policies, strategies and planning, with a particular focus on **13.2.2:** Total greenhouse gas emissions per year.

Progress

Addressing climate change is a significant element of our sustainability strategy. By identifying our key risks and areas of our operations which emit most carbon, we can strategically reduce our emissions over the longer term.

This SDG is also about how we engage our people and help raise awareness and collaborate with other stakeholders, particularly clients and suppliers.



02 Environmental



Our Environmental Approach

We recognise the impacts of climate change are being realised and the consequences will affect us all worldwide. There is a clear and growing consensus on the urgent need to accelerate decarbonisation efforts to limit future impacts. In 2025, we took critical steps on this journey, recognising that early and decisive action is essential for building a sustainable, long-term future.

During the year, we recalculated our baseline carbon emissions to reflect significant structural changes within the business, including the closure of less energy-efficient facilities and the opening of modern, lower-carbon sites to support our growth and operational expansion. This revised baseline provides a more accurate foundation for our carbon reduction strategy and road map, ensuring that our future plans are aligned with the realities of our evolving operations.

Our considered approach has continued to identify changes that require minimal investment alongside those that demand more significant financial commitment. Through this, we have prioritised easy wins to embed decarbonisation into our day-to-day operations while laying the groundwork for longer-term investments to deliver deeper carbon reductions as we scale.

We acknowledge that pragmatism remains essential. There is much that can be done today with a high degree of certainty, but looking forward over the next five to ten years and beyond, we must anticipate and adapt to uncertainty. Our strategy emphasises the need to pause regularly, assess our progress, and adjust our course to ensure we remain on track to meet our targets.

Finally, we recognise that decarbonisation cannot happen in isolation. Collaboration with our customers, clients, and supply chain partners is crucial. Each has an important role to play in addressing their own impacts and influencing their wider ecosystems, including through their own supply chains. Driving collective action will be key to achieving meaningful and lasting change.



GHG Protocol Reporting

Reporting Scope

Igne Group Ltd recalculated its baseline emissions in 2025 due to new premises opening across the business. Our direct emissions inventory includes all GHG Scope 1 & 2 emissions with plans in place to include Scope 3 in the near future.

Our Scope 1 emissions will account for all mobile plant and commercial vehicle fleet, local heating (natural gas) and other emissions such as compressed gases.

For Scope 2 emissions accounting, we will report the absolute emissions from our electricity use using the location-based methodology. We feel this is the most appropriate way to account for this emissions source.

It is recognised that biofuels and bioenergy are being used more predominantly, and so we have chosen to disclose the GHG protocol defined out of Scopes emissions associated with the use of known biogenic emissions. However, as these are not deemed a net contributor to global carbon emissions, they are not included in Igne's total net emissions.

Standards and methodology

We have chosen to report to GHG Protocol - corporate standards. Which will ensure our GHG inventory represents a true and fair account of our emissions through the use of standardised approaches and principles.

Our conversion factors used to calculate the emissions are based on the use of primary data where available and the application of UK Government DEFRA conversion factors.

Recalculation Policy

Recalculation of the baseline accounts will be undertaken under the following circumstances

- Re-calculation due to structural changes
- Re-calculation due to changes in the calculation methods (Scope 3)

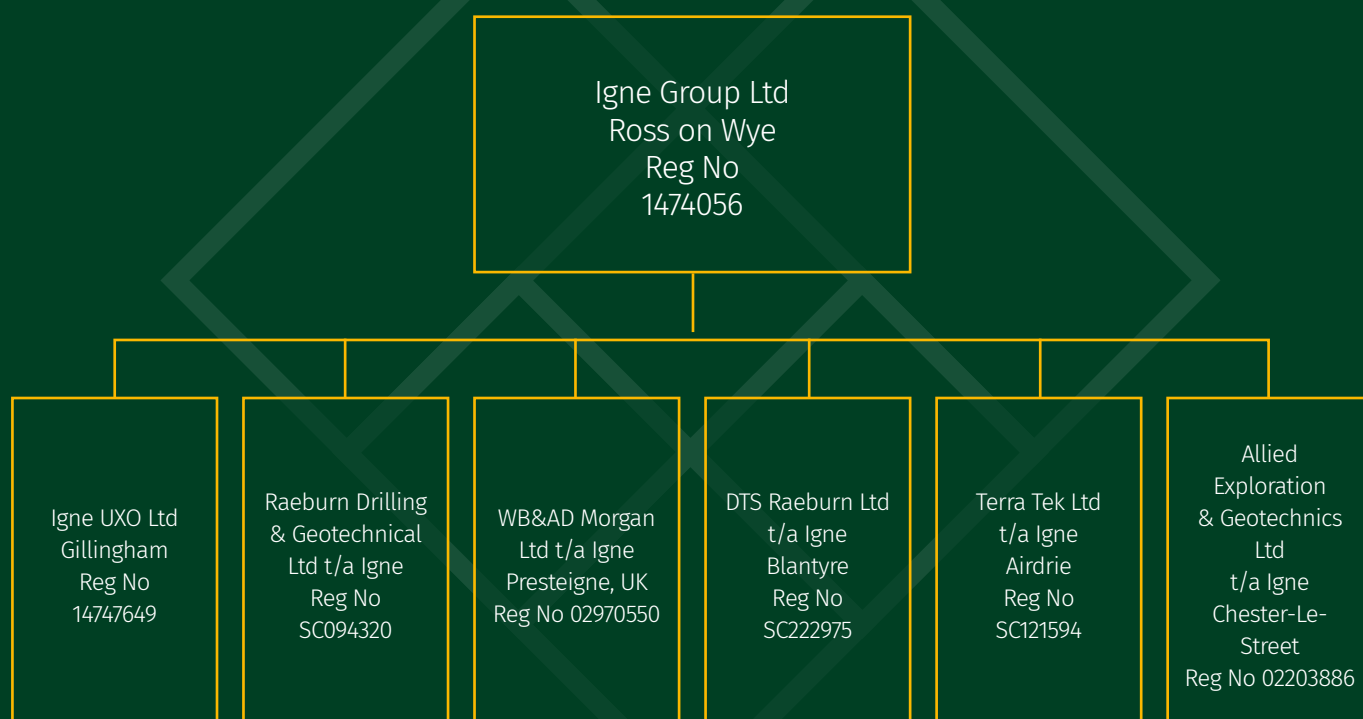


GHG Protocol Reporting

Temporal Boundary

January to December (Calendar Year)

Organisational Boundary



Operational Boundary

All activities conducted within our premises and site operations

Scope 1 & 2 Reporting

As part of our commitment to transparent environmental reporting, Igne continues to monitor and report its Scope 1 and Scope 2 greenhouse gas (GHG) emissions in accordance with the Greenhouse Gas Protocol and established corporate reporting standards.

Our reporting covers emissions associated with fuel consumed by company-owned vehicles, plant and equipment (Scope 1), together with electricity consumed across our operational facilities (Scope 2).

During 2025, we further strengthened our reporting processes through quarterly data collection and improved governance arrangements, helping to increase consistency, accuracy and confidence in the data reported.

Igne reported total Scope 1 and Scope 2 emissions of 2,373 tCO₂e. While this represents an increase in absolute emissions on 2024 reporting, it reflects a year of significant business growth and increased operational activity across the Group.

To better understand environmental performance relative to business activity, Igne monitors carbon intensity alongside total emissions. In 2025, a 15% improvement in intensity was recorded. This reduction demonstrates that, despite increased operational output, the business is becoming more efficient in the use of energy, fuel and resources.

Emissions reporting 2025 baseline data

Emissions Scope	Baseline Emissions 2025	
	tCO ₂ e	tco2e/£M
Scope 1	2241.12	42.93
Scope 2	132.51	2.54
Total S1 & S2	2373.63	45.47
Out of Scope	138.92	-

Scope 1 & 2 Reporting

2025 Emissions Sources Reporting

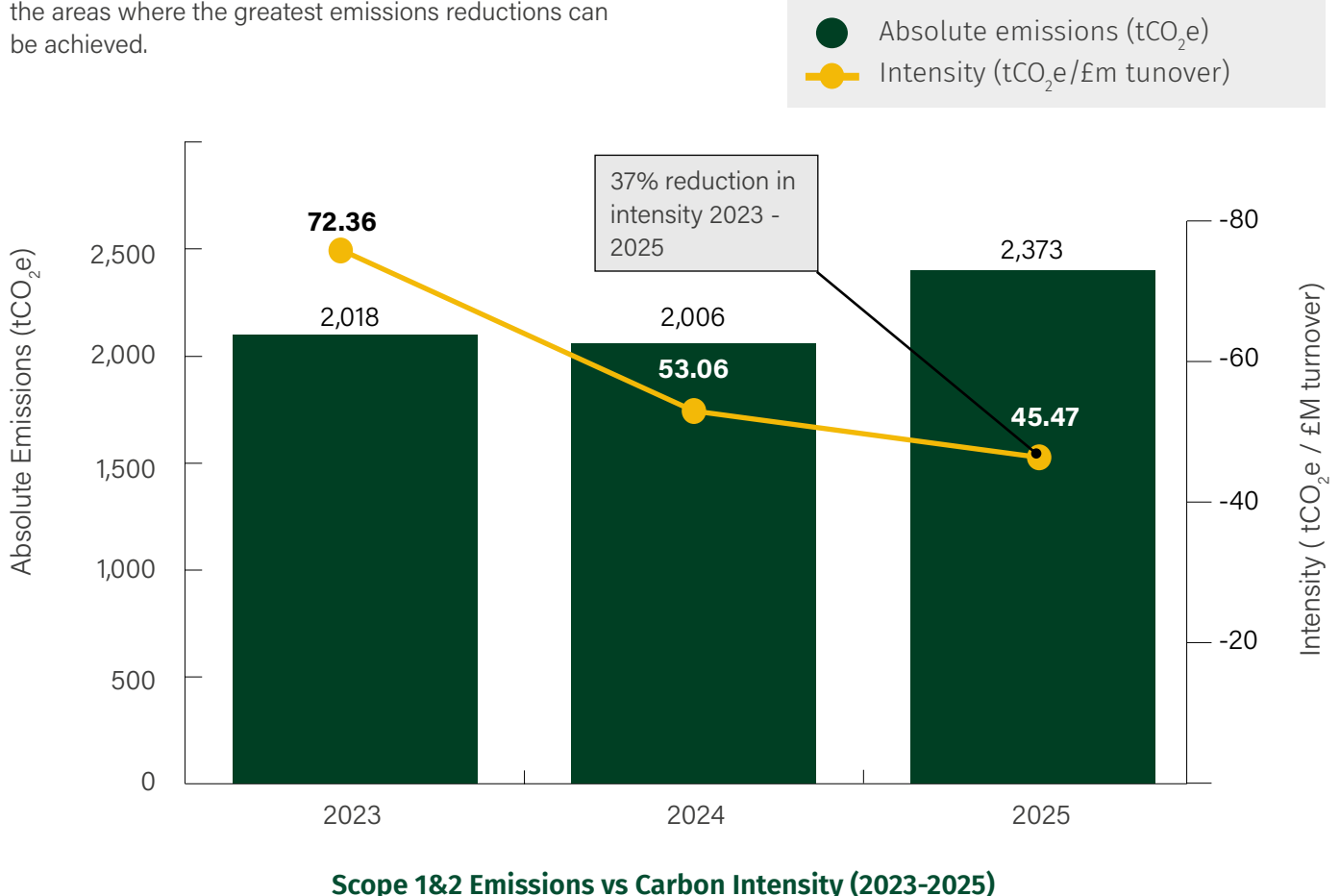
In 2025, Igne reported Scope 1 and Scope 2 greenhouse gas emissions of 2,373 tCO₂e, representing an increase of 18.3% compared with 2024 (2,006 tCO₂e). The increase in absolute emissions reflects the continued growth of the Group, increased operational activity, and the expansion of our facilities and services during the year.

While absolute emissions increased, Igne achieved a significant improvement in carbon efficiency. Our carbon intensity reduced from 53.06 tCO₂e per £m turnover in 2024 to 45.47 tCO₂e per £m turnover in 2025, a reduction of 15%. Since 2023, carbon intensity has reduced by 37%, demonstrating our ability to grow the business while reducing the emissions generated per unit of revenue.

This reflects the operational nature of our drilling, geotechnical, environmental and engineering services and confirms that fleet and plant decarbonisation remain the areas where the greatest emissions reductions can be achieved.

Diesel and petrol consumption remain the largest contributors to our direct emissions. During 2025, we continued progressing the transition to lower-emission company vehicles across the Group and pursued initiatives aimed at improving vehicle utilisation, reducing unnecessary travel and increasing operational efficiency.

The reduction in carbon intensity achieved during 2025 demonstrates that our sustainability initiatives are helping to decouple business growth from carbon emissions. Whilst absolute emissions may fluctuate as the Group continues to expand, our focus remains on delivering sustained improvements in carbon efficiency and implementing practical decarbonisation measures that support our journey towards net zero.



Scope 1 & 2 Reporting

2025 Emissions Sources Reporting

At Igne, we recognise that the majority of our emissions arise from transportation and mobile plant, which account for 92% of our total reported absolute emissions. This reflects the operational nature of our business and highlights the critical area of focus for our future carbon reduction strategy.

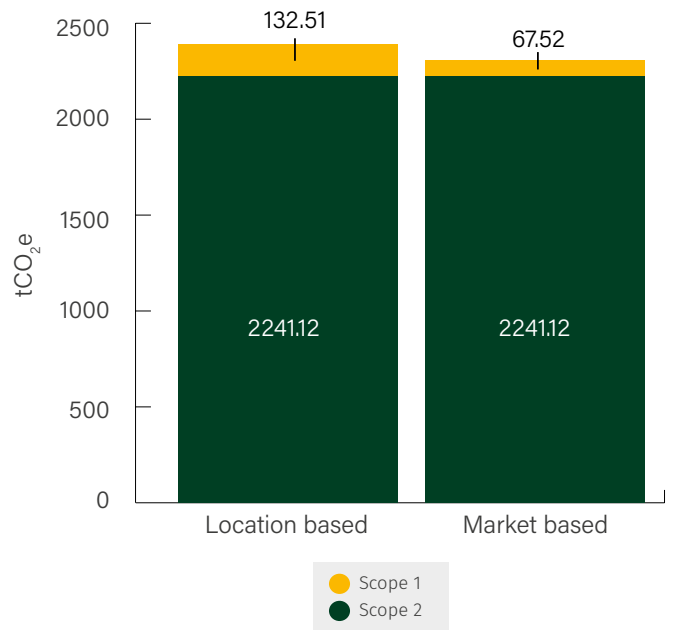
Fossil fuels, primarily diesel and petrol, remain the largest contributors to our direct emissions. Decarbonising our Commercial and Plant fleets is a key priority, and we are already progressing with the transition to lower-emission company vehicles across all parts of the business.

While emissions from other sources, such as electricity, natural gas, welding gases, and stationary combustion equipment, are important, they represent a comparatively small proportion of our overall carbon footprint.

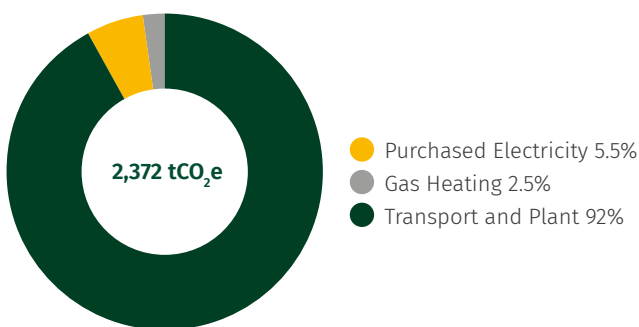
As part of our continuous improvement approach, we will evaluate green energy supply options at the point of contract renewals to further reduce our indirect emissions.

For Scope 2 emissions accounting, despite the fact that 58% of our premises are now using electricity generated from renewable sources, we have chosen to report the absolute emissions using DEFRA UK Average factors and adopting a location-based methodology in place of Market-based. We feel this is the most appropriate way to account for this emissions source.

Location Based vs Market Based Emissions 2024



2025 Emissions Sources Reporting



SBTi Approval and Advancing Our Carbon Reduction Commitment

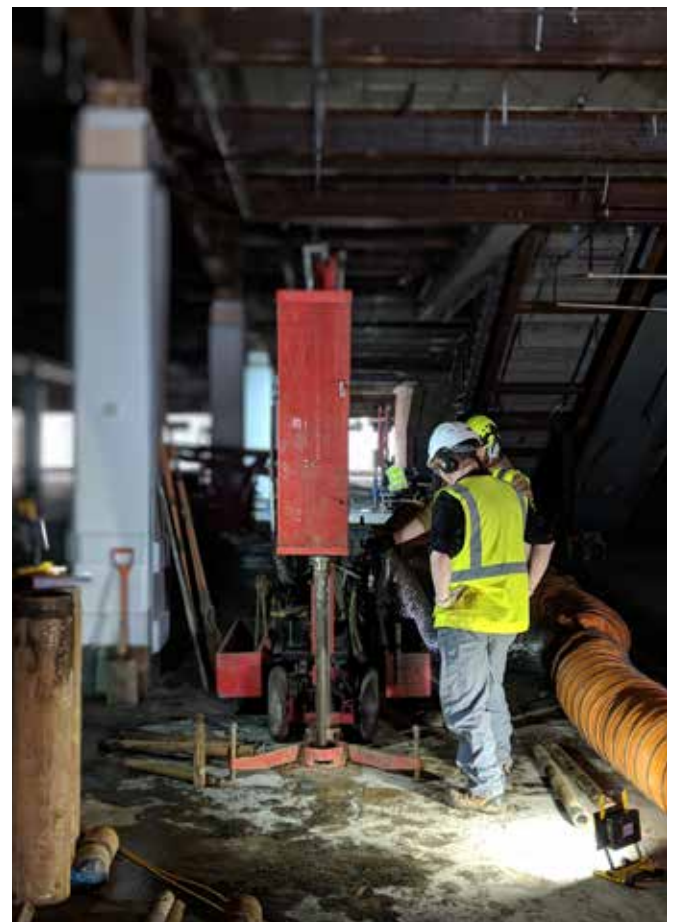
Igne Group Ltd is proud to announce the approval of our Near-Term Science-Based Targets (SBTi), confirming our commitment to a 42% reduction in Scope 1 and Scope 2 carbon emissions by 2030. This milestone, part of our ESG strategy for 2025, is an essential step in reinforcing our leadership in sustainable practices and our responsibility in addressing climate change.

Receiving SBTi approval is a testament to Igne's dedication to science-based climate action. The approval confirms that our emissions reduction targets align with the most ambitious climate science, in line with the Paris Agreement's goal of limiting global warming to 1.5°C. This is more than a mark of credibility, it demonstrates to our clients, investors, and stakeholders that we are committed to achieving a meaningful, measurable, and impactful reduction in our carbon footprint.

This 42% reduction target, will guide Igne's operations through a focused, measurable strategy aimed at transforming our energy usage, streamlining our operations, and future-proofing our business against an ever-evolving regulatory and market landscape. Our roadmap for delivering on this target includes significant investments in renewable energy, energy efficiency, and low-carbon technologies. These changes will not only reduce our emissions but will also yield substantial operational efficiencies, contributing to long-term cost savings and a more resilient business model.

The path to achieving these reductions will require a clear and disciplined approach. However, it also represents a compelling opportunity for Igne to differentiate itself in the marketplace, meet the rising demand for sustainable practices, and lead by example within our sector. As we continue to refine our strategy, the SBTi approval strengthens our position with stakeholders, further aligning us with global sustainability trends and positioning Igne for success in the low-carbon economy.

Our commitment to these near-term targets is just the beginning. Over the next year, we will expand our focus to include Scope 3 emissions, preparing for a future Net Zero pathway. This ongoing commitment underscores our belief that sustainability is not merely a regulatory or reputational exercise, it is a key driver of innovation and value creation. This achievement represents a significant milestone in Igne's sustainability journey, solidifying our role as a leader in both the construction and sustainability sectors.



Modernisation Of Igne Plant & Vehicle Fleet

Igne continued to modernise both its operational plant and road fleet as part of its commitment to improving efficiency, reducing emissions and supporting its long-term carbon reduction strategy.

Following the Igne Rig Review, significant investment was made in upgrading drilling assets across the business. New Fraste PLG rotary drilling rigs were introduced into the fleet, incorporating modern Stage V/ Tier 5 engine technology and a compact design. These rigs deliver improved fuel efficiency, lower emissions, and reduced transport impacts when compared with larger legacy equipment, while maintaining the capability required to support our projects.

A major milestone was the introduction of a CRS Duo Pro 140 Sonic Rig, representing a new era of sonic drilling capability within Igne. Equipped with both sonic and rotary drilling systems, the rig can undertake work that would previously have required multiple specialist assets, reducing mobilisation requirements, transport movements and associated emissions. The rig also

benefits from the latest low-emission engine technology, supporting more sustainable site operations.

Alongside investment in new equipment, Igne continued to extend the useful life of existing assets through the refurbishment of selected CP and rotary drilling rigs. By maximising asset life and performance, we reduce the environmental impacts associated with manufacturing new equipment and support the principles of a circular economy.

As newer equipment entered service, a number of older drilling rigs were retired from the fleet. These assets, which were larger, less efficient and equipped with older engine technology, were sold through specialist distribution networks, allowing continued use elsewhere while improving the efficiency profile of the Igne fleet.



Modernisation Of Igne Plant & Vehicle Fleet

Our fleet modernisation programme extended beyond plant equipment and into our road vehicle fleet. During 2025, Igne implemented a comprehensive Fleet Strategy focused on improving vehicle utilisation, reducing fuel consumption and accelerating the transition to lower-emission vehicles.

2025 saw a substantial increase in the number of electric and hybrid company cars, with adoption increasing significantly across the business. Our road fleet saw an increase of 64% in EV and Hybrid vehicles across the business.

Igne introduced its first fully electric commercial van into operation, marking an important step in the decarbonisation of our commercial vehicle fleet. This initiative allows us to evaluate the role of electric commercial vehicles within our operational environment and supports our longer-term ambition to reduce emissions associated with business travel and project delivery.

Together, these investments demonstrate how Igne is embedding sustainability into operational decision-making. By modernising both plant and fleet assets, we are reducing emissions, improving efficiency, extending asset life and creating a more resilient platform to support future growth.

The transition of our mobile fleet supports lower operational emissions while providing employees with more efficient and sustainable transport options.



Advancing Circular Economy Principles within Igne's Operations

As part of Igne's continued commitment to sustainability and our overarching carbon reduction strategy, we continue our efforts to incorporate circular economy principles across our operations. Recognising that effective waste management and resource efficiency are integral to our broader climate objectives, we have made significant strides in reducing waste and water consumption while improving the efficiency of our geotechnical processes.

A key focus of our carbon reduction strategy is addressing the environmental impact of our operations beyond just emissions. This includes an intentional approach to reducing waste production, optimising water usage, and seeking alternative, more sustainable methods of geotechnical investigation. To this end, Igne has actively adopted non-intrusive technologies like ground penetrating radar (GPR) surveys and cone penetration testing (CPT), both of which reduce the need for extensive soil sampling and consequently minimise waste generation. By moving towards these more efficient methods, we reduce not only physical waste but also water usage, which is typically required in traditional geotechnical investigations.

In line with our commitment to circularity, Igne continues to uphold the highest standards of waste reduction across all operations. We are proud to report that all personal protective equipment (PPE) used by our teams is fully recycled, ensuring that we are minimising the environmental impact of our operations at every level. This ongoing commitment to recycling reflects Igne's broader goal of embedding sustainability into our culture and operational practices.

Looking ahead to 2026, we recognise the need to refine our waste management processes further. As part of our continuous improvement, we are actively engaging with waste management services to ensure more accurate reporting of our waste production. This will enable us to capture and report waste data more comprehensively, improving transparency and providing a solid foundation for future circular economy initiatives. The ability to track and analyse waste generation is crucial to closing the loop and improving the effectiveness of our waste reduction efforts, allowing us to make data-driven decisions and continuously optimise our operations.

By integrating these circular economy principles with our carbon reduction strategy, Igne is not only reducing our environmental footprint but also setting the stage for a more sustainable future. These actions align with our long-term vision of building a resilient business that thrives in a low-carbon, resource-efficient economy.

As we continue to innovate and improve, we remain focused on reducing waste, limiting water usage, and driving positive environmental change across the business.



Milestone: PAS 2080 Carbon Management in Infrastructure

In 2025, Igne achieved Third party accreditation of PAS 2080 Carbon Management in Infrastructure, accredited by BSI. This accreditation represents a critical step in embedding carbon management across all operational levels and directly supports our wider net-zero ambitions under the 'One Igne' vision.

PAS 2080 provides a robust framework for identifying, quantifying, and reducing carbon emissions throughout the lifecycle of infrastructure and construction projects. A key element of this standard is its emphasis on 'whole value chain collaboration,' requiring active engagement with our supply chain partners to collectively drive down carbon.

As part of our implementation strategy, we are integrating carbon considerations into our procurement processes, ensuring that low-carbon solutions and environmental performance are factored into supplier selection, tender evaluations, and contract management.

This includes:

- Encouraging the use of low-carbon materials and modern construction methods
- Prioritising suppliers who demonstrate clear carbon reduction strategies
- Including carbon performance metrics in procurement and project delivery frameworks
- Promoting transparent data sharing and lifecycle assessment approaches

By embedding these principles, we are not only improving our operational sustainability but also influencing and empowering our partners to adopt better environmental practices. This collaborative approach helps to create a more resilient and future-ready supply chain, capable of supporting the transition to a low-carbon economy.

Our goal is to ensure carbon efficiency is 'the norm,' marking this achievement as a major milestone in our ESG journey and strengthening our position as a sustainability leader in the sector.





One Igne: Putting Our People First

At Igne, the health, safety, and wellbeing of our people, and everyone impacted by our work, is at the heart of everything we do. It unites us across all companies and disciplines, underpinning our purpose and driving our mission. If a task, project, or journey cannot be carried out safely and securely, it simply will not proceed. Nothing matters more.

We uphold the highest standards in health and safety through rigorous accreditation, continuous training, and an unwavering commitment to improvement. Across the Igne family, our shared goal is simple: that everyone goes home safe, every day. Health and safety are not just priorities - they are integral to our culture.

All Igne companies are accredited to ISO 45001 standards for safety management. Supported by our group QHSE team, which offers expert guidance and leadership, we work as One Igne to ensure that the wellbeing of our people remains our collective number one priority.

Igne's ESG and Regulatory Risk Director is responsible for all compliance areas including quality, health and safety, environmental and transport compliance



At Igne, we recognise the environments we operate in are ever-changing and so is our approach to health, safety, and wellbeing. Guided by 'Igne Behaviours', we remain dynamic and adaptive, fostering a proactive QHSE culture where everyone is empowered to take ownership of their own safety and wellbeing, both physical and mental.

We invest in continuous training and development, equipping our colleagues with the skills and confidence to deliver outstanding quality, health, safety, and environmental performance. Our commitment to promoting a healthy, resilient workforce has been instrumental in strengthening our safety culture and improving performance across the group.

We set high standards and never compromise on safety. By working as One Igne, we ensure that the wellbeing of our people and the integrity of our operations are always protected, no matter how the world around us changes

Paul Breslin - ESG and Regulatory Risk Director

Health and Safety Performance

The health, safety and wellbeing of our people remains our highest priority. During 2025, Igne delivered one of its strongest safety performances since the Group was formed, demonstrating the benefits of a more mature safety culture, increased workforce engagement and a relentless focus on preventing harm.

Our performance metrics cover all directly employed staff under Igne's operational control and are calculated using exposure hours to provide a consistent and meaningful measure of safety performance. Most importantly, Igne recorded no fatalities and no high-consequence work-related injuries during 2025. This achievement reflects the collective commitment of our employees, managers and leadership teams who continue to place safety at the centre of everything we do.

Our Accident Frequency Rate (AFR) reduced significantly to 2.5 incidents per million exposure hours. This demonstrates that, despite increased business activity and workforce growth during the year, Igne maintained a level of safety performance well above the wider industry standard.

Equally encouraging was the continued growth in proactive safety reporting across the Group. Our Near Miss Frequency Rate increased from 29.07% in 2024 to 39.24% in 2025, reflecting a stronger reporting culture and greater workforce engagement in identifying hazards before incidents occur. We view this increase as a positive indicator that our people are actively participating in risk management, learning from events and helping to prevent injuries through early intervention.

The improvements achieved in 2025 were supported by enhanced leadership visibility, targeted health and safety communications, improved incident investigation processes, and a continued focus on standardising expectations across all business units.

Safety Statistics 2025

Fatalities	0
Reportable injuries (over 7 days)	0 HSE Riddor
Lost time injuries	2
Work days lost	2
Near miss reports	31
Near miss frequency rate (NMFR)	39.24 per million hours worked
Total hours worked	789,880 estimated
Accident frequency rate	2.5 per million hours worked

Wellbeing Initiatives

At Igne, we recognise that our people are our greatest asset and that long-term business success depends on supporting the health, wellbeing and development of our workforce. During 2025, we continued to strengthen our approach to employee wellbeing through a range of initiatives aimed at creating a more consistent, inclusive and supportive employee experience across the Group.

A key achievement during the year was the continued delivery of our One Igne people strategy, which focused on harmonising employee benefits across the business. By creating a more consistent benefits package, all employees now have access to the same core holiday entitlement, company-funded Health Cash Plan and Life Assurance provisions. These improvements ensure that all colleagues, regardless of business unit, have access to valuable health and wellbeing support, reflecting our commitment to fairness, inclusion and employee welfare.

Alongside enhancing benefits, we have continued to focus on creating a workplace where people feel valued, recognised and supported. During 2025, workforce growth, reduced employee turnover and lower absence rates reflected positive progress in employee engagement and wellbeing. These improvements have been supported by ongoing investment in communication, wellbeing initiatives and a culture

that encourages individuals to contribute, develop and succeed. As part of this commitment, we continue to explore additional ways of recognising exceptional performance and celebrating the achievements of our people across the Group.

Our people-focused initiatives have contributed to measurable improvements across the business during 2025, including a 16% reduction in employee turnover and a 43% reduction in absence rates. These outcomes demonstrate the positive impact of investing in our people and reinforce our commitment to creating a workplace where individuals can thrive, develop and build long-term careers.

By continuing to prioritise wellbeing, inclusion and employee development, Igne is not only strengthening its culture but also supporting the delivery of its wider ESG objectives and commitment to being a responsible and sustainable employer.



Staff Absence and Staff Turnover

At Igne, we recognise that the wellbeing of our people extends beyond the workplace. Supporting our employees through periods of absence, including routine illness, is essential to fostering a healthy, resilient workforce. We offer flexible and hybrid working arrangements to help colleagues manage personal commitments while maintaining their connection to the business, promoting both physical and mental wellbeing.

In 2025, our measured sickness absence rate was 0.98% which is significant improvement on our 2024 figure of 1.88%. The figure also falls well below the 2025 UK national average sickness absence rate, which sat at 2.0%, as determined by the Office of National Statistics (ONS). This reduction reflects our broader focus on providing proactive support, resources, and wellbeing initiatives to help reduce preventable absence and promote recovery.

Staff turnover at Igne for 2025 was reported at 14%, notably lower than 2024 and lower than wider

construction industry average of 21.6%. Our ability to retain talent, despite competitive market pressures, reflects our commitment to providing an engaging, supportive working environment. Factors influencing turnover include the natural retirement of an ageing workforce and expected staff movement across a dynamic industry.

By working as One Igne, we are creating a culture that values wellbeing, fosters loyalty, and strengthens resilience, ensuring that our people are supported both in and outside of work.

Number of employed staff	331	Average over 2025
Number of sickness days taken	822.5	(Routine illness)
Sickness absence rate	0.98	Days per person
Staff turnover rate	14%	Number of leavers against average number of staff

Delivering Social Value at Igne

At Igne, delivering social value is at the heart of our business. We believe success is defined not just by the projects we deliver, but by the positive and lasting impact we create for people, communities, and the environment. Our social value strategy focuses on creating meaningful employment, investing in skills and training, protecting the environment, promoting staff wellbeing, and strengthening local communities. These areas are aligned with the UK Government's Social Value Model and the United Nations Sustainable Development Goals, ensuring our efforts are measurable and impactful.

Our focus in 2025 was to develop and provide high-quality job opportunities, apprenticeships, and professional development pathways to attract and support a diverse workforce. We champion skills development through accredited training, mentorship, and educational partnerships, helping to address critical skills gaps in the construction and engineering sectors.

Environmental stewardship remains a key focus, with actions to reduce carbon emissions, promote sustainability, and embed green practices across our projects and supply chain. Recognising the importance of wellbeing, we are committed to building an inclusive workplace that fosters mental and physical health for all our people.

Our commitment is overseen by our Social Value Leaders and supported by our Social Value Champions. Together, they drive engagement, monitor impact, and ensure social value is embedded into every part of our operations.

Looking ahead, we are strengthening our focus on diversity and inclusion, modern slavery prevention, cyber security, and sustainable procurement. Through these initiatives, Igne is building a stronger, fairer, and more sustainable future for all our stakeholders.



Equality, Diversity and Inclusion

At Igne, we put wellbeing and development at the heart of our people strategy, ensuring that every individual works in an inclusive, supportive, and empowering environment.

As part of our 'One Igne' commitment, we aim to reflect the diversity of the communities and customers we serve, from the operational workforce to the boardroom. We recognise that a diverse team brings a broader range of experiences, perspectives, and cultures into the workplace, leading to more creative and innovative solutions, a vibrant organisational culture, and stronger business growth.

Our goal is to nurture a truly inclusive culture, one that respects the individuality of every colleague, values their unique identity, and ensures they feel seen, heard, and supported. We are committed to providing a flexible working environment that enables our people to thrive both personally and professionally.

By working together as One Igne, we continue to build a workplace where everyone can succeed, contribute meaningfully, and feel proud to be part of our journey.



Real Living Wage Accreditation

In 2025, Igne continued to uphold its status as an Accredited Real Living Wage Employer, a designation that reinforces our commitment to responsible business and ethical employment practices. This accreditation ensures that every member of staff, and any regularly contracted third-party worker receives a wage that is not only fair but also sufficient to meet the actual cost of living.

Our decision to go beyond statutory minimum wage requirements is rooted in a belief that financial stability and fair pay are essential to building a resilient, motivated workforce. By aligning with the independently calculated Real Living Wage, Igne ensures that our people are recognised for their contributions in a way that supports their quality of life and long-term wellbeing.

This commitment also plays a vital role in delivering measurable social value. By ensuring that pay meets real-world needs, we help reduce in-work poverty, support local economies, and contribute positively to the communities in which we operate. This strengthens our social standing to operate and reinforces our role as an employer of choice in our sector.

Importantly, this initiative is fully aligned with our One Igne ethos, a unifying principle that guides how we treat our people and deliver our services. It reflects our belief that respect, fairness and shared purpose should underpin every part of our organisation. In doing so, we not only strengthen internal cohesion but also enhance the trust placed in us by clients, partners and communities.



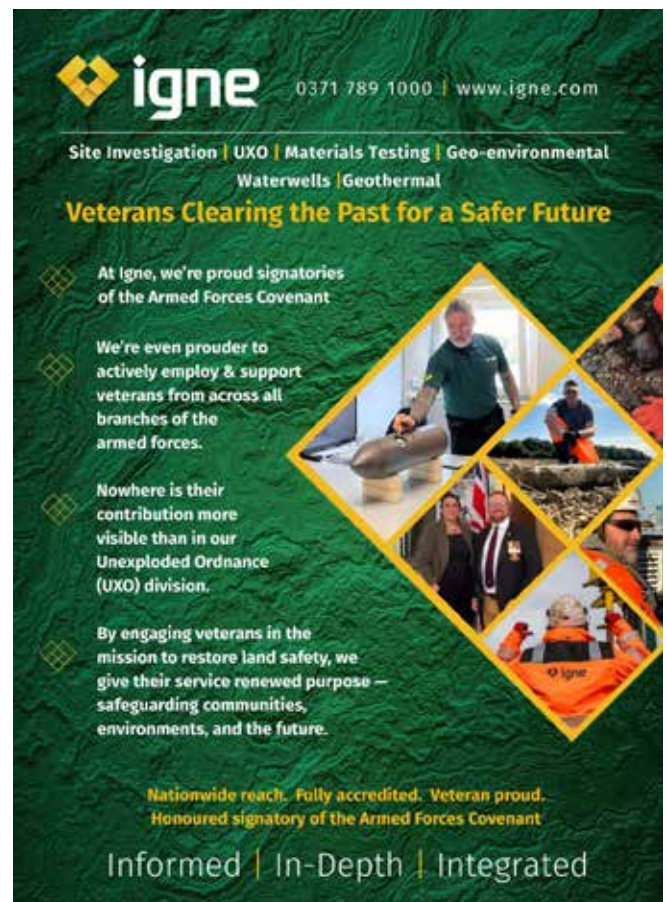
Armed Forces Covenant

As part of our ongoing commitment to the Armed Forces Covenant and creating positive social value, Igne was proud to support the UXO Kent Reserves and Cadets Event held on 25 February 2025 at County Hall, Maidstone.

The event benefited approximately 50 members of the local community, providing opportunities to learn about the important role reservists play, the valuable skills they bring to employers, and the benefits they experience in their civilian careers. The event brought together local employers, organisations, and employees from across Kent, aiming to strengthen support for the defence community and encourage more organisations to sign the Armed Forces Covenant. Attendees experienced displays from local Reserve and Cadet Units and heard inspiring speeches from current reservists, former cadets, and Gold ERS (Employer Recognition Scheme) award holders. This initiative supported several of our key Social Value themes, including: Jobs, Skills, Training and Community Engagement

At Igne, we are proud to be recognised as a strong supporter and employer of ex-service personnel. Engaging with the local community through events like the Kent Reserves and Cadets showcase is vital, it helps to strengthen community ties, celebrate the diverse skills veterans bring, and reinforce our commitment to supporting those who serve. We believe this connection enriches our workforce and strengthens our business

We remain committed to supporting the Armed Forces community and delivering meaningful social value across all areas of our business.



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Site Investigation | UXO | Materials Testing | Geo-environmental
Waterwells | Geothermal

Veterans Clearing the Past for a Safer Future

At Igne, we're proud signatories of the Armed Forces Covenant

We're even prouder to actively employ & support veterans from across all branches of the armed forces.

Nowhere is their contribution more visible than in our Unexploded Ordnance (UXO) division.

By engaging veterans in the mission to restore land safety, we give their service renewed purpose — safeguarding communities, environments, and the future.

Nationwide reach. Fully accredited. Veteran proud.
Honoured signatory of the Armed Forces Covenant

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Disability Confident Employer

As part of our commitment to building an inclusive and supportive working environment, Igne maintained its position in 2025 as a Disability Confident Employer, a key element of our broader diversity and inclusion agenda.

The Disability Confident scheme encourages employers to think differently about disability and take action to improve how they recruit, retain and develop disabled people. At Igne, this commitment translates into accessible recruitment practices, open and ongoing dialogue around reasonable adjustments, and a proactive approach to supporting individuals with physical disabilities, neurodiverse conditions or long-term health challenges.

This recognition affirms more than just compliance; it reflects our ambition to create a workplace where all individuals are empowered to succeed. We believe that diverse teams, enriched by a range of perspectives and lived experiences, are better equipped to innovate, problem-solve, and deliver real-world impact. By championing inclusive employment, we unlock the full potential of our workforce and uphold our responsibility to reflect the diversity of the communities we serve.

Being a Disability Confident Employer contributes directly to our social value delivery, ensuring that opportunity at Igne is not constrained by outdated assumptions or inflexible systems. It allows us to remove barriers, both seen and unseen, and promotes a culture of trust and belonging.

This is a clear embodiment of the One Igne principle: one culture, one commitment to fairness, and one team united by shared values. By embedding inclusivity into our everyday practices, we are shaping a workplace and a business that is fit for the future.



Inspiring the Next Generation

As part of our commitment to supporting education, skills development and future talent within the geoscience sector, Igne partnered with Time for Geography, the UK's leading open-access geography and geoscience education platform.

Working collaboratively with educators and industry professionals, Igne helped develop careers resources and educational content designed to increase awareness of geoscience careers and provide students with a better understanding of opportunities within the construction, engineering and ground investigation sectors.

The partnership supports our commitment to addressing long-term skills shortages while encouraging greater participation in STEM-related careers.

The collaboration received external recognition through the Geographical Association Publishers' Award, where the careers resources developed in partnership with Igne were awarded Highly Commended status. The award recognised the contribution the resources are making towards geography and geoscience education across schools and colleges.

'The careers infrastructure we have launched together with Igne this year is providing visible, structured coordination between schools, universities and industry, that has previously been a critical missing piece in empowering teachers, supporting students, and underpinning the transition from geography education to careers. This was a key theme of our Careers Panel session, which was a huge success and I thank everyone who contributed to shaping this important touch point with the teaching community. The strongest feedback from the conference was that teachers would like to see more industry sectors represented where Igne and others have led, so that we are representing the full Scope of pathways that stem from UK geography classrooms.'

Thank you to everyone at Igne who has helped make our collaboration an award-winning success!



04 Governance



ESG Governance Structure

Board of Directors

PROVIDES OVERSIGHT

Oversees ESG strategy and objectives at executive level. ESG oversight responsibilities sit with the Executive Board.

Chief Executive Officer

EXECUTIVE LEADERSHIP

Overall responsibility for ESG Governance in Igne and is accountable for its overall effectiveness. The CEO defines the vision and strategic direction for the continued sustainability of the business.

ESG and Regulatory Risk Director

BUSINESS ESG LEAD

Oversees ESG strategy, reports to the Chief Executive Officer, and collaborates with our ESG Team to establish and lead plan implementation. Monitors and advises on our ESG performance.

ESG Ambassadors

SUPPORT TEAM

Local Ambassadors reporting to ESG and Regulatory Risk Director. Responsible for data collection and communicating ESG initiatives at business unit level



Gender Composition & Age Demographic

At Igne, we believe that diversity strengthens our business and is essential to building an inclusive, forward-thinking organisation. Our commitment to diversity extends to the opportunities we create for career progression and development across all levels of the business.

Many of our colleagues have joined Igne through strong local community engagement, employee referrals, and family connections, fostering a genuine sense of community and belonging within our workforce. This unique culture is a core strength of Igne and supports our vision of a collaborative and supportive environment.

Our Executive Board currently consists of 13 members, including one female board member. While we recognise there is more work to do at the senior leadership level, we are proud to report that 9.5% of our management positions are held by women. We aim for this to increase year-on-year. We have a 17% female workforce, which is above the industry average of 16%.

We continue to promote internal progression, investing in the development of all our people to ensure career pathways are accessible, fair, and inclusive. Our age demographic remains broadly representative of the wider workforce population, with the majority of our employees aged between 30 and 50 years. This reflects a balanced mix of experience, energy, and innovation across our teams.

As One Igne, we are committed to nurturing a diverse, equitable, and inclusive workplace where everyone has the opportunity to grow and succeed.

Number of executive board members	13
Female board members	1
Percentage female board members	7.6%
Number of employed staff	331
Number in management	21
Percentage of female managers	9.5%
Number of employees (non-management)	310
Percentage of females (non-management)	16%
Employees under 30 years old	104
Employees between 30 - 50 years old	163
Employees over 50 years old	102

IT and Cyber Security

Safeguarding data privacy isn't just a behaviour, it's our unwavering commitment. We protect the trust placed in us, ensuring every element of data remains shielded from harm's reach.

A secure data management system is critical to the work that Igne undertakes. By consistently maintaining a high level of information security and privacy throughout all of our functions, we are able to deliver high quality services for our clients, employees, and other stakeholders.

We have created a group wide IT and security policy which underpins our approach to data security and protection.

Our IT support team ensure that all our IT systems remain robust and compliant.

As part of our strategic approach, we ensure that all staff undergo General Data Protection Regulation (GDPR) training. Additionally, we provide regular training sessions on cyber security awareness.

We regularly test our systems and record this as part of our business continuity planning and disaster recovery strategy.

We aim to extend our cyber essential accreditation group wide in 2026, supported by our goal of implementing ISO 27001 – Information Security Management Systems.



Igne Policies

At Igne, our policies are more than governance documents, they are expressions of our shared values and our commitment to acting as One Igne. They help unify our teams, guide our decisions, and ensure we operate with integrity, responsibility, and respect for people and the planet.

In autumn 2023, Igne undertook a comprehensive review of all internal policies related to environmental, social, and governance (ESG) matters, including our code of conduct. This review was driven by our ambition to ensure that every policy supports our collective vision, reflects the evolving regulatory landscape, and reinforces our company-wide commitment to sustainable, ethical business.

Following the review, all key policies, including the updated employee handbook and code of conduct, were distributed to employees across the organisation for reaffirmation. This process was not just a formal step, but a vital part of our unified culture and the principle that we are stronger when we act together as One Igne.

We will continue to review and enhance our policies to remain compliant and ensure they reflect the realities of our operations, the expectations of our stakeholders, and the values we uphold across every part of the business



Esg Results 2025

Environmental

Scope 1	2241.12 tCO ₂ e
Scope 2	132.5 tCO ₂ e
Total S1 and S2	2373.63 tCO ₂ e
Out of Scope	138.92 tCO ₂ e

Social

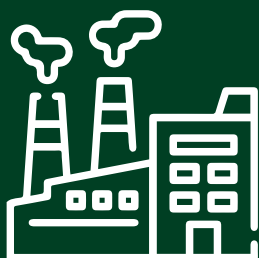
Fatalities	0
Reportable injuries (over 7 days)	0
Lost time injuries	2
Work days lost	2
Near miss reports	31
Near miss frequency rate (NMFR)	39.24
Total hours worked	789,880
Accident frequency rate	2.5
Number of sickness days taken	822.5
Sickness absence rate	0.98
Staff turnover rate	14%

Governance

Number of executive board members	13
Female board members	1
Percentage female board members	7.7
Number of employed staff	331
Number in management	21
Percentage female managers	9.5%
Number of employees (non-management)	310
Percentage female (non-management)	16%
Employees under 30	104
Employees 30 - 50	125
Employees over 50	102

ESG Strategy

Igne as a company is now seeing progression and we have set off on our sustainability journey with a clear intent to provide a sustainable, high quality and professional service. We are committed to following our ESG strategy and making our contribution to Net Zero and bringing clear social value in our service delivery.



Materiality assessment

Engage with Supply chain and Evaluate our impacts, risks and opportunities



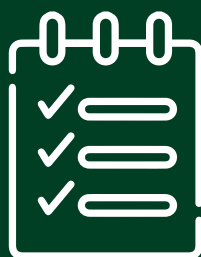
Determine the baseline

Declare boundaries and measure baseline year



Set ESG goals

Define our selected goals, ambitions and targets



ESG policy & planning

Set our intentions in a strategy paper take action



Measure and report

Evaluate our ESG performance against our KPI metrics and disclose

Our Ambitions

Environmental

Reduce Scope 1 emissions through modernisation and maintenance of our transport fleet and increasing our EV capability.

Reduce Scope 2 emissions by selection of green energy partners.

Begin assessing our Scope 3 emissions by evaluating our circular economy

- Waste production
- Water Usage
- Hotel usage
- Staff Commuting
- WTT Emissions

Social

Improve our employee Health, Safety and Wellbeing. We will aim to decrease the number of lost time through workplace injury.

Increase our Near Miss reporting rate. This is a leading indicator and demonstrates a proactive approach to safety.

Improve our EDI Performance by maintaining Real Living Wage Employer Accreditation.

Continue as a Disability Confident Employer.

Ensure all our staff undertake EDI Training.

Governance

Set Ambitions to increase our gender composition with Igne. This will assist in working towards UNSDG 5 & 10.

Increase our Cyber Security performance by obtaining group wide Accreditation for ISO 27001.





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