

SHAPING A SUSTAINABLE FUTURE

ANNUAL
REVIEW
2024



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Dave Tomkin

IGEM President 2024-2025



A year of progress, collaboration, and gratitude 2024 has been a whirlwind – one that seems to have flown by in the blink of an eye since I began my term as IGEM President in May 2024. Amid this pace, it's important to take a moment to reflect on the journey, the milestones, and the incredible people who make our industry what it is.

First and foremost, I want to extend my deepest thanks to every member of IGEM. Your unwavering commitment to this industry, to each other, and to the principles of safety has been nothing short of inspiring.

At times, the gas industry has faced intense scrutiny, but you have never lost sight of what truly matters - ensuring safety remains our top priority. You should take immense pride in being part of such a vast, diverse, and safety-conscious sector.

Our Sections remain at the beating heart of IGEM, and I'm incredibly grateful to all who contribute to their success and who have invited me to your events. I'm especially grateful for the opportunity to visit our Far East District Section (FEDS) with Oliver to witness firsthand how IGEM's influence, and support extend far beyond the UK, touching lives and industries around the globe.

I must also acknowledge the countless volunteers who give their time and expertise to IGEM - whether through panels, committees, or Sections. Your dedication and contributions are the backbone of this institution, and I am truly humbled by your support. To the IGEM team, many of whom I've had the privilege of knowing for years: thank you for your tireless efforts, guidance, and the exceptional work you do

behind the scenes to make everything run seamlessly. I'll especially mention Lesley who has kept me right this past year!

When I began my presidency, I carefully considered what my theme for the year should be. I wanted something that resonated deeply and avoided clichés. What emerged was the concept of "One Industry" - a reflection of my belief in the power of collaboration across the entire gas value chain.

It's easy to become siloed in our respective roles or organisations, focusing only on our immediate responsibilities.

But our industry is more interconnected than we often realise. The Emergency Control Valve (ECV) may serve as a legal and technical boundary, but it must not become a barrier to collaboration. Those upstream ensure the safe and secure





supply of energy, enabling those downstream to deliver warmth, safety, and comfort to customers; and it is the skilled engineers at the frontlines who bring it all together. This interconnection is our strength, and by working together, we can continue to meet energy demands and remain a trusted voice.

I am especially proud of how the “One Industry” theme resonated throughout our conferences this year. This spirit of unity and shared purpose has undoubtedly carried through at last year’s **Gas Utilisation Conference** in March, and I hope to champion it long after my presidency concludes.

Another significant milestone this year was the establishment of Future Energy Networks (FEN).

Following the announcement that gas networks would leave the Energy Networks Association (ENA) at the end of 2024, IGEM stepped up to support the networks in organising their collaborative efforts. Thanks to the hard work of the IGEM team and network leadership, FEN was officially launched as an IGEM subsidiary on 1 August 2024. This marks a pivotal moment, strengthening IGEM’s role as an integral part of the industry’s future.

Serving as IGEM President has been the honour of my life - a culmination of the many opportunities and support this industry has given me over the years. I hope to continue giving back to this incredible community for many years to come.

IGEM is in a strong position as we look ahead, membership continues to grow, financial health is robust, IGEM technical publications are world-class, and our voice is respected by government and policymakers alike. None of this would be possible without dedication, and I thank you all for your continued support.

Finally, I want to wish the very best of luck to IGEM President-Elect, Nicola Evans, as she begins her term in May 2025. I know she will bring her own unique perspective and passion to the role, and I look forward to seeing IGEM continue to thrive under Nicola’s leadership.

Here’s to a bright and collaborative future for IGEM and the entire gas industry!

Oliver Lancaster

Chief Executive Officer



Reflecting on a very busy and productive 2024, there is a clear string of successes we can all be proud of, and for that I'd like to offer my heartfelt thanks.

IGEM continues to enjoy the enthusiastic support and engagement from members, and particularly those who volunteer for the institution in a number of ways and contribute to all of our activities which underpin our Engineering Council Licence.

I'm grateful for the continued support, challenge and oversight we get from our governance structure across Council, Executive Board, committees, panels, working groups and other volunteers helping our sector in many different ways. I specifically want to thank Andrew Musgrave and David Tomkin who have both done a tremendous job of leading IGEM as President over the past year.

It goes without saying that one of our most significant achievements over the year has been setting up a new subsidiary company called Future Energy Networks (FEN) and integrating the GB gas transmission and distribution network collaborative activities under IGEM as their new home. This would simply not have been possible without the over-and-above support from a temporary Integration Board set up by Council to oversee the process, and without the dedicated taskforce of network and IGEM secretariat representatives who worked together over an intensive period.

It was also accompanied by some external support to get everything over the line in time for a 1 August go-live, including the transfer of staff, and for the final cut-over of remaining processes for a 31 December deadline. FEN is now operating in full flow, with recent recruitment having completed the team led by James Earl as its CEO, and supportive synergies being identified and exploited between FEN and IGEM.

In 2024 it was an incredible honour of welcoming His Majesty The King as IGEM's new Royal Patron. This decision coincided with the first anniversary of Their Majesties' Coronations once a thorough

review of the Patronages previously held by the late Queen, The former Prince of Wales, and The former Duchess of Cornwall had taken place.

IGEM's Royal Patron, King Charles III, has already helped to pioneer renewable gas in the UK through the first commercial scale biomethane to gas grid connection in 2012 in Poundbury.

I've been pleased to make my way around some of the Sections this year – both in-person and over online meetings and events, and plan for this to continue into the coming year ahead. It's also been a pleasure to get time in the diary with some of our Company Members and other organisations who want to connect with us.

Individual membership has continued to grow on top of the record growth we saw in 2023 as industry colleagues seek for a professional home to belong, serve and grow. We also continue to see a steady stream of new Company Members joining us – and not just from the UK, Ireland and Far East. It has great to bestow the Honorary Fellow grade to two IGEM members, and to also bestow the grade of Honorary Companion for the first time in a long while. We look forward to continuing to make these very limited and prestigious awards.

We've been working hard across all secretariat functions, including the development of new and updated technical standards and training courses, optimising our activity on social media, speaking at key energy sector events, and discussing with policy makers and regulators the evidence that we're accumulating to support policy decisions on the role of the gas grid – noting that policy is certainly a challenging area at the moment. A lot of effort this year has been put into the delivery of ambition areas in our Business Plan, which is monitored and reviewed for progress by Executive Board, with some activities paused to allow staff bandwidth to integrate FEN into IGEM.

Our Equity, Diversity and Inclusion Advisory Group has continued to develop with membership and trustee representation.

At the start of the year, the President and I had a fantastic visit to IGEM FEDS members, with Andrew Musgrave the guest of honour on a busy schedule of engagements with Company Members, site visits, business dinners, industry bilateral meetings and presentations in Hong Kong, Jintan, Suzhou and Shanghai. Whilst visiting the FEDS, we also took the opportunity to spend a brief time in Australia hosted by Australia Gas

Infrastructure Group, a new IGEM Company Member, in Melbourne and Adelaide. As well as visiting HyHome and the HyP SA hydrogen blending site, we also met up with their senior team, other gas networks, safety regulators, state policy makers, industry leaders and academia to discuss the sector, our collective challenges and opportunities, and present the value of being part of IGEM.

It was also a pleasure to be hosted by IGEM's Ambassador in India for a short visit to meet with the Petroleum & Natural Gas Regulatory Board (PNGRB), the Natural Gas Society (NGS), gas networks and the Indian Hydrogen Association.

It was another great year for our packed programme of conferences and events, with Joanna Whittington, formerly a Director General at BEIS/DESNZ and Partner at Ofgem, taking the stage as guest speaker at our Sir Denis Rooke Memorial Lecture. It was another bustling Gas Utilisation Conference, an excellent Policy Conference, and our Annual Conference focused on everyone working together as One Industry. Our very successful Gas Industry Awards was back in its usual slot in May, and the Past Presidents, Honorary Fellows and Companions Lunch in Charing Cross.

With external events, it was an honour to be invited to join the inaugural Advisory Board for Utility Week Live and help develop the gas sector and whole systems content, and to put on two separate IGEM sessions. We also supported and spoke at other events, including the 5th CCUS & Hydrogen Decarbonisation Summit and HazardEx.

There were also visits to organisations including TATA Steel's manufacturing facility – a site that expects to receive a hydrogen supply, linked to East Coast Cluster/Hydrogen – discussing their hydrogen-ready line pipe. Also, a visit to RWE's Pembroke CCGT site to talk about their hydrogen and CCS projects, as well as whole system matters in general. Another stand-out visit in 2024 was to meet with Ofgem's CEO in Canary Wharf.

At IGEM House, we have been pleased to continue purchasing locally produced biomethane for all of the gas we consume in the building – which, along with the purchase of electricity from renewables and nuclear, is contributing significantly to the reduced business emissions of the institution.

Transitioning to Net Zero

It's been encouraging to support the industry through our engagements with government. Our activity with the Department for Energy Security and Net Zero (DESNZ) has involved direct engagement with the Chief Scientific Advisor, senior officials in the Energy Security & Resilience and Clean Heat Directorates, as well as the recently formed Mission Control for Clean Power 2030.

I also took the opportunity to write directly to Ed Miliband, the new Secretary of State in DESNZ, to engage on whole system matters and the Clean Power Mission, and the role

of the gas system in these. IGEM's engagement with government will continue in our position as a critical friend and trusted advisor and provision of the science and engineering facts and evidence needed to develop policy.

Engagements with Ofgem's leadership took another stride to the very top this year, with useful discussions regarding distributed industry and power generation, and to support the introduction of FEN.

Following on from the successful gas system and hydrogen tour delivered for the Climate Change Committee,

we hosted a similar event for senior representatives of the National Energy System Operator (NESO) in 2024 – key advisors to government on the route to clean power and net zero. This has helped to develop fruitful relationships, as well as raise awareness of natural gas, biomethane and hydrogen systems as NESO press on with the challenging transition from being the Electricity System Operator to now having a much wider remit.

The main political party conferences were, again, an excellent opportunity for the President and I to support members and wider industry





in the exhibition space in the hydrogen zone, attend some of the insightful fringe events, have pre-arranged meetings with business leaders, and take advantage of efficiently being under the same roof to catch-up with many of our stakeholders.

We continued our involvement with the Energy Research Partnership, which is a small group set up by a previous Chancellor of the Exchequer to provide high-level leadership on energy research and innovation that's co-chaired by the DESNZ Chief Scientific Advisor. This has included our input into the ERP report Resilience in our Net Zero Energy System and ensuring that the resilience of the gas system, and the reliance electricity has on that resilience, was included.

Our involvement with the Parliamentary Group for Energy Studies (PGES) has

continued with my role on their Executive Council. It's here that I get to be involved at a working level to arrange speaker events, including a timely event on the decarbonisation of steel that took place in 2024 with C-level speakers from TATA Steel and Celsa Steel.

Early in 2024, IGEM sponsored the first PGES Winter Warmer Reception, which was a great opportunity to present our ground-breaking research on the different connections to the gas grid. These statistics continue to stagger those we engage with. FEN have sponsored the 2025 event, which attracted politicians and senior leaders from the energy sector at a chilly time of year when our energy needs are most tangible.

Once again, innovation has been central to a lot of our work, with projects including

the further development of the hydrogen downstream skills and standards.

We're also partnering on a hydrogen velocities project, have delivered a piece of work on hydrogen in cast iron pipes, and continue to provide support to a wide range of other innovation, including with academia. Since the successful completion of a small project with Cadent, Enertek and EUA to test whether heritage gas lamps can run on hydrogen, we've since started investigating the work required to take this to a public demonstration level and are looking at location options in London.

IGEM will, of course, continue and increase its role in supporting the transition to net zero, and we look forward to working with the wider industry on making progress at pace.

Technical Standards and Policy Development

In 2024, the Technical and Policy team delivered another strong performance working on the annual departmental plan for the revision of existing standards while at the same time managing the production of new standards for hydrogen.

IGEM's governance and leadership in the production of new **hydrogen** standards continued in 2024 through the Hydrogen Committee, chaired by Keith Owen of Northern Gas Networks (NGN). The committee continues to grow in strength and is supporting the UK Government's commitment to achieve net zero carbon emissions by 2050. The committee is working on a strategic plan with key stakeholders on a range of research and demonstration projects investigating the role of hydrogen within the national transmission and distribution system.

For these projects to achieve their full scope of work, it is recognised that the research and engineering standards will have a critical role.

We worked with industry experts on the DESNZ funded Hydrogen Standards and Skills for Heating programme for the implementation of a competence framework for the community trials for hydrogen. The IGEM working group, chaired by Dr Richard Marrow, successfully delivered the three new standards at the end of the year to support the training for engineers working on the trials which was based on the results of the research on the effects of hydrogen.

IGEM also continued to support the Ofgem funded project led by SGN and partnering with the gas distribution networks, National Gas and DNV on the Velocity Design with Hydrogen project. This project will demonstrate safe velocity limits for hydrogen, and hydrogen blends, with a focus on erosion, vibration, noise, and particle transportation.

Further to the request from the gas networks to set up a new **Cast Iron Technical Peer**



Review Group (CITPRG), we published a report IGEM - Cast Iron Technical Peer Review Group of Iron Based Materials and 100 per cent Hydrogen Report and MRPS Assessment for 100 per cent Hydrogen Report Communication 1894. The CITPRG critically reviewed two research reports covering iron-based components at pressures of up to 7 barg and the comparative risk of hydrogen compared to natural gas from a hydrogen pipeline failure.

The digital repository, dedicated to the advancement of hydrogen learning globally and supporting the transition to a net zero carbon emissions future, continues to go from strength to strength. At its core, the **Hydrogen Knowledge Centre** enables learning to be shared with others, through a carefully curated, comprehensive

and growing database of information from the widest possible range of sources.

The recognition of training programme is carried out under the requirements set out in IGEM/IG/1 standards of training in gas work. The 2024 audit plan included 23 audits with three auditors. 22 audits were completed in the year, with any matters of concern raised being managed and closed by the end of December. One audit was undertaken in January 2025, by agreement, which closed out the 2024 programme.

ISO 9001 2015 Accreditation Lloyds Register Quality Assurance is IGEM's Accreditor and there was a recertification audit undertaken in June 2024. The two non-conformances from the last audit were

closed off and no new non-conformances were raised. The audit outcome is the continued accreditation of IGEM's quality management system in compliance with BS EN ISO 9001-2015.

As a part of the requirements of this standard, internal audits must be undertaken. There are four member auditors, sitting on the Audit & Risk Committee and two staff auditors. There were eight audits planned and completed in 2024. This committee also completed a deep dive of the risk register, which resulted in six risks that had their risk scores lowered and six risks that resulted in no change to the risk score. Two risks were reviewed and considered as opportunities for improvement to be entered on to the opportunities register and removed from the risk register.



97
Meetings



290
Technical
Papers



13
Standards
Published



This year saw IGEM strengthen its **policy** engagement role, from producing research, policy briefs and consultation responses to directly engaging stakeholders across government, academia, professional bodies and industry groups.

We continued to serve as a trusted hub of information and insights for our members and stakeholders, empowering them with the knowledge they need. By championing low-carbon gases, we're helping shape the future of our energy system, offering evidence and insights that support informed decision-making for policymakers.

We responded to government consultations, including the Future Policy Framework for Biomethane Production call for evidence and the Scotland Heat in Buildings Bill, working to amplify the voice of our members and industry stakeholders.

We produced the first in a series of country case studies looking at Germany's Heat Hammer controversy following consumer backlash to the German government's heat policy changes.

IGEM were honoured to be invited to provide oral evidence at the government's Energy Security and Net Zero Select Committee, following our written response to their Heating our Homes inquiry.

We have been reactive to important policy news, providing our responses to various events, announcements and publications, such as our pre-election brief on IGEM's 'priorities for the next UK parliament' and post-election 'Policy asks of our new government', the King's Speech at the State Opening of Parliament, the UK Government Autumn Budget, and 'The role of gas in a power system transformation' following

the announcement of the government's target of clean power by 2030.

More recently, we developed a policy brief for the Department for Education (DfE) on sustainable gases in the STEM curriculum, highlighting the lack of gas industry knowledge and general energy literacy in schools and the need for accurate and balanced whole energy system information for teachers and pupils.

We have played a key role participating in the work of several influential groups and organisations including, the All-Party Parliamentary Group for Energy Studies, All-Party Parliamentary Group on Carbon Monoxide, Energy Research Partnership, National Engineering Policy Centre (NEPC), Hydrogen Innovation Initiative, Hello Hydrogen Strategic Review Group, Palace Yard and Beyond 2050.

Supporting Membership

It has been a great year for overall membership with another year of growth. Company Members and Housing Partners are also thriving, and numbers have continued to expand.

We are delighted to have supported 104 gas industry professionals gain professional registration and the titles EngTech, IEng and CEng under our Engineering Council Licence.

We've awarded Fellow and Honorary titles too, which is a great accomplishment and a testament to the dedication and commitment IGEM's members have shown to the industry. All of this has only been possible with the support of all 119 members who generously volunteered their time and expertise as mentors, interviewers, and committee/panel members to support the membership processes and procedures.

In 2024, we continued to support the technician community and improve the Engineering Technician (EngTech) value proposition by delivering a number of site visits and events for EngTech members.

We held a Mentor Workshop at IGEM House for Incorporated Members (IEng MIGEM) and Chartered Members (CEng MIGEM) interested in becoming an IGEM Approved Mentor to help others to achieve professional registration, which proved very popular and a huge success. They were prepared with the knowledge and skills necessary to mentor applicants through the Technical Report Option, as well as the Professional Review.

In addition, we held several professional registration webinars open to all those interested in becoming a member or transferring grades, as well as inhouse webinars and exhibitions with the support of our Company Members. The online 1:1 booking system has continued to benefit those wanting to discuss their individual pathway to membership and professional registration.

We also launched our informative new member welcome meetings, which provide insights into the full

spectrum of membership services and benefits which includes exclusive features of our MyIGEM portal, Hydrogen Knowledge Centre, Section membership and how we can support members with their **Continuing Professional Development (CPD)**. After reaching out to even more of our professionally registered members for our annual CPD sampling in 2024, we saw a new record number of CPD submissions. IGEM member responses, and engagement with the CPD sampling process increased, resulting in a sample of 2.7 per cent of our professionally active registered members.

Supportive discussions and meetings took place, leading to further discussions on professional registration and development opportunities. Individual feedback was provided to those who submitted a CPD record to support their professional development and future goals. Those that did not submit a record will be offered additional support in order to enable them to provide a submission for 2025.

We are extremely appreciative of the support from our professionally registered members and continue to welcome members to submit their CPD records voluntarily if they would like some helpful guidance and feedback.

In the fast-paced world of energy innovation, and delivery, **IGEM Company Members** stood out as a beacon of success and progress in 2024. The IGEM event calendar was as always packed with opportunities for them to engage with colleagues, customers and to showcase their expertise and they took full advantage. The national events were well supported with great opportunities to learn, network and exhibit for IGEM's Company Members. There were visits to groundbreaking projects to host, see and learn from. Plus, the Company Member Section

held a dedicated conference focusing on biomethane, which brought academia, regulators, manufacturers, distribution and supply chain together under one roof for a day of hot debate and learning.

Knowledge sharing was also high up on their agenda. There were editorial articles shared in Gas International (Gi) from companies leading the way in areas from decarbonisation and innovation to safe practice and delivering great customer service.

We'd also like to thank IGEM's Company Members for giving up their time and expertise to join the Standards Technical Panels and helping to deliver the vital standards, thus ensuring the gas industry is underpinned and supported by these key safety documents.

We had another successful year with the **IGEM Scholarships,**

Grants and Awards scheme. The scheme continues to support the engineers of the future and outstanding engineers within the industry. These successful recipients are exceptional, and we look forward to supporting them with their engineering careers and hearing all about their achievements and ventures.

Prospective Undergraduate Scholarships were awarded to:

Harry Draper-Barr
Arran Meadowcroft
Emily Kanagasabay

An Engineering Technician grant was awarded to:

Declan McGuckin

We hope that 2025 brings exciting prospects to all of our recipients of Scholarships, Grants and Awards.



Corporate Affairs

Throughout the year, IGEM's Corporate Affairs Team have helped attract new members, support existing members, promote technical and policy activities, publish papers and journals, along with organising and delivering a wide range of training and events.

To put some of this into perspective, we helped facilitate over 4,000 bookings for events and training, supporting the increase and retention of members, and an increase in sales of technical standards. Website traffic has grown 20 per cent compared to the previous year, with an average of 16 per cent of new website accounts signing up for membership.

IGEM's social media channels have continued to support the organisational goals, attracting members, strengthening the brand, and increasing engagement with members and stakeholders. This year we've started posting more video content, in particular from activities like the Winter

Warmer event that was held earlier in 2024.

“A key milestone in 2024 was reaching 20,000 followers on LinkedIn. By adopting new tactics and refining content, this number was surpassed through organic growth alone.”

Ongoing growth and engagement on IGEM's pages can only be achieved with the support of our community. Whether that is liking, sharing, or commenting on posts, or supporting the page further by supplying content, insights, or articles such as

career case studies. Thank you to everyone that's helped achieve this milestone, and please continue to do so.

In March 2024, the second phase of the Digital Evolution and Engagement Project (Project DEEP) went live after Council approved the next step to build on the minimum viable product (MVP) developed in the first phase. In Q2, IGEM operations focused over a 10-week sprint to move our files and software from the aging and unsupported physical servers onto a scalable cloud solution to manage the file storage and Sage 50c server to provide a more robust, integrated and secure solution, including training for all staff





on SharePoint. At the same time, the cyber-security was improved in a number of areas, including adopting multi-factor authentication (MFA), geo-restrictions, device enrolment, and ongoing training for all staff.

After a thorough development process by Council and the secretariat, we soft-launched Sph₂ere in December as a communication channel to engage those interested in hydrogen, to attract early career professionals, who may convert to IGEM members, and/or become customers for training, events and technical standards. Future phases of Sph₂ere development are planned for early 2025.

Taking a look back over 2024, it has been another successful year of publications. With ten editions of Gas International (Gi), two editions of Gas

Utilisation (Gu) and one online hydrogen-focused Gi supplement, the year has been jam-packed.

Gi's themed editions in 2024 proved a big hit and included a focus on hydrogen, pipelines, smart technology, metering and measurement and innovation. We're thrilled to continue the journey with even more exciting themes in 2025.

This year, we also continued with the integration of The Historic Gas Times (HGT) within the journal where joint editors Professor Russell Thomas and John Horne provided readers with captivating historical insights in every other edition, equalling five editions per year.

Continuing from the success of the previous Gi digital supplement, 2024's focus

was on hydrogen and what the future energy transition has in store. This culminated together all the exciting alternative fuel's stories from the past year and provided deeper insights into how hydrogen is becoming a key player in the energy landscape.

Gu, which focuses on the downstream gas sector, provided readers with updates of the ongoings within the industry in this year's spring and autumn publication. It shared features on how to keep consumers safe and an exploration into exciting projects being developed across the networks.

We would like to take this opportunity to thank you for the continued support for IGEM's Gi and Gu publications and the latest media pack can be viewed [here](#).

Training and Events

IGEM's events kicked off the year with the Winter Warmer event at the Houses of Parliament in January, followed then by the annual programme of events which continued their strong performance of the prior year with on-target attendance to conferences, and keynote speaking events.

We followed quickly with our Gas Utilisation Conference, the only dedicated downstream gas engineering conference receiving c40 per cent increase in attendance, and the year concluded with the Annual Conference which, despite the snow, achieved on-target capacity attendance.

In between we had the excellent Sir Denis Rooke Memorial Lecture from Joanna Whittington, former Director General, Energy and Security at BEIS and Partner for Markets at Ofgem, with an insightful lecture on the "In a time of energy transition and global uncertainty, what next for gas infrastructure?". This was shortly followed by the Policy

Conference with on-target attendance, who heard from a wide range of speakers focusing on Shaping a Sustainable Gas Future, with sessions looking at Whole System Operation, System Transformation and Distributed Demand.

Throughout the year, we supported the IGEM Sections' wide range of events that accounted for over 38 per cent of the events in the year, providing valuable CPD opportunities for our members. CPD isn't just reserved for IGEM members,

and with almost 50 per cent of the events dedicated to training on the technical standards, we continue to provide essential learning opportunities for both members and non-members to ensure the industry continues to provide a safe and secure gas network from beach to burner.

Outside of the annual calendar, IGEM also provided presence at various exhibitions such as the Installer Show, CCUS & Hydrogen Decarbonisation Summit, Utility Week Live, Political Party Conferences and a number of GDN events.



Equity, Diversity and Inclusion fuels innovation

IGEM has made significant progress this year in advancing Equity, Diversity and Inclusion (EDI) with increasing engagement from members and Sections over the last 12 months.

We successfully rolled out the EDI strategy, appointing an EDI Chair to lead our initiatives, initiating a library of resources, including recordings of sessions and grew the EDI group to 20 members. Regular meetings were held with other organisations to share insights and best practices for collaborative learning. IGEM also worked closely with its membership to assess and improve the application process, ensuring better support for minorities.

To raise awareness, a mental health webinar and an unconscious bias webinar were delivered, and an EDI banner was created for display at events to promote



visibility and showcase our initiatives. Additionally, sanitary products were made available in IGEM toilets to support menstrual health, and priority seating considerations were implemented at events.

The launch of the Culture+ initiative with staff further strengthened efforts to enhance inclusivity. We hosted a Pride at IGEM event for staff and

council to celebrate diversity and was featured regularly in the Gi magazine to highlight EDI initiatives and updates. Finally, meetings within the EDI group were conducted to share insights on cultural occasions, such as Ramadan, fostering understanding and respect within the organisation.

As we look to the future, we remain focused on the three areas outlined in our Strategy:

1. Ensuring people have fair and equitable access to opportunities at all levels within the IGEM community
2. Promoting the power of diverse characteristics, perspectives and experiences
3. Creating an inclusive culture that celebrates and embraces differences in environments where people can be their authentic selves.



A Look Ahead

Much of what we are looking to do, and invest in, across our sector is now viewed through the lens of the Clean Power Mission. This is particularly so in what changes are needed in policy, and development strategy for coming years ahead.

We need to build certainty around the art of the possible. What action needs to happen and what barriers need to be overcome to have power stations running on hydrogen in less than six years? Could growth in biomethane give a lifeline to the 95 per cent power emissions reduction target? Could blended hydrogen provide a market avenue for power generators to buy hydrogen certificates for their flexible generation sites, and also for industry in their quest to manufacture low carbon products and retain their competitive presence in the UK? Might hybrid heating systems make the mission a little easier regarding electricity generation capacity and electricity network reinforcement? We certainly aren't short of members standing ready for our sector playing its role.

We will keep making valuable contributions through opportunities to input into the work of the UK government, devolved administrations and wider governments in countries and states where IGEM members are based, to support the development of energy policy with science and engineering facts and evidence. In the UK, for example, we expect a consultation in 2025 on the role of hydrogen for heat. There has been quite a groundswell



of support for hybrid heating systems from all sides of the net zero debate, which holds some promise for their inclusion in the Boiler Upgrade Scheme – particularly since they offer benefits that help with the Clean Power Mission.

IGEM are participating in the GB Green Gas Taskforce with biomethane producers and gas networks to gain support for maximising biomethane entry, with 2025 the year that this activity really gets moving. This group aims to build on the progress delivered in the UK over the last decade but offers a way to gain quick wins with this existing technology to help cut emissions to cover for other policy areas for decarbonisation which may underperform in looming carbon budgets.

We also have the lessons learned from Denmark, which is currently at 40 per cent renewable gas and will be 100 per cent by 2030, and from the recent surge of biomethane plants connecting in France – now at over 700. We're also

keeping an eye on gas heat pumps that are beginning to grow a little in popularity in mainland Europe.

We will need to keep building and maintaining our relationships with key stakeholders, which includes helping raise awareness of the realities of the connections to, and services provided by, the gas grid today. We will also use our voice to amplify our members, including the decarbonisation work being delivered and to raise awareness of projects through technical visits to share developments and see the accelerating progress in action.

This year we'll be continuing to deliver against a range of ambitions from our business plan; however, we will also be performing a mid-point review of the business plan period so far. We'll be checking our progress to-date and identifying whether there are other areas of ambition we should be capturing through to the end of 2028. Part of our work delivered so far includes the work on influencing the content of learning materials for schools when it comes to energy and net zero – it is, of course, much more than just a solar panel, a battery and a light switch – and we're excited to move further forward with this.

We'll be looking to extend our very positive membership growth, including the potential to partner

with some businesses to help raise competencies and support their plans to professionalise their core engineering functions. We will also seek to increase the adoption of our technical standards, including in new overseas markets, such as India.

Innovation will remain high on our agenda, as we continue to position IGEM to lead or support the delivery of projects that improve the sector operating with natural gas and as we prepare for the decarbonisation of the gas system. Our innovation portfolio covers technical standards, skills and safety as we help to train and prepare our members for the energy system transformation.

Our involvement and engagement with industrial areas and consumers will continue. Since the launch of the [connections to the gas grid research](#), it's highlighted the importance of raising the voice of distributed industrial locations that are so important to local jobs, the national economy and growth ambitions. Industrial clusters get the limelight, but the gas grid serves businesses across the network geography. Where hydrogen production, storage and consumers are co-located, we'll work with transporters to connect these key assets together, which enables other energy demands to benefit, such as flexible power generation, commercial buildings and homes.

Progress will be maintained with the Hydrogen Knowledge Centre, Housing Partner initiative and recruitment of installer members, all while we make the compelling case for gas, and recruit, train and equip more members through collaboration between the downstream, midstream, upstream and supply chains, regulators, system operators, academia and wider still across the whole energy system and our electricity colleagues.

Above all, IGEM is uniquely positioned and focused on the entire gas industry's role in the transition to net zero, whilst continuing to articulate the wide benefits and meet the engineering challenges of today's safe, robust and reliable natural gas system.

Our service to members and dedication to our sector will continue to provide a place to belong, serve and grow as we collectively deliver a clean energy system.

Financial Summary

IGEM had a successful financial year and exceeded budgeted expectations

Operationally, IGEM overachieved on budgeted expectations with total income of **£3,859,234**, which was significantly greater than last year, principally due to the integration of FEN's trading income and growth in charitable activities. Similarly, overall expenditure has grown significantly to **£3,896,558** due to the FEN integration and an increase in operational spending, which has been partially offset by a decrease in spending from funds. The valuation of investment portfolios has increased by **£255,032**, after a **£87,658** profit in the previous year. The total net movement in funds is **£193,203**.

The total balance carried forward at the end of the year is **£5,134,509** of which **£1,111,275** is the Restricted Funds balance.

Consolidated Statement of Financial Activities for the year ended 31 December 2024

	2024				Prior Year			
	Unrestricted Funds	Designated Funds	Restricted Funds	TOTAL	Unrestricted Funds	Designated Funds	Restricted Funds	TOTAL
Incoming Resources								
Charitable Activities	2,806,047	103,872	378	2,910,297	2,395,328	75,398	1,288	2,472,014
Trading Income	843,691	-	-	843,691	90,032	-	-	90,032
Investment Income	66,178	1,303	37,765	105,246	68,895	1,022	37,580	107,497
Total Incoming Resources	3,715,916	105,175	38,143	3,859,234	2,554,255	76,420	38,868	2,669,543
Resources Expended								
Raising Funds								
Investment Mgr Fees	5,033	-	2,845	7,878	4,816	-	2,633	7,449
Trading Expenditure	656,813	-	-	656,813	24,083	-	-	24,083
	661,846	-	2,845	664,691	28,899	-	2,633	31,532
Charitable Activities	2,930,348	202,536	98,983	3,231,867	2,418,750	204,983	176,724	2,800,457
Total Resources Expended	3,592,194	202,536	101,828	3,896,558	2,447,649	204,983	179,357	2,831,989
Net (loss)/surplus pre fair value adjustments	123,722	- 97,361	- 63,685	37,324	106,606	- 128,563	- 140,489	162,446
Net gains/(losses) on Investments	161,409	379	93,244	255,032	56,917	811	31,552	87,658
Net Surplus / (Deficit) before tax	285,131	- 96,982	29,559	217,708	163,523	- 129,374	- 108,937	74,788
Tax payable	- 24,505	-	-	24,505				-
Net Surplus / (Deficit) for the year	260,626	- 96,982	29,559	193,203	163,523	- 129,374	- 108,937	74,788
Transfer between Funds	- 229,380	229,380	-	-	194,067	- 194,067	-	-
Net Movement in Funds	31,246	132,398	29,559	193,203	357,590	- 323,441	- 108,937	74,788
Total Funds Brought Forward	2,474,209	1,385,381	1,081,716	4,941,306	2,116,619	1,708,822	1,190,653	5,016,094
TOTAL FUNDS CARRIED FORWARD	2,505,455	1,517,779	1,111,275	5,134,509	2,474,209	1,385,381	1,081,716	4,941,306

Consolidated Balance Sheet as at 31 December 2024

	2024	Prior Year
Fixed Assets		
Tangible	1,131,942	1,174,209
Investments	3,864,049	3,849,601
	4,995,991	5,023,810
Current Assets		
Debtors	977,192	504,165
Short Term Investments	1,493	6,610
Cash at bank and in Hand	2,229,727	356,136
	3,208,412	866,911
Creditors	- 3,069,894	- 949,415
Net Current Assets/(Liabilities)	138,518	- 82,504
Total Assets less Current Liabilities	5,134,509	4,941,306
FUNDS		
Unrestricted	2,505,455	2,474,209
Restricted	1,111,275	1,081,716
Designated	1,517,779	1,385,381
	5,134,509	4,941,306

Council Statement on the Summarised Financial Statements

These summarised financial statements are based on information extracted from the consolidated financial statements approved by Council on 12 March 2025. They may not contain sufficient information to allow for a full understanding of the Institution's financial affairs. The full Consolidated Financial Statements, the Trustees Report and the Auditor's Report should also be consulted. Copies can be obtained from our website at www.igem.org.uk, or from the Finance Department by email, to finance@igem.org.uk.

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