

# Sustainability

## Introduction



Throughout the past year the Foresight team has remained focused on ensuring that sustainability enhances the resilience of our business, supports value creation for our investors, and contributes positively to the communities and environment in which we operate.

This has been an important year of progress for sustainability across Foresight. We strengthened the foundations of our approach by introducing a new Group-wide Sustainability Strategy and developing our first Climate Alignment Plan. These provide a clear framework for how we integrate sustainability into decision-making and manage material risks and opportunities. Together, they give the business a coherent framework for action which ensures that sustainability continues to support the delivery of our broader corporate strategy.

We have also been pleased to see strong engagement from teams across the organisation, which remain highly supportive of embedding sustainability into their everyday roles. This is something I see clearly through my role as co-Chair of the Group's Colleague Forums.

Looking forward, my Board colleagues and I remain committed to working alongside the Foresight team to build on the momentum created this year as we deliver against our Sustainability Strategy.

### Alison Hutchinson, CBE

Senior Independent Non-Executive Director and Board member with responsibility for sustainability

# 78%

of Foresight employees believe the Company has a positive impact on the community and environment

### How we deliver positive outcomes

At Foresight we take a holistic approach to sustainability that embraces both the products and services that we sell, our "handprint", as well as our people and our operational processes, our "footprint". Our employees sit at the heart of this approach in delivering our strategy, upholding our values, and driving meaningful environmental and social outcomes across our portfolio.

On the following pages you will see examples of how we deliver positive change through our handprint and footprint



HANDPRINT



FOOTPRINT

### Data relating to discontinued operations (FCM)

Post-period end, Foresight Group announced an agreement to dispose of its public markets FCM division. Consequently, throughout this Annual Report, data relating to FCM has been classified and presented as a discontinued operation. In advance of the expected completion of this agreement, we have continued to include FCM within certain sustainability data, predominantly relating to people data and carbon emissions, where we have also provided breakdowns which set out FCM's relevant footprint for FY26.

CASE STUDY

# Delivering clean energy with community benefit in Sweden

Within our FEIP portfolio, the KølvalLEN and Skaftåsen wind farms provide a combined 508MW of capacity to the Swedish grid, enough to power 361,020<sup>1</sup> homes per year. Both projects contribute towards Sweden's transition to a low-carbon energy system and highlight the importance of the energy transition as a core theme within FEIP's strategy. Together, the two sites comprise 77 turbines, underscoring the significant footprint of these assets.

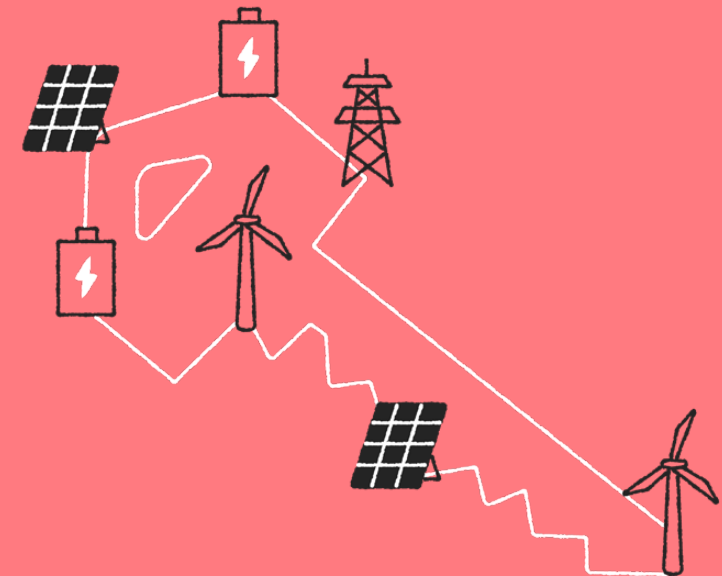
As a responsible investor, Foresight is committed to managing these assets sustainably. Both wind farms operate community benefit funds, through which a portion of revenue is allocated to local initiatives, ensuring that these projects deliver not only decarbonisation benefits but also lasting economic and social value for nearby communities.

Alongside our commitment to community benefit is our focus on nature-positive asset management. Skaftåsen is currently being used as a test site for the development of a Nordic Nature Recovery Strategy, building on our existing Nature Recovery Blueprint. This Blueprint was originally designed to encourage nature-positive management practices across renewable assets in the UK, and we are now looking to adapt and expand this approach to the Nordic region.

1. Calculated with Foresight's SDG calculator for objective 7.2 Affordable & Clean Energy, which divides renewable energy generated by an asset by the country-specific average household electricity consumption per year.



HANDPRINT



CASE STUDY

# Delivering outcomes across our Private Equity portfolio

## Enhancing our sustainability platform

Within our Private Equity division, during the year we have further strengthened our support for portfolio companies across our sustainability priority areas. We have expanded the range of resources available on our Sustainability Platform, ensuring that companies can access materials tailored to their specific needs. In parallel, we have increased direct engagement with companies, including through the development of a new portfolio sustainability newsletter.

One of our key priorities during the year was to improve the breadth and quality of the data we collect across the portfolio. In particular, we focused on increasing data coverage across our Ventures investments.

To support this, we introduced a tailored questionnaire designed to capture the most relevant data for companies at this stage of development. Engagement has been positive, with the data gathered highlighting the strong outcomes being delivered across our diversified portfolio.

Improvements:

- 140 portfolio companies providing data to Foresight (up from c.40 in the prior year)
- Resource library regularly updated, currently comprising 18 template policies and a wide breadth of additional tools
- Eight development videos and resources added to platform
- Enhanced output visuals to support clearer ESG analysis and data presentation for use in portfolio operations



## Portfolio spotlight

### Family Adventures Group

Family Adventures Group is an award-winning UK soft-play and childcare provider within our Growth and Buyout portfolio. In a sector where consistent, high-quality staffing underpins child welfare and safety and drives family retention and financial performance, Family Adventures Group has prioritised employee wellbeing and engagement.

#### What they did

- Introduced enhanced benefits for staff inspired by employee feedback
- Invested in staff development including through a new Future Leaders Programme

1. As rated by parents on daynurseries.co.uk.  
2. Source: DfE pulse survey of childcare and early years providers, April 2024.

- Launched a successful apprenticeship programme which has a strong track record of offering permanent employment on completion
- Provided free nursery places for extremely vulnerable children through a discretionary bursary fund

#### The difference it made

- Top 20 UK nursery group in 2024 and 2025 according to parents<sup>1</sup>
- Inclusion within The Sunday Times 100 Best Places to Work
- Employee turnover average of c.13%, versus c.20% industry benchmark<sup>2</sup>
- Since Foresight's first investment in January 2024, staff headcount has increased by over 40% to c.380
- Free nursery places provided to 44 children in 2025

## CASE STUDY

## Employee volunteering across Foresight

As part of our commitment to positively impact the communities in which we operate, Foresight employees are given one day each year to volunteer for good causes. Across our UK and international offices, teams engage with a wide selection of charities spanning several focus areas. These range from supporting youth-related projects to other themes such as biodiversity and nature.

Our partnership with the Eden Project, for example, has delivered volunteering days focused on nature recovery in both rural and urban settings.

During the year we were able to deliver four volunteering days through this partnership, including multiple days at the Spitalfields Crypt Trust, a London-based charity for those struggling with addiction. These initiatives provide valuable opportunities for employees to step away from their day-to-day roles and engage with local communities, whilst strengthening team cohesion across the business.



FOOTPRINT

