

RESPONSIBLE BUSINESS REPORT 2026

# Powering Change: Energised for a Better World



**IAN THOM, CEO**  
Enérgia Group

# Foreword

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In FY26 the energy sector continued to operate within a complex and fast moving domestic and international environment. Ongoing geopolitical uncertainty, pressure on supply chains and heightened volatility across global energy markets have reinforced the importance of long term planning, resilience and collaboration. Against this backdrop, governments across Ireland, the UK and the EU have continued to signal their intent to progress their climate and energy commitments.

## **Strategic alignment and policy environment**

For Enérgia Group, these conditions underline the relevance of our strategy. We understand that the energy transition must be delivered in a way that balances security of supply, affordability and competitiveness with the urgent need to decarbonise. Our focus remains firmly on powering the energy transition across the island of Ireland, supported by a diversified portfolio spanning Renewables, Flexible Generation and Customer Solutions. Our strategic commitment to decarbonisation is reflected in our ongoing work to triple the share of onshore renewable electricity within our portfolio by 2030, relative to FY20 levels. Fundamentally, our strategy

is consistent, but our delivery continues to evolve in line with the realities of the external policy and market environment, and the needs of our customers.

From a regulatory and reporting perspective, FY26 has been another year of change. Developments at EU level, including continued clarification around sustainability reporting reforms and implementation timelines, have underpinned the evolution of sustainability reporting. We have continued to invest in the systems, governance and internal capability needed to meet these requirements.

## **Performance and delivery highlights**

Operationally, FY26 has seen continued progress across our businesses. Our Renewables portfolio has advanced, with new projects reaching key development and construction milestones and further strengthening our contribution to Ireland's decarbonisation targets. Highlights include our progress in developing a highly efficient data centre in partnership with Microsoft at our Huntstown campus, and the ongoing development of Crossmore and Ballylongford wind farms that will not only support this infrastructure but also provide renewable energy for communities.



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As we look ahead, I am confident that Energia Group is well placed to grow responsibly, to support national climate ambitions and to meet the evolving expectations of customers, communities and stakeholders.

Our Flexible Generation assets have again played a critical role in maintaining system stability and supporting the integration of renewable energy onto the grid, particularly during periods of system stress. Across our Customer Solutions business, we have continued to support households and businesses in managing their energy use, reducing emissions and navigating an increasingly complex energy landscape through targeted products, services and engagement.

#### ESG, reporting and governance

Alongside delivery on our core energy objectives, sustainability remains embedded across the Group. Our ESG agenda is aligned to our strategic pillars and is underpinned by robust governance and accountability. During FY26, we have continued to embed our commitment to the UN Sustainable Development Goals across the business, progressing initiatives that support climate action, biodiversity, social inclusion and responsible governance. We were delighted to retain our CDP B rating which reflects our ongoing commitment to sustainability in all our activities. The rating is not only a confirmation of our ongoing sustainability efforts, but more importantly, it highlights where we can improve and grow. This continued examination and evolution guide the tangible actions we are taking across our operations and the communities we serve.

#### People, culture and capability

Our people remain central to our success. In FY26, we continued to invest in skills, leadership and culture to ensure Energia Group is equipped for the demands of the energy transition. Programmes focused on attraction, development and inclusion including our Engineering Academy, Graduate Programme and ongoing allyship and wellbeing initiatives, have strengthened our employee value proposition and supported a diverse and engaged workforce. The dedication and expertise of our colleagues across the organisation continues to enable delivery against our objectives, particularly in a period of sustained change.

#### Looking forward

We have demonstrated over recent years an ability to adapt, respond and deliver in a challenging operating environment. FY26 has further reinforced that resilience. Our strategy is clear, our role in the energy system is well defined, and our actions continue to support a secure, affordable and sustainable energy future for the island of Ireland.

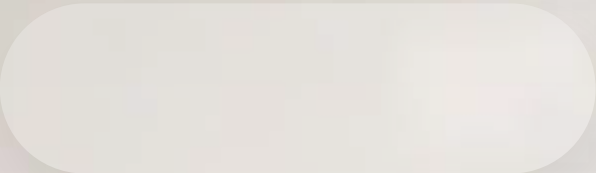
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**Ian Thom, CEO**  
Energia Group

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# Energia Group Introduction

1.





# 1. Introduction

## 1.1 Energia Group Introduction

As a leading energy company serving communities across the island of Ireland through our Customer Solutions, Flexible Generation, and Renewables businesses, sustainability underpins Energia Group. We understand our role and are committed to the difference we can make to the overall decarbonisation of the energy system.

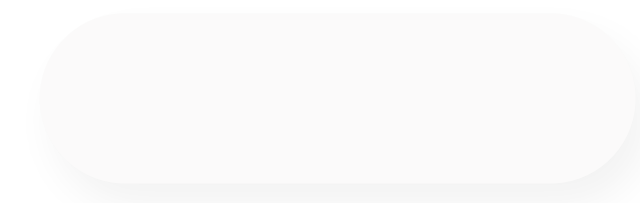
Supplying 13% of the island of Ireland's total electricity requirements, today we serve over 885,000 residential and commercial customers via our Power NI and Energia retail companies and are responsible for approximately 21% of wind power capacity installed on the island.

Our Renewables business owns and operates 383 MW of wind assets and purchases electricity from 1,110 MW of renewable generation capacity throughout Ireland. We continue to expand our renewable energy portfolio and have ambitious plans to grow our onshore renewable portfolio significantly using both wind and solar power. We also plan to expand our battery storage capacity and green hydrogen generation facilities. In our role, we are responsible for driving renewable energy growth and supporting the current energy needs and ongoing energy

security of communities across the island of Ireland. As such, our Flexible Generation business owns and operates 747 MW of conventional generation assets in ROI serving the Dublin area. A 50 MW battery storage facility in Belfast and a 50 MW emergency gas generation plant at the Huntstown campus in Dublin both further support the grid.

Looking to the future, powered by renewable energy sources, our Flexible Generation business is progressing the development of a highly efficient data centre in partnership with Microsoft at our Huntstown campus. The first wind farms underpinning this data centre have been built, and the development will also provide broader grid support in the North Dublin area via its substation.

Moving beyond our physical assets and developments, we have embedded a culture of sustainability across Energia Group. Aligned to the UN Sustainable Development Goals (SDGs), it is a management priority at the highest levels of the Group, with our Group Chief Finance Officer acting as sponsor for all Sustainability and ESG activity.

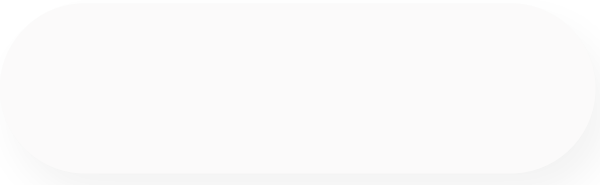


Our approach to sustainability and ESG is evident in the way we support our 1,113 employees, focused on their safety, wellbeing and opportunity to thrive in their careers via our People Strategy. Professional development and an inclusive work environment for all are core parts of our strategy. We hold the Business Working Responsibly Mark, are signatories of Business in the Community's Elevate Pledge and hold the Bronze Diversity Mark.

Aligned to this internal focus, we are also committed to the communities that we serve. The breadth of our support represents the scale of our business, and recognition of our responsibility in understanding and meeting their needs. Our approach is built on collaboration, and we have long-standing and meaningful relationships with community groups, non-governmental organisations (NGOs) and education programmes. This has been achieved through a network of partnerships, our employee volunteering programmes, charitable initiatives and wind farm community benefit funds.

This community focus takes many forms across areas such as arts, culture, sports and biodiversity to name a selection. For example, we continue to support the Wexford Opera Festival and serve as the Official Energy Partner of the Irish Rugby Football Union (IRFU), and we are proud sponsors of the Energía All Ireland League (Energía AIL), Leinster Rugby and Connacht Rugby. Energía Group is also a Business Supporter of the All-Ireland Pollinator Plan, and we are implementing a range of biodiversity measures at our sites that will evolve and mature.

Our focus on sustainability is strategically guided for our business and those that we serve. We have retained a B rating in CDP and remain committed to continuing to further develop our climate-related disclosures through the CDP platform.



1.2 Responsible Business Highlights



Employs 1,113 people



Ambition to increase onshore wind and solar threefold by 2030



The first green hydrogen production facility on the island of Ireland



B in our fourth CDP disclosure



Business Supporter of the All-Ireland Pollinator Plan and member of Business for Biodiversity Ireland Platform



885,000 + customer sites



Trustpilot ratings of Excellent for PowerNI and Great for Energia



14,000+ customers on EV tariffs



Over €1 million annual community benefit fund



4 organisations awarded Greener Possibilities funds totalling €400,000 over 4 years














Employees spent 1,800+ hours volunteering

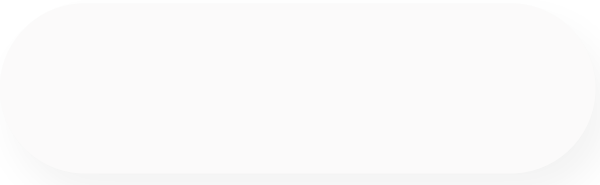
# 1.3 Our Purpose

Our purpose is to be a leader in decarbonising the island of Ireland’s energy system through investment in renewable energy projects and supporting the broader societal energy transition, while ensuring security of supply and a high quality service to our residential and commercial customers.

We are committed to making a positive impact in the communities in which we operate and to being an organisation that values diversity, where all staff feel included and respected.

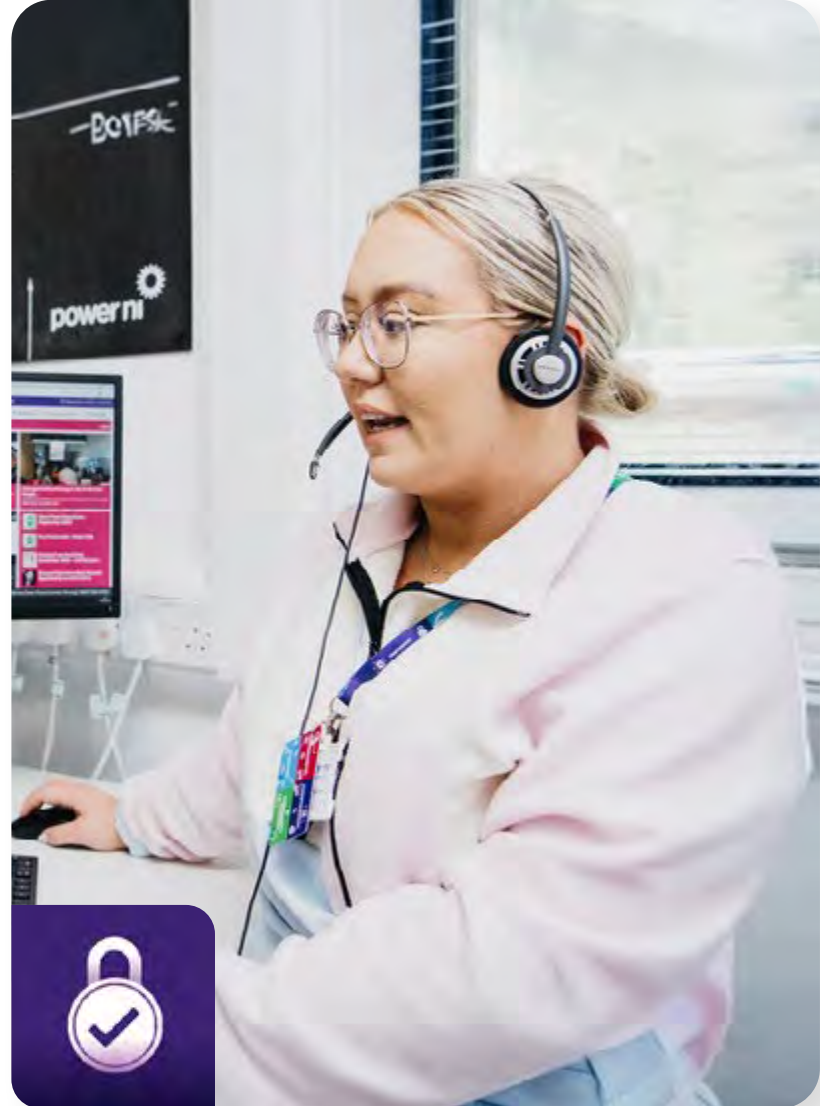
## Our Objectives

- |   |  |   |
|---|--|---|
| <p><b>1.</b> TO DECARBONISE THE ENERGY SYSTEM</p>             | <p>We are committed to making a significant contribution to island-wide decarbonisation targets.</p>   |     |
| <p><b>2.</b> TO INVEST IN RENEWABLE ENERGY INFRASTRUCTURE</p> | <p>We will increase the capacity of onshore renewable electricity threefold by 2030 compared to FY20.<br/>We will continue progressing the delivery of our solar farm portfolio.</p>   |     |
| <p><b>3.</b> TO EMPOWER OUR CUSTOMERS</p>                     | <p>We will support our residential and business customers on their energy transition journey by providing a range of innovative energy efficiency products and services, and through education and awareness campaigns for a smart and just energy transition.</p>   |     |
| <p><b>4.</b> TO EMPOWER OUR PEOPLE</p>                        | <p>We believe diversity, equity and inclusion are essential to building a successful workplace, where individuality is respected and everyone feels they belong.<br/><br/>By fostering an inclusive culture, we continue to create a more innovative, productive, and fulfilling work environment for all.</p> |    |
| <p><b>5.</b> TO SUPPORT COMMUNITIES</p>                       | <p>We are fully committed to making a positive impact in the communities in which we operate and serve.</p>  |     |



# 1.4 Our Values

We will continue to be a leading force for positive change within the energy industry and society. Our values are central to Energia Group, guiding us and underpinning future success and sustainability.



### Trustworthy

We're trusted to bring our best selves to work, treat our customers with care and empower people and communities.



### Dynamic

We're creative and capable, countering everyday problems and committing our resources to developing the solutions that deliver the best service for all.



### Resourceful

We're adaptable and agile, always developing new ideas to improve our customers' lives, achieve our business goals and lead on climate action.



### Community Focused

We're at the heart of communities, investing in green energy infrastructure and jobs, looking after people in need and empowering clubs and teams across Ireland.

### 1.5 ESG at Energia Group

The integration of our ESG strategy is ongoing across the entirety of Energia Group. We have reported on environmental, social and governance matters voluntarily for several years and will continue to evolve our ESG reporting in line with the Corporate Sustainability Reporting Directive (CSRD), Corporate Sustainability Due Diligence Directive (CSDDD), UK Climate-related Financial Disclosures (CFD) and other relevant frameworks.

The European Commission has concluded its Omnibus review for companies to report on sustainability, and we are continuing to prepare for disclosures in line with these requirements.

### 1.6 Alignment to UN SDGs

Energia Group has, for several years, contributed to many of the 17 UN Sustainable Development Goals, focusing on six which closely align with our overall purpose.

Throughout this report we disclose targets, activities, and performance in relation to our contribution to progressing our priority SDGs. We have provided our UN SDGs Alignment Report in the Appendices.



## 1.7 Stakeholder Engagement

At Energja Group, stakeholder engagement and collaboration underpins our ongoing climate action and sustainability activities and ambitions.

Focused on the impact of our activities, products and services, we engage with a broad range of internal and external stakeholders on an ongoing basis. These stakeholders include employees, commercial and residential customers, communities, regulators, industry groups, investors, NGOs, academia, rating agencies, and other organisations.

This overall process and the views of our stakeholders are a core part of the development and implementation of our ESG Strategy. In FY26, we engaged with a representative group of external stakeholders in the form of a survey to ensure that their view of our most material sustainability issues as a company aligned with our internal view and to garner additional feedback where necessary.

A summary of our comprehensive stakeholder matrix can be found in the Appendices.

## 1.8 Materiality Assessment

To ensure that our sustainability efforts and investments meet the needs of our stakeholders, materiality assessment is a core part of our ESG strategic and programme planning activities.

Through extensive engagement, the following ESG issues were identified as relevant to our operations:

- Health and Safety
- Decarbonising the Energy System
- Security of Supply
- Regulatory Responsibility
- Onshore Wind Farm Development
- Cyber Security
- Affordable and Green Energy
- Offshore Wind Farm Development
- Community Engagement
- Community Liaison.

## 1.9 Double Materiality Assessment (DMA)

In the previous financial year, we developed our approach to materiality assessment further by conducting our first DMA. Following a desktop research and sector review, we compiled a longlist of actual and potential Impacts, Risks and Opportunities (IROs) related to sustainability topics relevant to Energja Group's value chain. We then held workshops with key internal stakeholders across Renewables, Flexible Generation, Customer Solutions and Energja Group to discuss and score the IROs associated with these topics. The IROs were scored from an impact materiality and financial materiality perspective against the most relevant time horizon. All of the impacts were scored based on the severity of the impact and the likelihood of the impact arising, and risks and opportunities were scored on their magnitude and likelihood following the European Financial Reporting Advisory Group (EFRAG)'s guidance at the time.

Throughout FY26 and continuing into FY27, our DMA is being refreshed through the lens of the updated draft European Sustainability Reporting Standards and is being utilised to bring commercial focus to our most material sustainability issues.



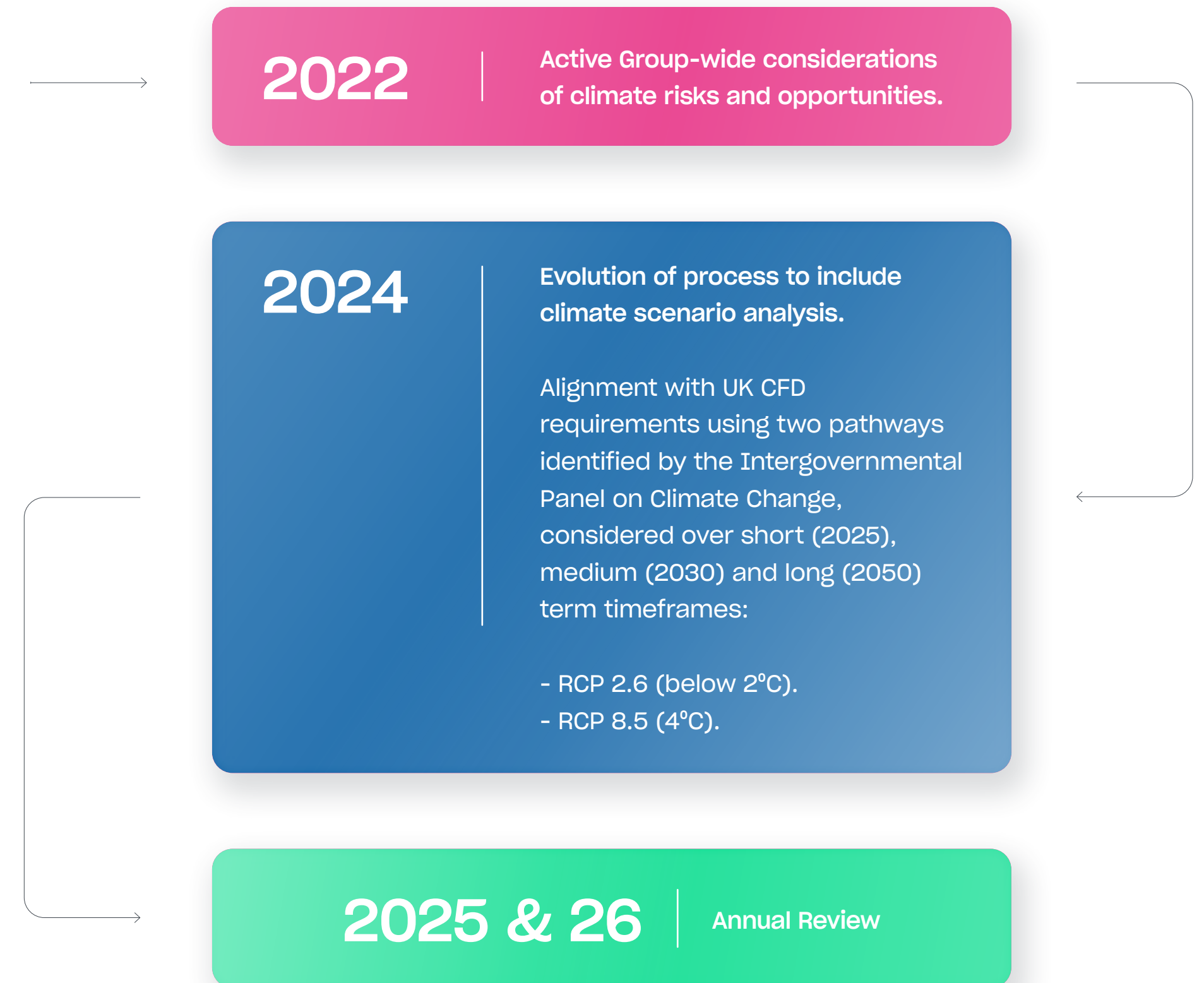
# 1.10 Climate Risk & Opportunity Analysis

Due to the relevance and impact of climate-related risks and opportunities as material issues, we place a significant emphasis on their identification and analysis across our entire business. Our approach is aligned to the Taskforce on Climate-related Financial

Disclosures (TCFD) and its four thematic areas of governance, strategy, risk management, and metrics and targets. Our annual analysis of physical and transition climate-related risks and opportunities is reported via our Responsible Business Report.



## Climate-Related Risk Reporting

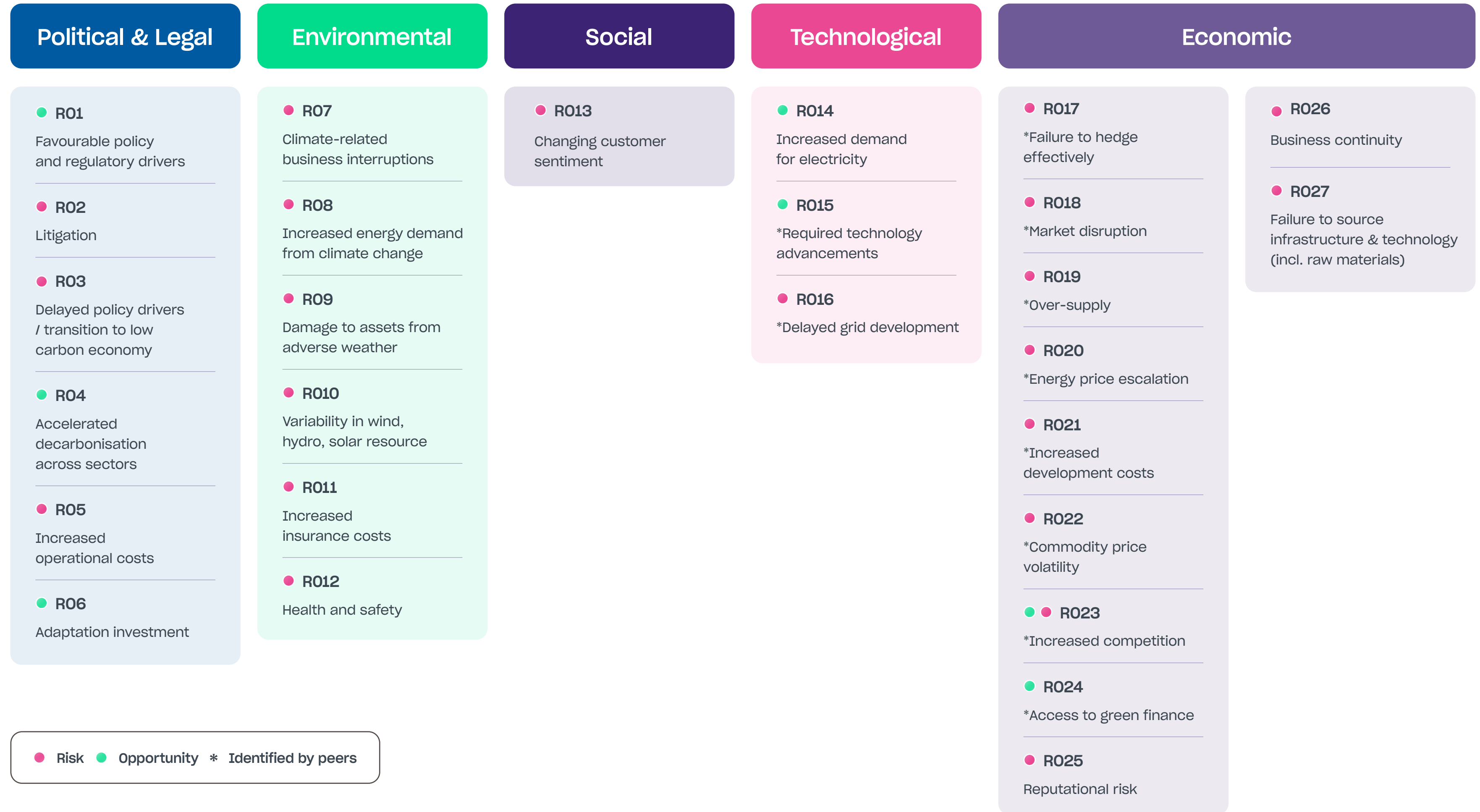


## Energia Group's Climate-Related Risk Universe

The longlist of climate-related risks and opportunities is provided in the Group's Climate-Related Risk & Opportunity Universe to the right.

A sample of the results of this assessment is provided in the Group's Climate Risks and Opportunities table on the next page. Comprehensively reviewed every three years, this risk identification process is assessed annually to ensure the relevance and completeness of our risk scoring.

Overall, our focus on climate-related risks and appropriate governance is consistent but evolving to ensure it is aligned to the broader issues of climate change, and the impact that such change has on our business and those that we serve via our operations.



## Summary of Energia Group's Climate Risks & Opportunities

Impact x Likelihood residual score

● Lower ● Medium ● Higher

Pestel Classification	Details		Materiality			Mitigation / Strategic Response
			Now	2030	2050	
ENVIRONMENTAL	<b>Risk 12:</b> Increases in the frequency of extreme weather events will result in increased health and safety risks for staff.	Lower emissions pathway (RCP 2.6) (below 2°C)	●	●	●	Dedicated EHS team in place across the Group. Continue to uphold certification to ISO 14001:2015 Environmental Management Standard and ISO 45001:2018 Occupational Health and Safety Management Standard. Health & Safety Policies and Statements in place. Formal policies and procedures are established to ensure safe operations.  Comprehensive safety rules and systems of work in place and audited externally annually. Official reporting structure for the communication of EHS incidents and breaches in a timely manner. All incidents are investigated, managed, and tracked on a case-by-case basis.  Formal framework ensuring a full EHS review is carried out by responsible party. Staff have ability to work from home in periods of adverse weather conditions.
		Higher emissions pathway (RCP 8.5) (4°C)	●	●	●	
		Higher emissions pathway	●	●	●	
ENVIRONMENTAL	<b>Risk 7:</b> Climate-related business interruption.  Increased extreme weather events (flooding, cyclones, storms) and related power outages and/or flooding of sub- stations causing interruption to electricity supply or breakdown of systems in hazard-related emergencies. Projected temperature increases may result in decreased operational efficiencies (gas fired generation and battery storage) and staff productivity.	Lower emissions pathway	●	●	●	Protocols are in place - Crisis management and business continuity plans to deal with severe weather events including increased call centre volumes.  Staff have the ability to work from home.  Education and awareness campaigns for customers - Winter Ready campaign. Application of scenario planning and long-term climate projections when reviewing asset resilience. Disaster Recovery processes in place and tested annually.
		Higher emissions pathway	●	●	●	
TECHNOLOGY	<b>Opportunity 14:</b> Increased demand for electricity. Increased uptake of EVs and heat pumps in residential buildings - more electricity demand potential to invest in and develop the network infrastructure required to roll out EVs and heat pumps and increased demand for retrofit services.	Lower emissions pathway	●	●	●	Well-placed to transition our capabilities and play a key role in the roll out of new technologies and product offerings including EV and Eco-tariffs.
		Higher emissions pathway	●	●	●	



### 1.11 Climate Action

As a leading energy provider across the island of Ireland, we are committed to supporting the decarbonisation of the energy system while maintaining security of supply and enabling a fair and just transition. We are progressing our plan to triple onshore renewable electricity generation capacity by 2030 compared with FY20. System-wide challenges, including rising demand and not being successful in the first Irish offshore wind auction process, mean that we are evolving our strategy, and emissions reduction ambitions will extend into the next decade. We remain committed to making a significant contribution to decarbonisation on the island of Ireland.

### 1.12 EU Taxonomy

We continue to prepare for EU Taxonomy by classifying sustainable economic activities and determining alignment with EU objectives.

### 1.13 CDP Climate Change Disclosure

In FY26, Energia Group retained a B score in our fourth year disclosing to the CDP, further building on our commitment to climate action. Overall, the Group is placed in the “Management” band as taking coordinated action on climate issues. In FY26, this ongoing strategic commitment and activity of Energia Group was further illustrated as we made significant progress in the ‘Water Security’ category with an improved score of B.





# Climate Action & Biodiversity

2.





## 2. Climate Action & Biodiversity

Energia Group is proactively working to support the island’s energy transition by pairing innovative thinking with tangible action through our continued expansion of renewable infrastructure, reinforcing energy security, supporting customers on their energy transition journeys and advancing our long-standing commitment to sustainability and biodiversity. Our ongoing and future strategic approach continues to evolve in recognition of the external landscape, and we continue to push ahead with our ambitious onshore renewable generation build programme.

Our work across Energia Group today with regard to decarbonisation and overall sustainability approach aligns closely with the UN SDGs, particularly SDG 13 Climate Action. We identify and evaluate climate risks and opportunities linked to our business, to take steps to measure, reduce and report our

climate exposure and progress on actions to tackle climate change on an annual basis. We actively promote climate awareness through our ongoing industry, community and stakeholder partnerships and activities.

We also contribute to SDG 7 Affordable and Clean Energy and SDG 9 Industry, Innovation and Infrastructure by continually investing in renewable energy infrastructure that supports wider electrification and decarbonisation across the island.

This section of our FY26 Responsible Business Report details Energia Group’s carbon emissions, showcases our broad portfolio of renewable and climate action projects, highlights the responsible management of our transition assets, and reaffirms our commitment to protecting and enhancing biodiversity.



# 2.1 Energy & Climate

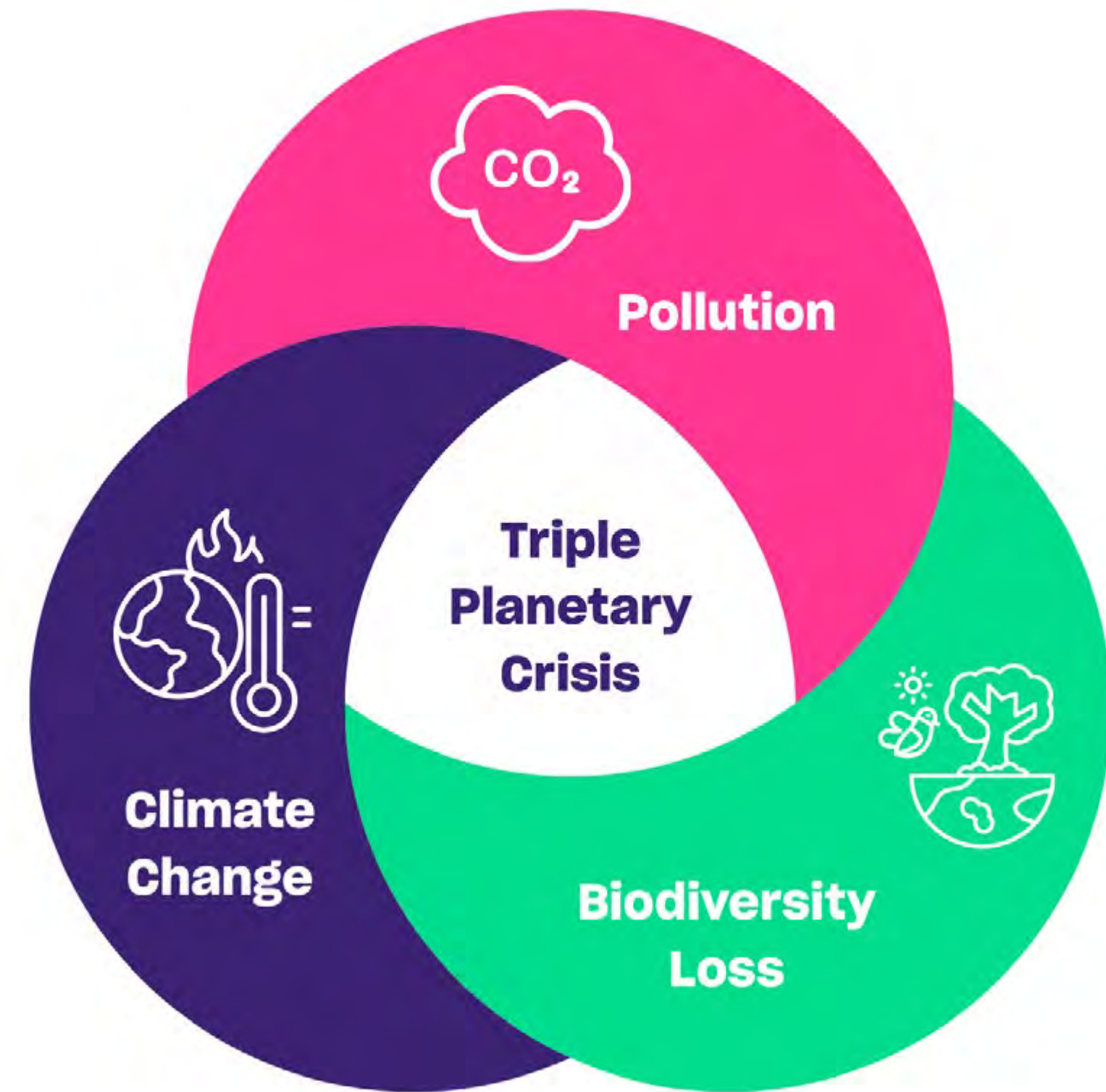
## The International Policy Landscape

In his opening address at the 30<sup>TH</sup> Conference of the Parties (COP30) in Belém, Brazil in November 2025, Jim Skea, Chair of the Intergovernmental Panel on Climate Change (IPCC), indicated that even if countries fully adhere to their Nationally Determined Contributions (NDCs), the global temperature could still see a rise of between 2.3 to 2.5°C by the end of 2100<sup>1</sup>.

As stark as this message is, Skea did note that it might still be possible to stop temperatures from rising past the 1.5°C marker, but that it would take steep and prolonged reductions in emissions as well as the removal of considerable amounts of carbon from the atmosphere. This is notwithstanding the fact that for the first time in IPCC reporting, the Seventh Assessment Report will contain chapters on financing adaptation and how to respond to any loss and damage<sup>2</sup>. Overall global decarbonisation efforts are further impacted by differing positions and attitudes among several key global economies with regard to fossil fuel usage, ongoing geopolitical and economic instability, and growing inequalities fuelling the triple planetary crisis of climate change, biodiversity loss, and pollution<sup>3</sup>.

Addressing global challenges when it comes to climate is no easy feat. Achieving net-zero targets would fundamentally change the world economy as we know it today and would require unprecedented change and innovation across all sectors of the economy from the energy we produce and use, our industry, our modes of transport, our built environment, our agricultural processes, forestry, and dealing with waste, among others<sup>4</sup>.

From a European perspective, 2026 is a year that will push the agenda on climate action even further with the European Union’s new Carbon Border Adjustment Mechanism (CBAM) along with the Empowering Consumers Directive due to take effect later this year. Despite ongoing geopolitical upheaval and increased focus on defence both from a political and financial perspective, a 913 MW offshore wind farm is due to become operational in 2026 off the coast of Germany, with another 1.4 GW offshore wind farm to become commercially operational in September 2026 in the UK’s North Sea<sup>5</sup>.



1. Remarks by IPCC Chair during the Opening ceremony COP30 — IPCC
2. Remarks by IPCC Chair during the Opening ceremony COP30 — IPCC
3. IRENA 16th Assembly: Opening Remarks of Francesco La Camera, Director-General
4. The-net-zero-transition-what-it-would-cost-and-what-it-could-bring-final.pdf
5. Climate action faces key tests in 2026



# 2.2 Overview of National Policy Developments

Where are we now?

By the end of 2025 the world has warmed by around 1.4°C above pre-industrial levels.



1.4°C

When will we reach 1.5°C?

If the world follows the same global warming trajectory as seen over the past 30 years:



By the end of 2030

2030

### 2.2.1 Republic of Ireland Policy Update

From a national perspective, Irish Minister for Climate, Darragh O’Brien, has stated that Ireland is due to miss its 2030 emissions targets by 51%, further indicating that this will make the State liable for EU fines reaching up to €28 billion. However, the country is generally progressing its decarbonation efforts, with the growth of onshore and offshore wind and solar projects. For example, post 2030 will see offshore wind power in the Irish Sea capable of generating 5 GW of power.

While the future presents challenges for Ireland, it also highlights the opportunity to push forward, innovate, invest in new technologies and skills, and strengthen collaboration across sectors to meet future climate targets together.

The most recent Progress Report for CAP25, published in the second quarter of 2025, indicated that four out of the six new actions for the first quarter of 2025 had been delivered on time, while high impact actions from CAP24 and CAP23 have seen delays with their delivery. One of the completed actions included in this quarterly update is in relation to electricity, renewables and the publication of the Long Duration Energy Storage (LDES) Procurement recommendations paper. While the 2025 Programme for Government<sup>6</sup> identified the need to accelerate energy generation, connectivity, and planning, CAP25<sup>7</sup> included a developed plan to make this happen

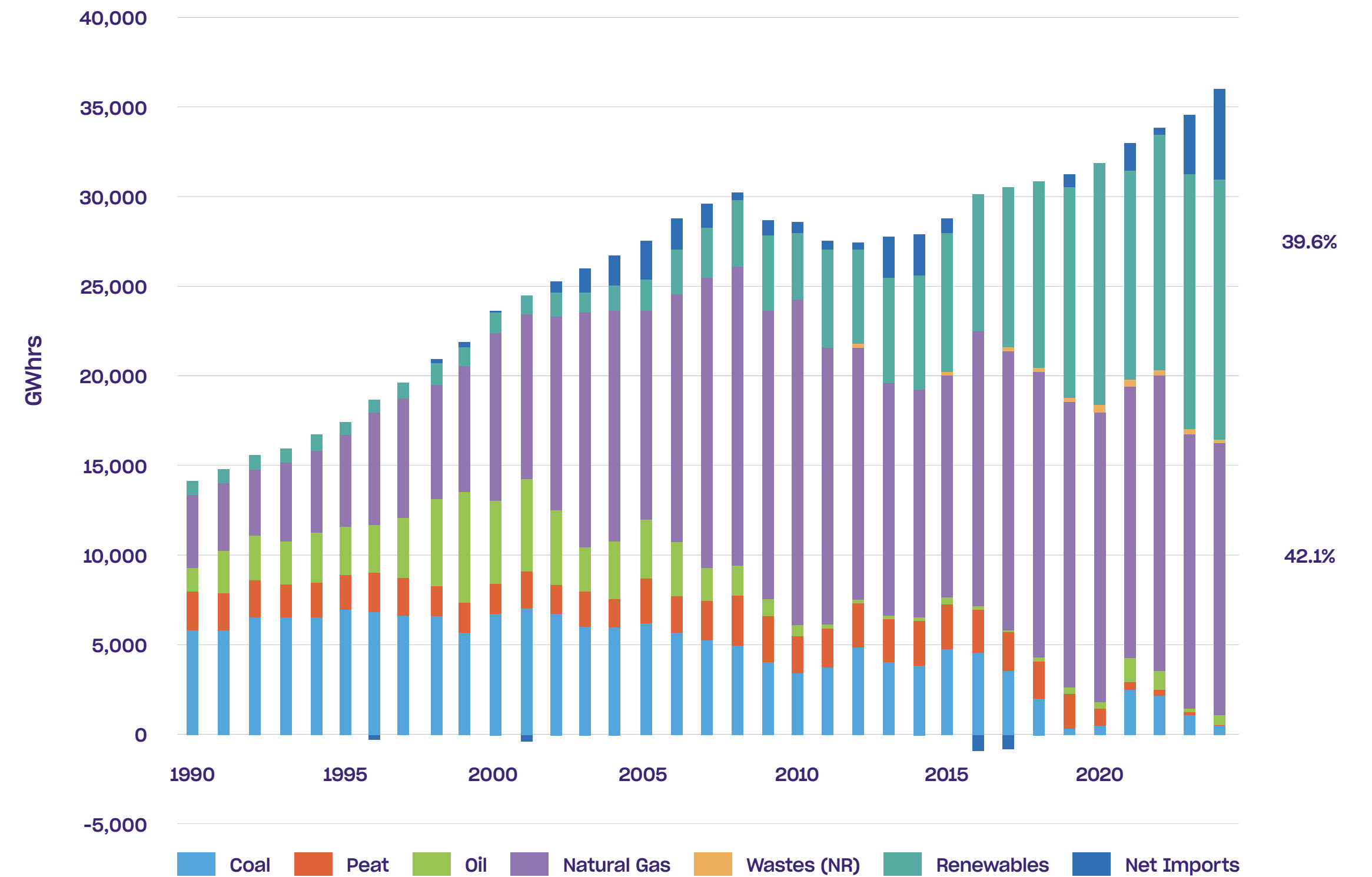
through increasing interconnection, developing the grid, green hydrogen and biomethane production as well as a sustained push for activating demand side response to reduce emissions from the electricity sector.

According to the latest report from Ireland’s Environmental Protection Agency (EPA), Ireland’s Provisional Greenhouse Gas Emissions 1990-2024, for the second consecutive year Ireland’s emissions are below levels recorded in 1990. Emissions from electricity generation hit a 35-year low in 2024, reaching 7.2 Mt CO<sub>2</sub>eq. Electricity supply from renewables also grew by 1.3% in 2024. Ireland also continued a significant reliance on interconnector imports from GB to meet electricity demand and lower sectoral emissions<sup>8</sup>.

Findings presented in the report also highlighted that 82.5% of the first five-year carbon budget for the period 2021-2025 of 295 Mt CO<sub>2</sub>eq has been used, with only 17.5% remaining in 2025. Due to the lack of a timely update to CAP26 and the lack of official adoption of Budget 3 for 2031-2035 and Budget 4 by Government, not meeting the first carbon budget would mean that excess emissions will be carried over into the second budget, reducing the 200 Mt CO<sub>2</sub>eq allocated by the relevant amount, impacting the achievement of the second budget and further exacerbating sectors across the economy when it comes to decarbonisation<sup>9</sup>.

### Electricity Generated by Fuel 1990-2024

Source: Ireland’s Provisional Greenhouse Gas Emissions 1990-2024.



### 2.2.2 Northern Ireland Policy Update

The Mid-term Review of the Energy Strategy “The Path to Net Zero Energy” was published in December 2025 and provided updates on the progress made to date since the publishing of the Energy Strategy in 2021<sup>10</sup>.

While strides have been made to build on the momentum seen in previous years with regards to Northern Ireland’s decarbonisation and growth in renewables, 2025 for the most part saw a slowdown particularly from a policy perspective. The public consultation on Northern Ireland’s Climate Action Plan showed that in September 2025 electricity from renewable sources made up 44.2%, while in 2022 that figure stood at 51.6%. Furthermore, grid constraints and dispatch down are other drivers that impede progress, as well as the lack of a reliable and modern grid which in turn impacts key projects such as the South-North Interconnector<sup>11,12</sup>.

Moving forward and according to the Mid-term Review, industry and market participants in Northern Ireland should gain a clearer understanding of how the Energy Strategy will be met once the Energy Policy Position Statement is published in 2026. This will be pivotal to building investor confidence, gaining clarity around milestones out to 2030, and supporting long-term business decisions<sup>13</sup>.

The latest Northern Ireland Greenhouse Gas Emissions Inventory figures published in June 2025 by the Northern Ireland Statistics and Research Agency (NISRA) highlighted that a 7.1% decrease was observed in emissions in 2023 when compared with 2022 levels. This constitutes a 31.5% decrease when compared to 1990 GHG emissions. In 2023, electricity supply delivered also saw the biggest reduction in emissions when compared to 1990 levels at 60%<sup>14</sup>.

6. Programme for Government 2025 - Securing Ireland's Future  
7. Climate Action Plan 2025  
8. Ireland's Provisional Greenhouse Gas Emissions  
9. Ireland's Provisional Greenhouse Gas Emissions  
10. Mid-term Review of the Energy Strategy - The Path to Net Zero Energy  
11. Why 2026 matters for Northern Ireland's energy transition | Belfast Telegraph  
12. Mid-term Review of the Energy Strategy - The Path to Net Zero Energy  
13. Northern Ireland's energy transition: Progress being made but challenges remain  
14. NI Greenhouse Gas Inventory 1990-2023



## 2.3 Security of Supply

Security of supply remains essential to meeting both current and future electricity needs across Ireland, particularly now with increases in electrification and other assets leading to increased demand for electricity. According to the Energy Transition Outlook Ireland Report<sup>15</sup>, published in July 2025, electricity demand in Ireland is estimated to reach 39 TWh by 2030 and 59 TWh by 2050, which means a two-thirds increase by 2050.



A System Alert (Amber Alert) is issued when a single "event" would give rise to a "reasonable possibility" that there would be a failure on the electricity system which could result in power cuts to homes and businesses.

### 2.3.1 System Alerts (Amber Alert)

Security of supply continues to be a risk in the all-island electricity market. In FY26, there were a total of 6 system alerts and 8 margin notifications on the system. These signals highlight periods where available generation margins are tight, creating an increased risk of supply disruption and triggering an immediate call for additional capacity. Huntstown Power Stations continue to play a vital role in supporting system stability, particularly in the Dublin area, while renewable capacity continues to scale.

### 2.3.2 Capacity Auction

Capacity auctions remain central to safeguarding Ireland's national energy security, particularly when shortfalls persist, including a 938 MW deficit in Ireland and 112 MW in Dublin for 2025/2026. To mitigate these risks, EirGrid has deployed temporary emergency generation across four national sites, including 50 MW delivered by our emergency generation unit at Huntstown Campus, providing critical backup during System Alerts<sup>16,17</sup>.

Alongside this, the system is increasingly dependent on demand flexibility, with Demand Side Units comprising 79% of new capacity awarded in the latest auction cycle. Looking ahead, EirGrid forecasts a steeper rise in electricity demand through 2030, with a further 200-400 MW of generation required in the early 2030s to maintain security of supply as Ireland transitions to a more decarbonised system<sup>18</sup>.

### 2.3.3 The Role of Renewables

In FY26, Energia Group generated 780 GWh of renewable electricity (increased from 690 GWh generated in FY25), from 17 owned and operated onshore wind farms across the island, with a further wind farm completed in May 2026. Construction of Energia Group's Fieldstown solar project, totalling over 600 MW, commenced in Spring 2026.

In addition to the renewable electricity that was provided to the grid, ongoing grid support was provided by our battery storage unit at Castlereagh near Belfast.

A further 186.3 GWh of potential output was "turned down" due to system constraints and curtailment. In line with previous years, this loss was for several reasons, including local and system-wide grid limitations.

15. [https://pinergy.ie/wp-content/uploads/2025/07/pinergy\\_woodmac\\_eto\\_r.06.25\\_FAFa.pdf](https://pinergy.ie/wp-content/uploads/2025/07/pinergy_woodmac_eto_r.06.25_FAFa.pdf)

16. FCAR2526T-1.pdf

17. Electricity Generation – Thursday, 12 Jun 2025 – Parliamentary Questions (34th Dáil) – Houses of the Oireachtas

18. Power grid facing 'challenging situation', says EirGrid

## 2.4 Climate Action Targets

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As a leading energy provider across the island of Ireland, we recognise our responsibility to contribute meaningfully to the decarbonisation of the energy system. Our commitment is reflected in our ongoing work to triple the share of onshore renewable electricity within our portfolio by 2030, relative to FY20 levels. These efforts are grounded in our responsibility to balance decarbonisation with energy security and to support a fair and just transition.

Across the island, it is becoming increasingly clear that 2030 emissions reduction targets are unlikely to be met in this timeframe. This reflects a combination of system-wide challenges and rising electricity demand. Energia Group operates within these same system conditions and therefore while we are making strong progress toward our target to treble onshore renewable electricity generation capacity, our latest analysis indicates that the 2030 target to reduce the carbon intensity of our electricity generation by 50% from 2020 levels will extend into the next decade.

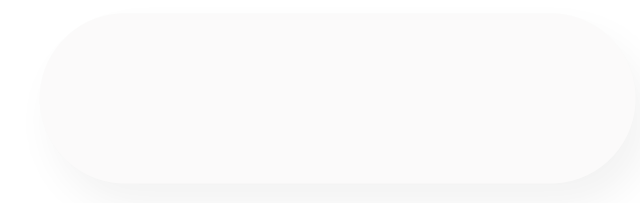
This reflects a combination of external factors, particularly not being successful in the first Irish offshore wind auction process, while our

Huntstown Power Stations continue to be required at consistent levels to support security of supply.

Building on our successful onshore renewables development programme, we have completed an initial phase of work to assess credible decarbonisation options for our wider generation portfolio. This reflects the significant system challenges associated with meeting growing energy needs, maintaining essential security of supply for economic prosperity, and scaling renewable generation capacity to replace fossil fuels. Further assessment of alternative pathways will continue as we shape and implement a robust, evidence-based plan for long term emissions reduction that contributes to island-wide net zero ambitions, and we remain committed to making a significant contribution to decarbonisation.

In FY26, there was a reduction of 8g CO<sub>2</sub>/kWh in our carbon intensity of electricity generation to 335g CO<sub>2</sub>/kWh (FY25 – 343g CO<sub>2</sub>/kWh), reflecting positive performance and increased output from our growing renewable generation portfolio including our new Crossmore Wind Farm, which was partially offset by Huntstown being required to meet increasing customer energy demand.





## 2.5 Our Emissions Data

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Robust data collection and analysis are central to Energia Group's climate action programme. The accurate identification, measurement and quantification of greenhouse gas emissions across Scope 1, Scope 2 and Scope 3 is essential for a large, all island business to understand its operational footprint and to identify opportunities that can shape future sustainability strategy and delivery.

In recent years, Energia Group has progressed work to better understand and describe our emissions profile, both within our organisation and activities undertaken, and including our value chain. We recognise the importance of transparent reporting, and we continue to refine our methodology and data quality to support meaningful disclosure to stakeholders.

## Energia Group's Scope 1, 2 & 3 Emissions Summary

\* Market rate used for Scope 2 electricity

\*\* Scope 3 emissions are calculated in line with methodologies set out by the Greenhouse Gas Protocol. The Group's scope 3 reporting is expected to continue to evolve in future years

\*\*\* NOx removed from Scope 1 calculation and reported as a key climate metric

Scope	Activity	FY24	FY25	FY26
		TCO <sub>2</sub> E	TCO <sub>2</sub> E	TCO <sub>2</sub> E
<b>Scope 1</b>	Huntstown Electricity Generation	1,270,849	1,360,533	1,364,079
	Company Vehicles	160	115	130
	Office Heating	45	56	57
	F-Gas	112	90	67
<b>Scope 2</b>	Energy Use*	5	5	12
	<b>Total Scope 1 + 2</b>	<b>1,271,171</b>	<b>1,360,799</b>	<b>1,364,345</b>
<b>Scope 3**</b>				
Cat 1	Purchased Goods & Services	13,912	14,225	17,274
Cat 2	Capital Goods		37,570	16,931
Cat 3	Fuel and Energy	1,841,334	1,246,609	1,737,845
Cat 4	Upstream Transportation		384	644
Cat 5	Waste (to Landfill pre FY24)	39	11	56
Cat 6	Business Travel	246	247	215
Cat 7	Employee Commute**	622	603	698
Cat 11	Use of Sold Product	389,807	288,893	234,172
Cat 17	Homeworking	373	387	232
	<b>Total</b>	<b>3,517,504</b>	<b>2,949,728</b>	<b>3,372,412</b>
Key Climate Metrics				
	Carbon Intensity of Generation gCO <sub>2</sub> /kWh	346	343	335
	Renewable Generation GWh	646	690	780
	Other			
	NOx Tonnes***	705.81	707.51	797.48



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### Scope 1

The Group's Scope 1 emissions comprise greenhouse gas emissions that arise directly from activities under our operational control.

The majority of the Group's Scope 1 emissions are from gas-fired electricity generation at Huntstown. The power stations operate within the EU Emissions Trading Scheme and the carbon emissions from the site are independently verified by a third party. The increase in Scope 1 emissions in FY26 reflects higher operating hours, as the Huntstown Power Stations were required to run more frequently to support security of supply in the greater Dublin area.

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### Scope 2

The Group's Scope 2 emissions are calculated in accordance with the market-based approach in the GHG Protocol.

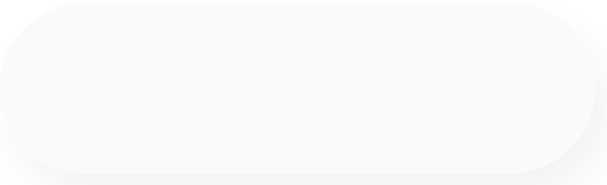
These emissions are primarily associated with the use of electricity in our office buildings. Initial reductions in our Scope 2 emissions were achieved through the transition to green electricity tariffs, and these have remained relatively stable in recent years. This year the minimal increase at our offices is a reflection of the Group's changes in working patterns and the increased electricification of the company's fleet.

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### Scope 3

Scope 3 emissions are outside the direct scope of the Group's operational control, and achieving a reduction in them will require further engagement with key stakeholders in the value chain.

In FY26, we engaged with our highest spend suppliers on ESG matters as the start of an engagement programme. This programme will help to inform us of the appropriate approach to attain data and support our goal to reduce the environmental impact across the supply chain. The Group's Scope 3 reporting may evolve in the coming years as we remain committed to profiling our emissions.



Energia Group's Emissions Profile

Our target is to reduce the carbon intensity of electricity generation by 50% compared to a baseline of 332 g CO<sub>2</sub>/kWh in 2020.



2026

Scope 3

Scope 1

Scope 2

Scope 3



# 2.6 Our Climate Action Projects

Energia Group currently supplies approximately 13% of the island of Ireland’s total electricity requirements and is responsible for approximately 21% of wind power capacity installed on the island. Our Renewables business owns and operates a portfolio of 17 operational wind farms with a total generation capacity of 383 MW.

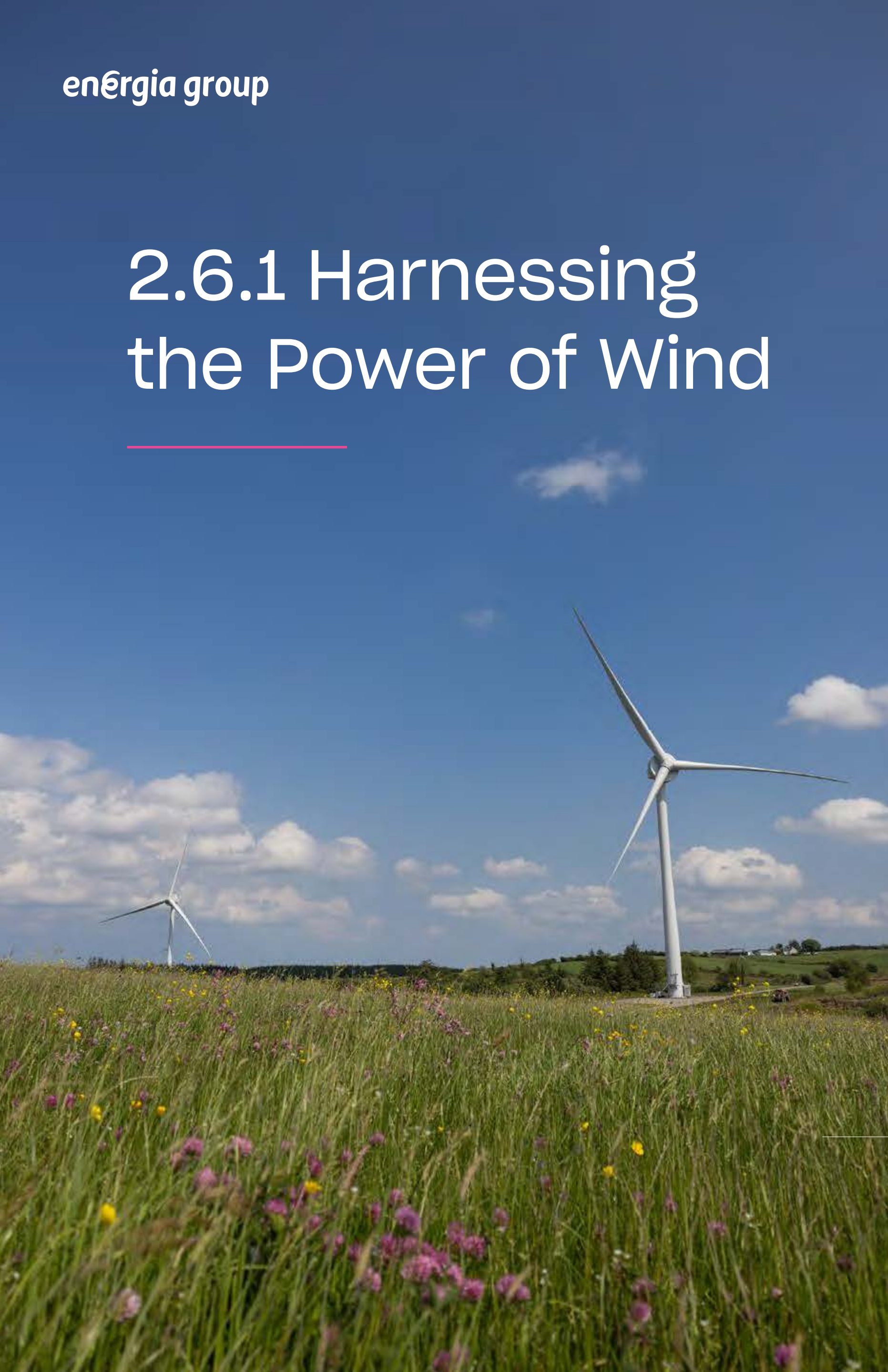
Building on our experience in delivering large-scale renewable projects, we continue to advance a significant pipeline of developments across the island. This pipeline includes 2.2 GW of onshore wind and solar, as well as a number of battery storage and green hydrogen production projects.

-  Operational wind farm
-  Solar farm in development
-  Battery storage project in development
-  Onshore wind farms in development
-  Operational battery storage facilities
-  Green hydrogen production project

Energia Wind Farm Locations



## 2.6.1 Harnessing the Power of Wind



### Crossmore Wind Farm

Crossmore Wind Farm in Co. Clare commenced commercial operation in December 2025. Like Drumlins Park Wind Farm, the 23 MW Crossmore site was developed as part of Energia Group's Corporate Power Purchase Agreement (CPPA) framework with Microsoft. The project represents an investment of almost €50 million and will generate enough renewable electricity to meet the equivalent annual needs of around 15,000 Irish households. We are in the process of setting up the Crossmore community benefit fund, which will be administered on behalf of Energia Renewables by Community Foundation Ireland, and which will start allocating grants in January 2027 following the completion of a local community group survey, or scoping study.



### Ballylongford Wind Farm

Commissioning of our 6-turbine Ballylongford Wind Farm in Co. Kerry completed in May 2026. This 25 MW wind farm is part of a CPPA with Microsoft and is due to enter into commercial operation in Q2 2026. All 6 turbines were delivered and installed in June 2025. The site is connected into the national grid via a 38 kV substation, which is an extension of the newly constructed ESB Drombeg 110 kV Substation in North Kerry. Like our Crossmore Wind Farm, the Ballylongford wind development will generate enough renewable energy to meet the average equivalent annual electricity needs of around 15,000 additional Irish households. The addition of Ballylongford to Energia Group's operational wind farm portfolio will increase our total installed capacity to over 400 MW.



### Offshore Wind

The Group has a joint venture with Vårgrønn in ROI for the development of offshore wind. In December 2025, it was announced that the joint venture had not been awarded a CfD ORESS contract under the recent Tonn Nua auction process.

## 2.6.2 Solar Power

Energia Group is progressing four large-scale solar projects in Meath and Dublin with a combined consented capacity of over 600 MW, alongside a further approximately 630 MW in early-stage development. These projects are being advanced under our Positive Energy

renewable investment programme and demonstrate our growing focus on solar as part of Ireland's energy transition. Once operational, the consented portfolio is expected to supply enough renewable electricity to power up to 175,000 homes.



### Fieldstown Solar Project

Maintaining our focus on delivery, in March 2026 we announced the start of construction of our first large scale solar energy project near Rolestown in Fingal, Co. Dublin. The first phase of works will focus on the Fieldstown 110 kV Substation which will facilitate the export of renewable energy from Energia Group's three consented solar farms in the nearby townlands of Fieldstown, Gerrardstown and Ballaghaweary. Construction of these solar projects will commence in the autumn. Once operational, the three sites will have a maximum export capacity of over 150 MW. Energia Group will invest approximately €45 million in

the new substation development, which will connect to the transmission network at Finglas via an underground cable.

To mark the start of construction, the Energia Renewables construction team, together with our main electrical contractors, invited local households to a 'Meet the Team' event in March 2026. Residents were able to ask questions about the construction timeline and register for a free text-messaging service.

The Fieldstown, Gerrardstown and Ballaghaweary solar farms are scheduled to enter commercial operation in 2028.



## 2.6.3 Battery Storage

Battery storage is an increasingly important component of a decarbonised electricity system, providing flexibility by charging and discharging in response to system needs. We are investing in this technology to support grid resilience and provide increased certainty for the customers and communities we serve. This includes the Castlereagh Battery Storage facility outside Belfast. At 50 MW, Castlereagh is our first grid-connected battery energy storage system (BESS) and supports the integration of intermittent renewable generation, such as wind and solar, by helping to manage fluctuations in real-time electricity demand.

Energia Group is actively developing a portfolio Long Duration Energy Storage (LDES) project, including the recently consented Huntstown BESS.

LDES assets, like Huntstown, will enhance grid reliability by storing energy for longer periods, helping balance intermittent wind and solar generation and supporting system operation during “Dunkelflaute” periods where low wind speeds and minimal sunlight coincide, causing a significant drop in solar and wind energy generation conditions. LDES can operate at large scale and for 4+ hours, offering an effective way to reduce the curtailment of renewables, lower carbon emissions, and strengthen energy security by enabling better energy management across transmission and distribution networks. This helps Ireland progress toward its renewable electricity targets.



# 2.6.4 Leading Innovation

## Green Hydrogen Production

Energia Group is positioned at the forefront of the developing green hydrogen economy on the island of Ireland. Green hydrogen is expected to support decarbonisation in sectors where emissions reductions are more challenging, particularly heavy industry and transport, while also providing potential system benefits through renewable energy storage and balancing services.

We continue to develop the hydrogen opportunity, with our Long Mountain Wind Farm in Co. Antrim being the first commercial wind farm in Ireland and UK to enter into green hydrogen production. The project is designed to make productive use of excess wind generation that would typically be curtailed when system supply exceeds demand.





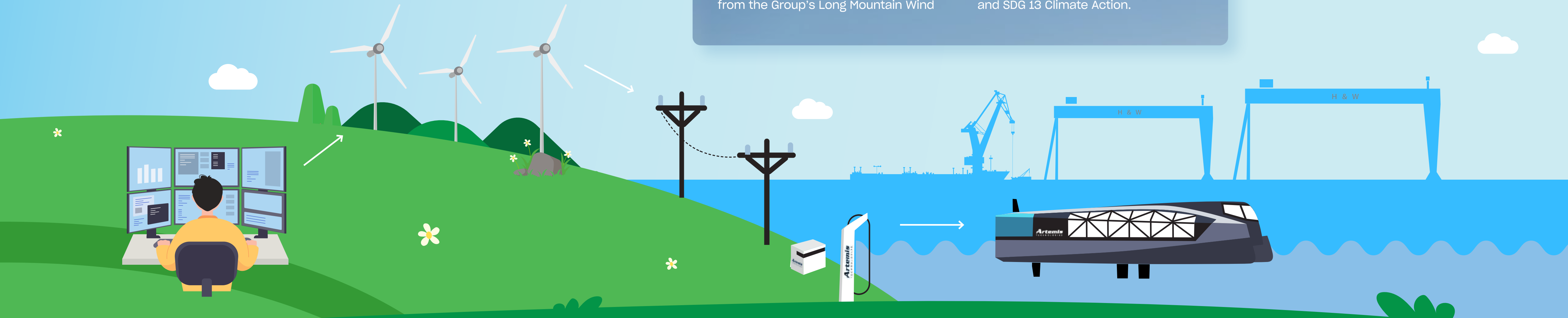
# Project Green Iron

Maximising wind energy to power sustainable maritime transport.

## Sustainable Maritime Transport

Energia Group is working in partnership with Artemis Technologies and the Belfast Maritime Consortium, established to deliver a high speed, zero emission passenger service. The ferry will pilot the potential for using green electricity from the Group's Long Mountain Wind

Farm and support the reduction of curtailment. This initiative supports the wider decarbonisation of maritime transport an aligns with SDG 9 Industry, Innovation and Infrastructure, SDG 11 Sustainable Cities and Communities and SDG 13 Climate Action.



**1** SONI, the Transmission System Operator, controls electricity generation, matching supply and demand.

**2** When wind energy supply exceeds demand, SONI asks wind farms to curtail output - or shut down.

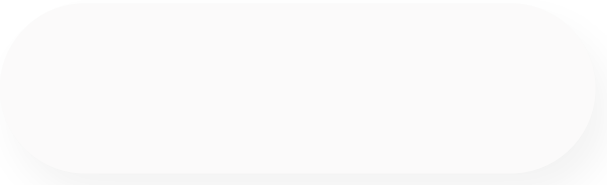
**3** There is potential to avoid shutting down turbines and losing valuable wind energy if customer demand can be increased instead.

**4** Excess wind energy will be used to charge the Artemis Technologies Ferry. Trialling this process can support wider electrification of transport.



# 2.7 Biodiversity at Energia Group

Biodiversity is a key part of our sustainability approach. We recognise our responsibility to protect nature across our own sites, developments, and the wider communities we operate in. This commitment shapes how we design and operate our renewable energy infrastructure.



### 2.7.1 Business supporter of the All-Ireland Pollinator Plan

Energia Group has collaborated with the All-Ireland Pollinator Plan since 2023 as an official business supporter and has actively taken steps to support pollinators at sites across the Group.

This has included Habitat Management and Enhancement Plans that are in place at our wind farms to protect and enhance the existing habitats, with some actions including rewetting peatland, planting native hedgerows and helping wildlife travel safely through the sites.



### 2.7.2 Protecting the Marsh Fritillary Butterfly

We have made consistent efforts to protect the Marsh Fritillary butterfly, one of Ireland’s few legally protected butterflies, which is also protected in Northern Ireland and listed as vulnerable to extinction within the International Union for Conservation of Nature (IUCN) Red List. We have had great success in achieving unprecedented records of larval web counts at Teiges Wind Farm in Co. Fermanagh. Following on from that early success, and the continuous growth in population of the butterfly in FY25, our habitat conservation projects began on our Eshmore and Cornavarrow Wind Farms in FY26.



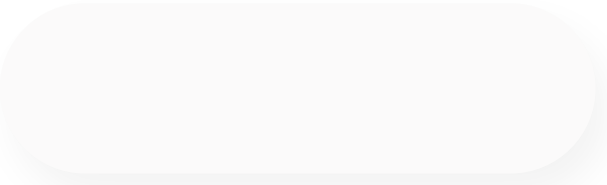
👁 The Marsh Fritillary Butterfly

### 2.7.3 Business for Biodiversity and NATURE+Energy

Energia Group continues to be an active member of the Business for Biodiversity Ireland platform, a not-for-profit organisation helping Irish businesses transition to more nature positive outcomes. Our membership with the Nature+Energy project in conjunction with the Trinity Centre for Biodiversity and Nature-based solutions has been highly successful. In FY26, Nature+Energy published the Meenadreen Biodiversity Action Plan (BAP), which outlines the site’s key habitats, species, and priority actions to enhance biodiversity.

The research showed that twelve habitat types were recorded. Several mammal species were also observed including badgers, red squirrels, otters and pine martens among others. Acoustic monitoring recorded 135 bird species, among them species of conservation concern such as kestrel, marsh harrier, kingfisher and peregrine falcon.





### Kestrel

 Sightings: 6

Red-list species

(High conservation concern)

### Marsh Harrier

 Sightings: 3

Amber-list species

(Medium conservation concern)

### Kingfisher

 Sightings: 5

Amber-list species

(Medium conservation concern)

### Peregrine Falcon

 Sightings: 6

Species of special conservation interest

(Requires attention)

# 2.7.4 Biodiversity at our Wind Farm Sites

In FY26, work has continued across our wind farm sites with the completion of ecological surveys on seven of our wind farms throughout the year. Surveys have included habitat, ornithological, Marsh Fritillary butterflies and water quality among others. These inform our evidence-based biodiversity-related actions undertaken at our sites.

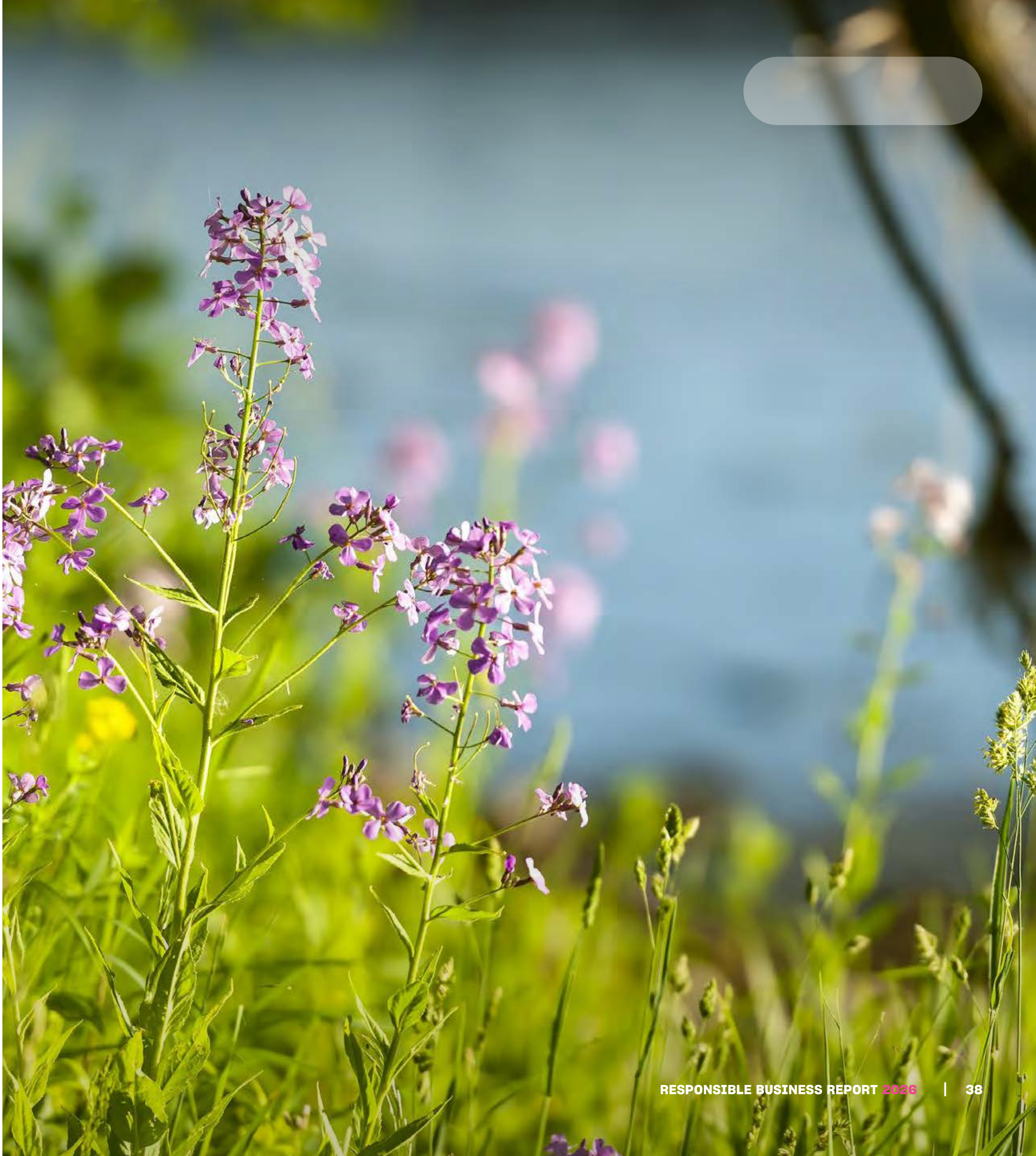
Other activities include removal programmes of invasive and non-native species linked to the quality of peatland, maintained our ponds across Slieveglass, Cornavarrow and Thornog, and mowing of grassland areas has either been reduced or suspended with the aim of allowing long-flowering swatches, patches and mini meadows to grow. Native hedges have also been maintained, with our Glenbuck Wind Farm site having a well-established population of Intermediate Wintergreen which is a NI Priority Species with protected status.

Along with additional nest boxes installed and maintained, our Long Mountain Wind Farm site has been enhanced by the planting of an 80m native hedge.

At our Altamuskin Wind Farm we have committed to maintain the current biodiversity within the raised bog habitat. The largest area of raised bog contains two ponds: both ponds are well-vegetated with species such as branched bur-reed bulrush, bottle sedge and pondweed. The ponds provide valuable habitat for invertebrates, such as Odonata species and herpetofauna. Large red damselfly and common frog were observed in close proximity to the pond area.



👁 Damselfly





## 2.7.5 Biodiversity at our Huntstown Campus

The Huntstown Campus is under constant monitoring with biodiversity protection and enhancement measures put in place to ensure our operations protect the four different species of endangered flora and damselflies.

We have done this via the installation of insect hotels, bird boxes, and

planting native flora along with herbs for pollinators, bare root fruit trees like cherry, pear and native apple trees, wildflowers and continuing the responsible grassland management regimes that were already in place. Additionally, an ecologist study was commissioned to inform future biodiversity initiatives through to 2028.

# Empowering Our Customers

# 3.



# 3.1 Empowering Our Customers



Customers are at the centre of Energia and Power NI, our two energy retail businesses. Whether residential or commercial, we are focused on their needs and the quality of our customer service. As of 31 March 2026, Energia Group had over 885,000 customer sites and supplied homes and businesses with 7.8 TWh of electricity and 44 million therms of gas in FY26.

We recognise that homes and businesses across the island are at different stages of their energy transition journey and their priorities will vary depending on their circumstances. We aim to meet the needs of all our customers, whether providing solutions to facilitate their progress towards net zero or recognising that some households are facing daily budgeting struggles and providing appropriate support.

Our activities align with the UN SDGs, particularly SDG 7 Affordable and Clean Energy, through our various energy efficiency and low carbon offerings.

We also support businesses to enhance their energy and resource efficiency by our commitment to renewable infrastructure and services investment in support of SDG 9 Industry, Innovation, and Infrastructure. We contribute to SDG 13 Climate Action in communicating, engaging and raising awareness of climate issues, adaption and mitigation strategies.

Our efforts are aligned to the implementation of current EU regulatory frameworks under the Citizens Energy Package<sup>1</sup>, which aims to make energy more affordable, sustainable and inclusive by empowering customers to actively participate in the clean energy transition.

This section of our FY26 Responsible Business Report focuses on our strategies and activities aimed at supporting our customers and helping them to navigate their energy transition.

1. <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52026DC0115&qid=1773310492603>



## 3.2 Customer Experience

Empowering our customers is a strategic priority as one of our five overall objectives. Fundamental to this is our focus on customer experience across all our platforms and means of communications, whether it is in-person, on a call, or online. In FY26, we again noted positive customer engagements building on previous years, and we were proud to receive ratings of “Excellent” (4.3/5 stars) for Power NI and “Great” (3.8/5 stars) for Energia from Trustpilot, the international independent digital platform.

In FY26, the Group received 1 upheld complaint that was referred to the Commission of Regulation of Utilities (CRU), and 0 upheld complaints were referred to the Consumer Council for Northern Ireland (CCNI). Although we are proud of our customer experience and support offering, we do recognise that there will always be a need for ongoing improvement to meet the evolving needs of those we serve.

Also in FY26, we continued our work and engagement with government and regulators contributing to consultations and continuing enhanced customer protection measures for those in need. We worked with the Electricity Association of Ireland (EAI) on a paper, Managing the Costs of Electricity, which set out recommendations for targeted customer supports. This was shared with the National Energy Affordability Taskforce (NEAT) members, CRU and DCEE. We also worked with EAI to develop a Bill Explainer, a guide to help customers understand their electricity bill and the cost drivers, which EAI presented to the NEAT meeting in March 2026.



Energia



✔ Claimed Profile Energy Supplier

★★★★☆ | 3.8 | ★ Trustpilot

Power NI



✔ Claimed Profile Energy Supplier

★★★★☆ | 4.3 | ★ Trustpilot

# 3.3 Positive Energy Strategy

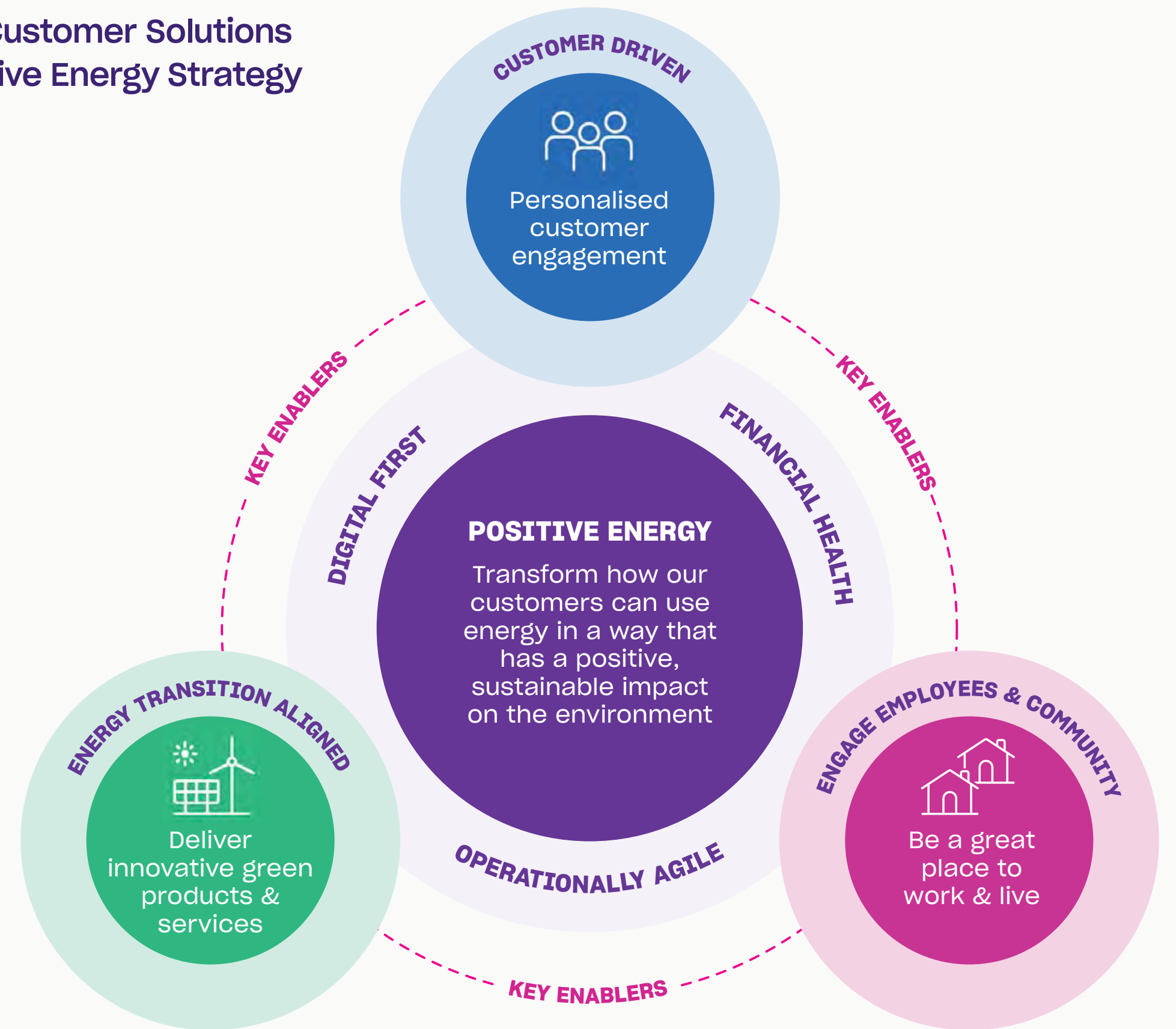
Our Positive Energy Strategy sets out how we are transforming the way energy is used, supporting customers to play an active role in Ireland’s clean energy transition. The strategy is built around three core pillars: customer centric innovation, alignment with the energy transition, and community and employee engagement. Together, these pillars guide how we design products, services and support that respond to evolving customer needs while contributing to a more sustainable energy system.

Central to the strategy is our ambition to move customers from being passive energy consumers to informed and empowered participants. Our 2030 roadmap outlines how we will support customers to better understand, manage and reduce their energy use through digital tools, smart technologies and tailored advice. By combining data-driven insights with a digital first approach and operational flexibility, we are enabling customers to make more sustainable energy

choices. A key enabler of this ambition is the Positive Energy Hub which acts as a platform for collaboration and innovation, supporting the development of new customer-focused solutions that accelerate progress towards our 2030 vision. Since its launch, the Hub has supported initiatives including the enablement of Smart Pay As You Go meters in ROI and the progression of work to develop dynamic tariffs.

To complement these digital innovations, our established Energy Experts team provides tailored guidance to customers on smart metering, microgeneration, electric vehicles and heat pumps, ensuring customers have access to clear, practical information to support informed decision making at every stage of their energy transition. The Energy Experts team continues to grow and receives 175 calls each month on average.

## Our Customer Solutions Positive Energy Strategy





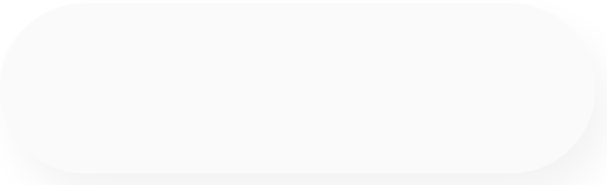
## 3.3.1 Energia Energy Insights

Launched in FY25, our digital tool, Energy Insights, provides smart tariff customers with a clearer and more accessible understanding of their electricity usage. Available through customers' online accounts, Energy Insights enables users to view and analyse their energy consumption across different time periods, supporting more informed and energy-efficient behaviours.

The platform allows customers to break down consumption by category, set weekly and monthly budgeting targets, compare usage with similar households and receive tailored efficiency tips and usage change notifications. Microgeneration customers can also view import and export figures in near real time.

Since its launch, Energy Insights has seen strong uptake and engagement. More than 63,000 customers are now registered, representing over half of our smart meter customer base, with an average of more than 50,000 monthly users. Customer feedback highlights the tool's clarity, accuracy and ease of use, with value placed on its visual presentation of data.

In FY26, Time of Use functionality was added to Energy Insights, enabling customers to view their electricity consumption across tariff time bands such as day, night and peak, expressed in both kilowatt hours and euro. This enhancement further supports customers to optimise their energy use and manage costs.

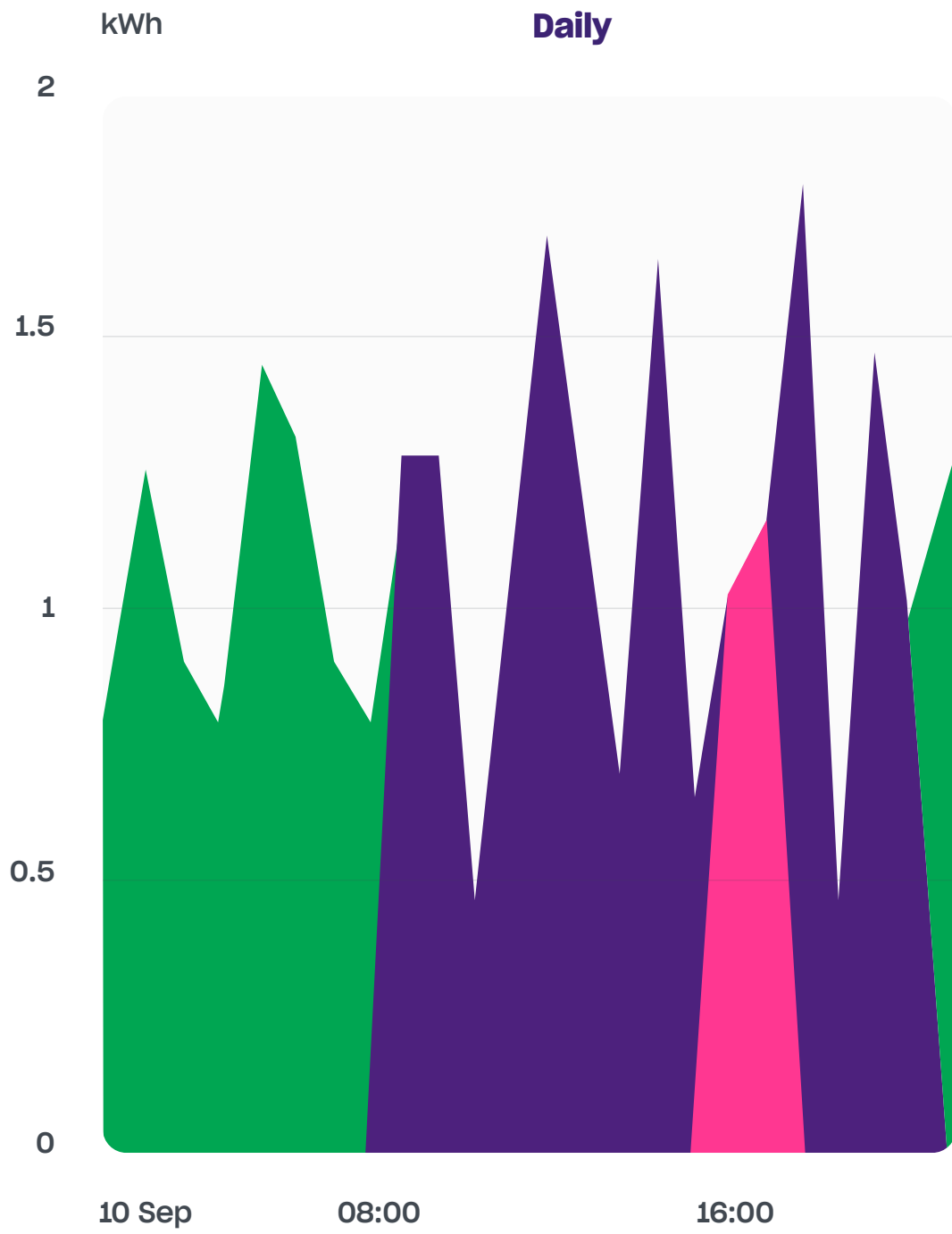


Daily: 10 September 2025

€ kWh

Consumption Breakdown

Consumption **26.7 kWh**

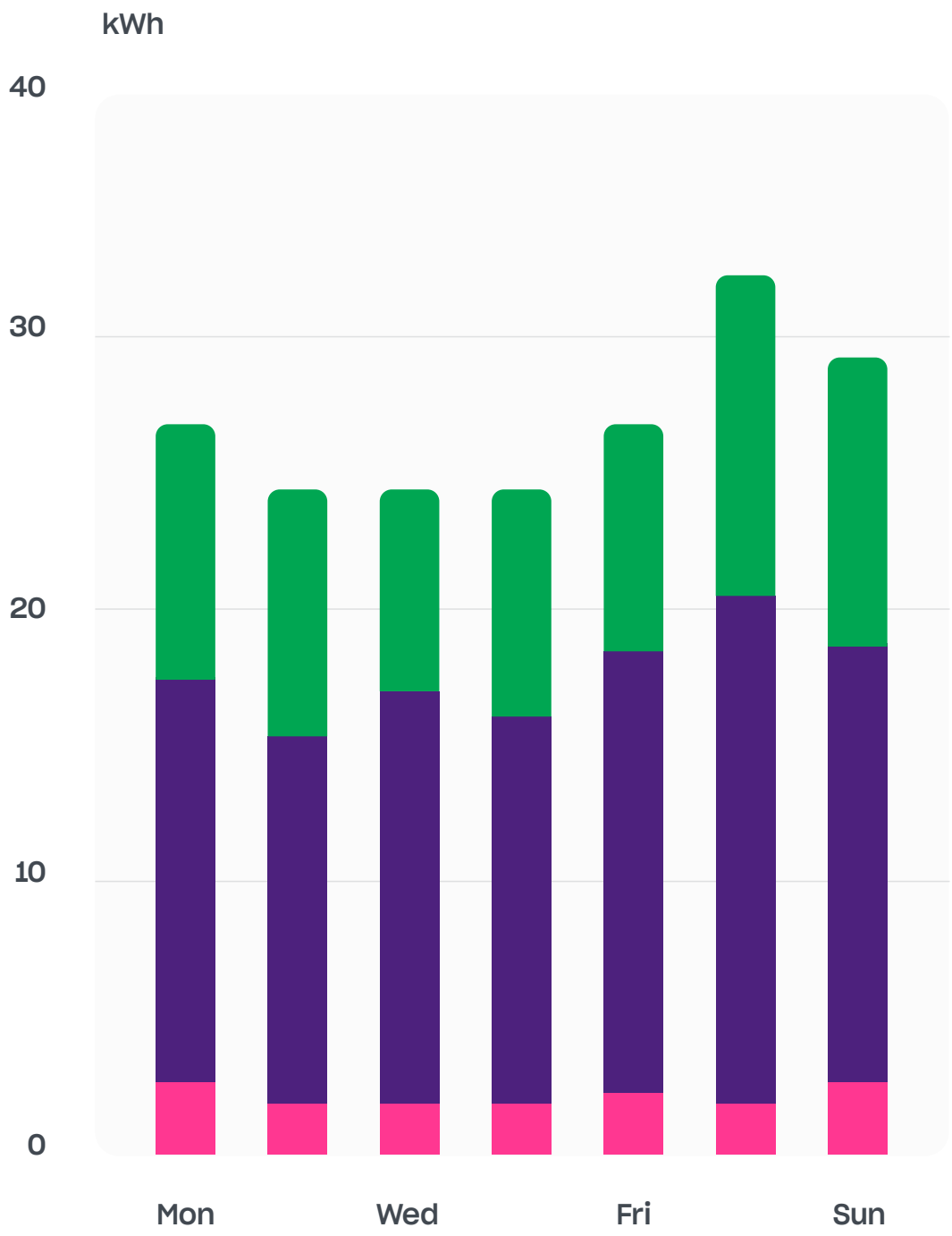


Weekly: 01-08 September 2025

€ kWh

Consumption Breakdown

Consumption **188 kWh**



Fri, 5 Sep

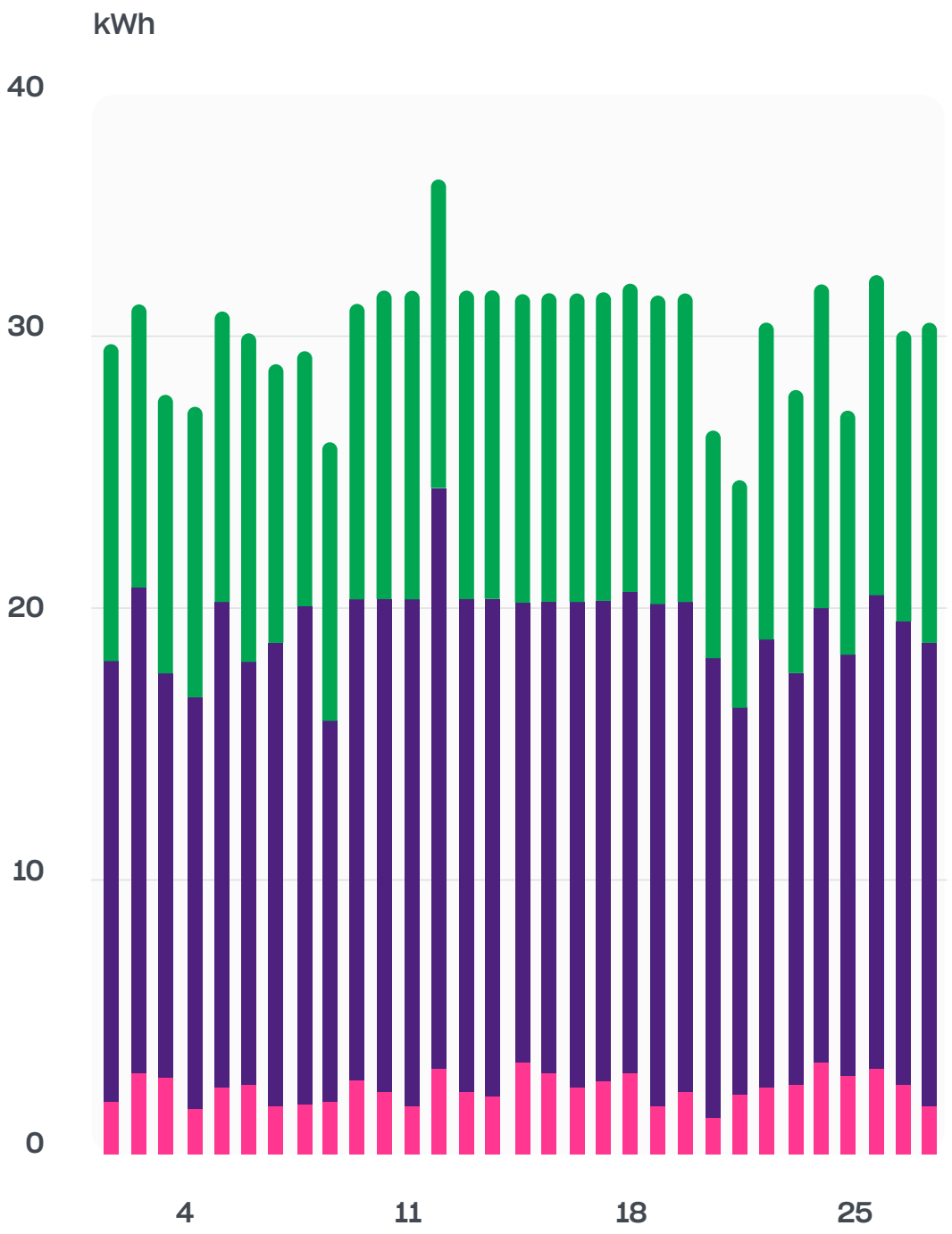
● Night: 8.34 kWh ● Day: 16.2 kWh ● Peak: 2.08 kWh

Monthly: August 2025

€ kWh

Consumption Breakdown

Consumption **834 kWh**



Sun, 24 Aug

● Night: 7.69 kWh ● Day: 13.1 kWh ● Peak: 1.94 kWh

## 3.3.2 Smart Tariffs

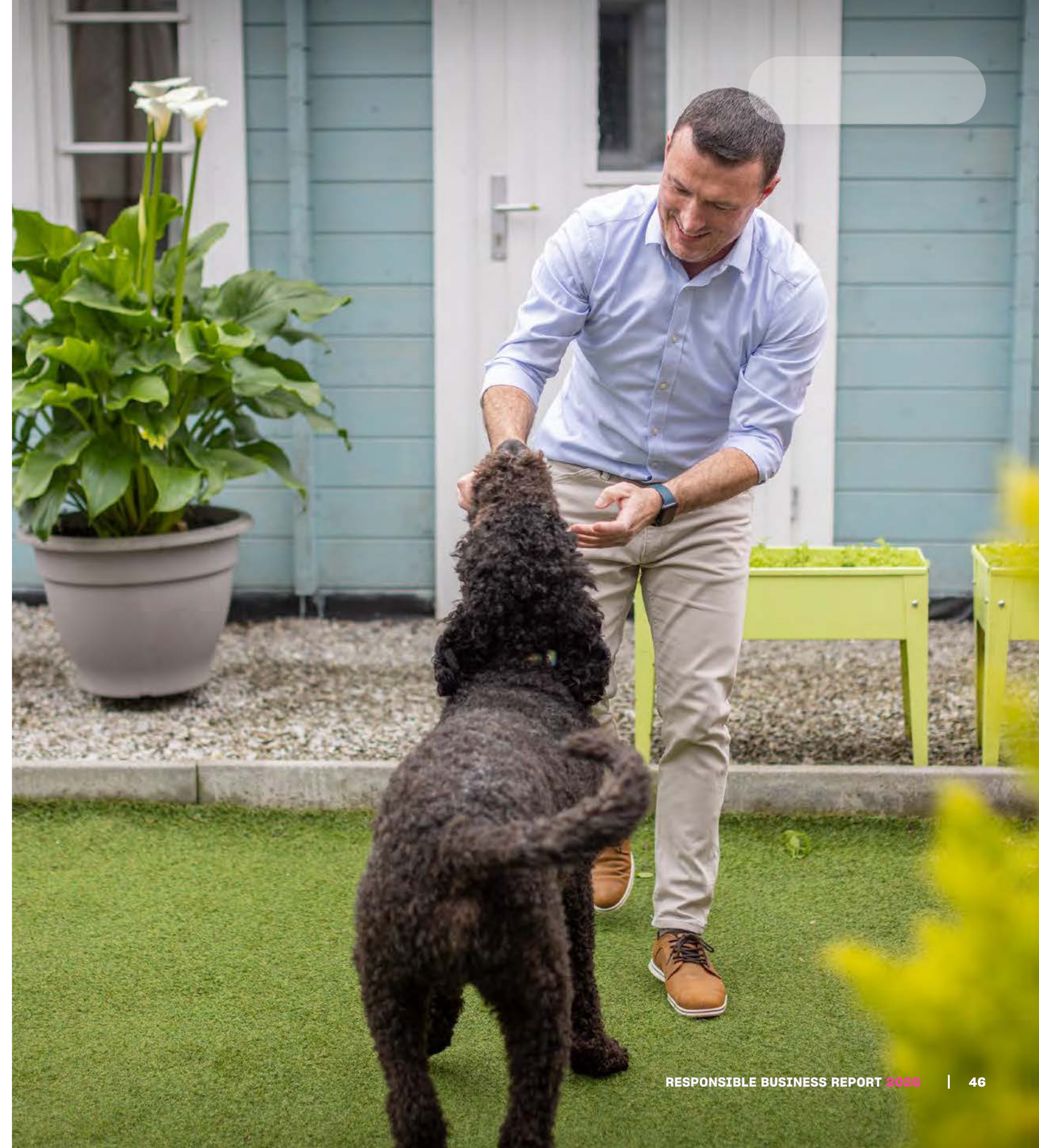
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Energia continues to support Ireland's national Smart Metering initiative through offering innovative "Time of Use" tariffs to customers. These tariffs are designed to provide customers with greater flexibility and insight into their energy usage, while encouraging a shift in consumption away from peak demand periods. This approach supports the objectives of the National Energy Demand Strategy and contributes to a more efficient and resilient energy system.

To ensure customers are on the most suitable tariff for their needs, we introduced a Smart Tariff Recommender service. This tool helps guide existing customers to the smart tariff that best aligns with their usage patterns, reinforcing our 'smart first' approach and supporting positive customer outcomes.

High levels of customer engagement and uptake reflect the effectiveness of this approach.

As part of this initiative, Energia partnered with the Sustainable Energy Authority of Ireland (SEAI) and The Behaviouralist global consultancy to undertake research into customer knowledge, attitudes and barriers related to Time of Use tariffs. Phase one of this research has been completed, with phase two due to conclude in May 2026 and findings to be published in summer 2026. We are also working with the Economic and Social Research Institute (ESRI) on further research into customer energy behaviours associated with smart tariffs, with analysis to be conducted in 2026.



### 3.3.3 Microgeneration

Over the last number of years, there has been a notable rise in customer-installed microgeneration across the island of Ireland, particularly through renewable technologies like solar PV panels.

Both Power NI and Enérgia provide customers with the option to sell excess electricity that is not used in their homes, aligned to the Clean Export Guarantee in ROI and similar long-standing provision in NI. Power NI currently supports around 19,000 microgeneration customers in Northern Ireland, with Enérgia supporting around 32,000 microgeneration customers in ROI.

Looking ahead, we are continuing to evolve our microgeneration offering to ensure customers can maximise both the cost and environmental benefits of self-generation. This includes Power NI's collaboration with Refresh NI to offer solar panel and battery installation services to customers across Northern Ireland.



NI Solar PV install

### 3.3.4 Electric Vehicles

Enérgia and Power NI play an important role in supporting the transition to electric vehicles by offering tailored EV tariffs that meet the specific needs of EV owners. These tariffs are designed to make EV charging more affordable while helping the environment.

Offering reduced rates during off-peak periods to incentivise overnight charging, we help customers lower charging costs while easing pressure on the electricity grid during peak demand periods. This approach supports both system efficiency and emissions reduction objectives.

Currently, over 14,000 customers benefit from our EV tariffs, with approximately 10,000 with Enérgia and 4,000 with Power NI. Both companies also offer a home charger installation service.

Building on the activity of previous years, in FY26, we partnered with an additional car brand to assist customers to transition to

electric vehicles, bringing our EV charging infrastructure partnerships to nine. Through these partnerships, customers are offered a one-stop-shop solution combining home charging infrastructure and EV tariffs, making the switch to electric easier.

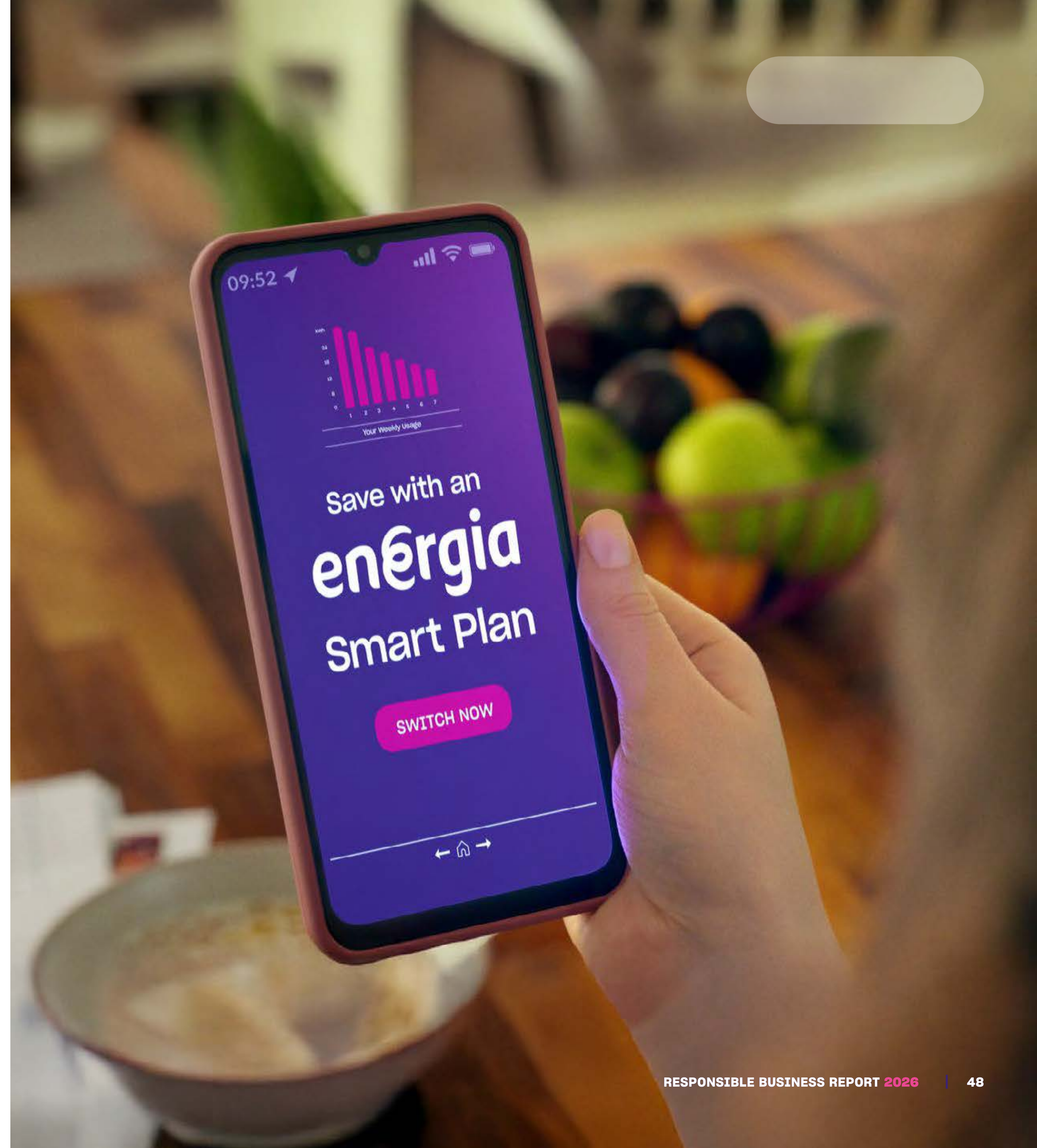


## 3.4 Digitalisation and the Energy Transition

Digitalisation is a core enabler of Energia Group's commitment to a low-carbon future and delivering the best service to our customers. A key element of our digital and data-led approach is the Digital IQ platform, a cloud-based system developed to support the delivery of more efficient, flexible and customer-focused energy services. The platform enhances our capability to deliver advanced billing solutions, and other data-enabled services, while also improving customer engagement and reducing operational costs. Importantly, our focus on digitalisation ensures that our products and services remain fit for purpose as customer needs evolve along their energy transition journey.

Customer engagement continues to evolve through our developing product offerings including:

- Smart Home Store featuring product and installation services for Google and Netatmo products including doorbells, weather sensors, residential EV charge points and home security systems;
- Keypad+ is a Bluetooth enabled meter top up system now mainstreamed in our NI residential prepayment market, with close to 35,000 customers;
- Data Insights services, e.g. Energy Insights and Connect 360;
- Dynamic tariffs will be available to Energia customers in 2026.



### 3.5 Energy Efficiency

The Energy Efficiency Obligation Scheme (EEOS) is the national scheme in ROI designed to promote energy efficiency in homes, businesses and communities. The scheme covers all energy types, including electricity, gas, and solid fuel.

#### 3.5.1 Residential energy efficiency

The National Retrofit Scheme is a government-approved package of supports to encourage 500,000 home energy upgrades to B2 Building Energy Rating (BER) standard by 2030, offering grants of up to €35,000 to householders toward retrofit costs.

Aligned to this national scheme, Energia supports households via our Energia Cosy Homes Scheme which is a one-stop-shop for deep retrofits and home energy upgrades. In FY26, we exceeded our residential target through our support of deep retrofit projects, in line with the updated Statutory Instrument in 2023 which set out the requirements.

#### 3.5.2 Fuel Poor

The Fuel Poor ROI sub-target refers specifically to the support of energy saving measures in homes that fit into the energy poverty category. The 2025 target was achieved and Energia remains compliant across the board, having worked with several Local Authority and Approved Housing Body partners to deliver substantial energy savings across over 100 social homes.



Heat Pump Installation

# Case Study

## Monaghan County Council and Energia partnership

In FY26, Energia continued its long-term partnership with Monaghan County Council to protect the more vulnerable in society, by increasing home energy efficiency and reducing energy bills.

In FY26, we supported the retrofit of over 100 Council-owned homes and have over 150 in the pipeline for FY27 and beyond. The retrofit involves homes being fitted with various new energy efficiency measures, including different types of insulation, replacing traditional fossil fuel heating systems with heat pumps, upgrading windows to triple glazing, and adding air-tight sealed doors.

We also provided various technical supports and services, engaging and guiding the Council so it could select the most optimal solutions to meet the individual tenants' needs.

Overall, the results of the retrofits saw most of these homes improving from a Building Energy Rating of D2 or below, to B2 or above, leaving tenants with warmer, more comfortable, energy efficient homes and with a reduced energy bill.

## 3.5.3 Energy Efficiency Commercial Customers

### Cash for Kilowatts

Under the EEOS, large energy suppliers must achieve annual energy efficiency targets, with the majority of credits required to meet our targets coming from commercial business. In FY26, the target was met to comply with the obligation.

Cash for Kilowatts is a long-established Energia programme designed to incentivise businesses to invest in energy efficiency upgrades. The scheme supports organisations across a range of sectors, including manufacturing, pharmaceuticals and retail, to implement measures such as energy efficient heating, ventilation and air conditioning technologies.

Once upgrades are completed and energy savings verified, participating businesses receive a grant payment of up to 20%, calculated based on annual energy savings achieved. In FY26, Energia supported a significantly higher level of commercial funding than in FY25, reflecting increased demand as more businesses seek to decarbonise their operations and manage energy costs.

### Connect 360

To support businesses in taking greater control of their energy use, Energia offers the Connect 360 app, a digital energy and environmental monitoring solution. The web-based portal provides real-time insights into energy consumption and performance, enabling businesses of all sizes to identify inefficiencies, reduce wastage and make informed operational decisions aligned to their sustainability objectives.

### Lighting Solutions

The Lighting Solutions programme supports businesses to upgrade existing lighting systems to high quality, energy efficient LED alternatives. The service is designed to deliver improved lighting quality while reducing electricity consumption and carbon emissions. Upgrades are funded through the energy savings generated by the new LED installations, with no upfront capital cost for customers. Recent examples of installations were in Merit Medical in Galway & Our Lady's Grammar School in Newry.



## The Northern Ireland Sustainable Energy Programme

The Northern Ireland Sustainable Energy Programme (NISEP) is an energy improvement fund used to provide grants for energy efficiency schemes. The scheme is funded with money collected from all electricity customers through a Public Service Obligation (PSO) with 80% of funding targeted at vulnerable customers.

Through Power NI, we provide grant funding to support businesses in implementing a wide range of energy efficiency technologies, including LED lighting, intelligent heating

controls, solar installations, boiler replacement, voltage optimisation, infrared heating, heat recovery, steam or heated regeneration dryer and turbo blower.

In FY26, approximately £396,000 of funding was allocated across 66 projects from various commercial sectors including leisure, hospitality, offices, retail, and manufacturing, resulting in lifetime savings of over 120 GWh and 25,000 t/CO<sub>2</sub>e. Power NI provides grant funding under NISEP with 20% funding towards cost and installation.

## 3.6 Vulnerable Customers

At Energía Group we are cognisant of our role in protecting those that are vulnerable, through our commitment to a just energy transition that ensures no one is left behind. As such, supporting vulnerable customers is an ongoing priority, informed by continuous engagement with customers and reflected in our ESG materiality assessments.

Both Energía and Power NI provide a range of services and protections for vulnerable customers, promoted through their respective Codes of Practice and in partnership with advice providers. These supports include the maintenance of priority and special services registers, ensuring that customers with specific needs receive appropriate assistance.

Where vulnerable customers experience difficulty meeting their payment obligations, both companies offer a wide range of payment options and debt prevention measures, and both are committed to never disconnecting an engaged customer.

In Northern Ireland, Power NI offers a 'For Your Benefit' service for its customers which includes a benefit entitlement check, budgeting, signposting, and energy advice for particularly vulnerable customers.

Until January 2026, the FYB service was a combined offering between Age NI and Advice NI. From January 2026, a new FYB service was introduced and is being delivered by Bryson Care through a bespoke programme which offers customers a full benefit entitlement check, energy efficiency advice, support with benefit applications and any necessary appeals. Further support is provided by Christians Against Poverty (CAP) via a referral service for Power NI customers and Rural Support for farming customers.

The company also has a Customer Experience Support Team to assist customers in 'at risk' situations. Team members receive specialised training, including training on responding to potential suicide situations, and provide support when frontline agents are managing particularly complex customer interactions.



In FY26, Power NI successfully retained the ISO 22458: 2022 Inclusive Service Kitemark accreditation which involved staff from across the business taking part in the thorough assessment process. The November 2025 assessment was Power NI's first 3-year recertification assessment.

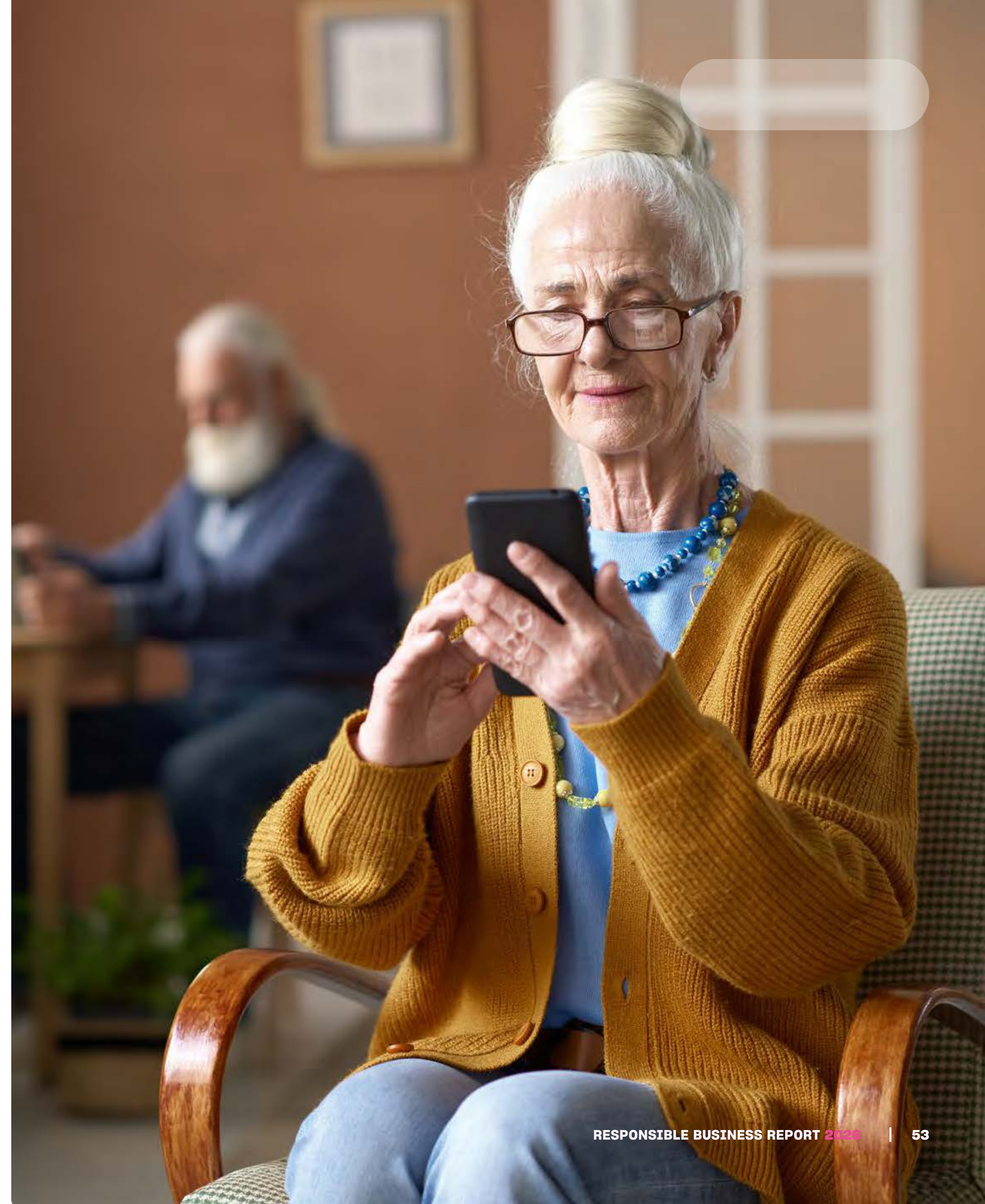
Accessibility is important to Energia Group. Our websites include the ReachDeck Accessibility toolbar, enabling customers to translate content, have text read aloud, adjust text size or mask screens to support visual needs.

Power NI and Energia were the first energy companies in Ireland to partner with the Plain Numbers campaign and are also lifetime members of the Plain English campaign.

To support customers whose spoken English may be limited, Energia Group provides access to a Big Word telephone translation service, offering support in over 700 languages. This service can be accessed within minutes and helps ensure that language barriers do not exacerbate customer vulnerability.

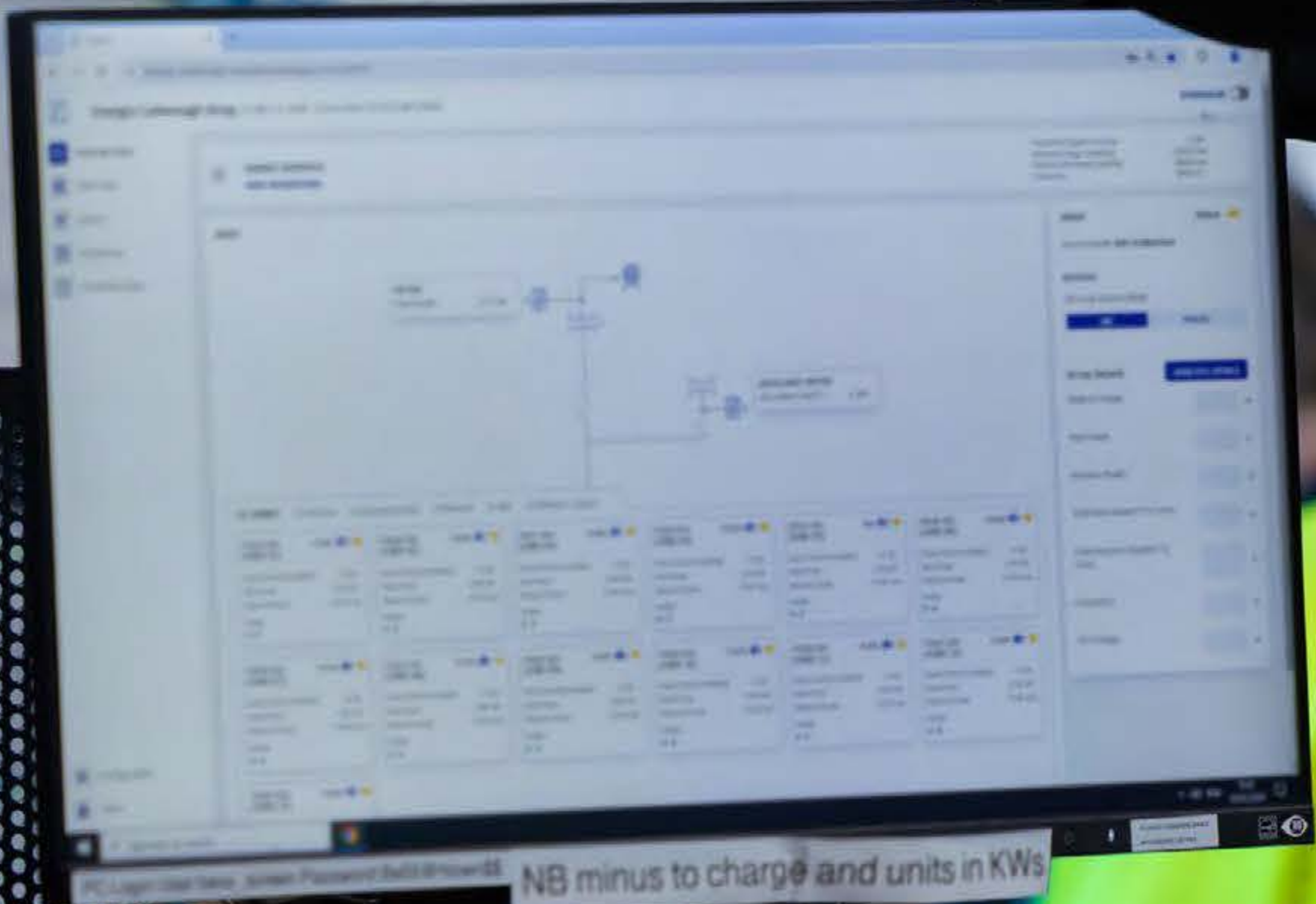
Power NI's website is now fully compliant with Web Content Accessibility Guidelines version 2.1 AA Standard which are a set of recommendations for making web content more accessible, primarily for people with disabilities.

During FY26, we worked with SignVideo to launch our sign language services to our domestic customers across Power NI and Energia. This takes us a step further on our accessibility journey by giving choice to deaf customers and those whose first language is sign language. Deaf customers can now contact both brands to discuss moving & switching, bills & payments, meters & readings and customer support all with the support of a British Sign Language (BSL) interpreter or Irish Sign Language (ISL) interpreter via video call. The service was introduced in December 2025 and our social media promotion of the availability from March 2026 has now seen an increase in customers using this service.



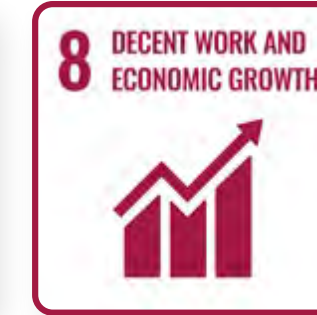
# Empowering Our People

# 4.





## 4.1 Our People Strategy



Our corporate sustainability approach is dependent on our people. Energia Group is committed to building a workplace where employees feel respected, supported and able to contribute at their best, with a strong sense of purpose and belonging.

How we develop and support our people and recognise the contribution they make to our business and the communities we serve is guided by a clear set of values and principles.

The goal of our People Strategy is to create the conditions for people to thrive. Our approach is anchored in four core values: Trustworthy, Dynamic, Resourceful and Community Focused.

These values shape our culture and the way we work. They help us create an environment that is positive, inclusive and safe, where colleagues are encouraged to grow, build capability and fulfil their potential.

Responsibility and sustainability sit at the centre of this strategy, both in the standards we set for how we operate and in how we attract, develop and retain talented people.

Our People Strategy also supports the UN Sustainable Development Goals, with particular relevance to SDG 5 Gender Equality and SDG 8 Decent Work and Economic Growth.

Gender equality remains a long-term priority for the Group. We continue to focus on ensuring female colleagues can progress, succeed and thrive across all parts of the organisation.

In support of SDG 8, we maintain a strong emphasis on health and safety, labour rights and the policies that guide our operations and procurement, helping to protect workers and promote safe, decent work.

Across these areas, we also seek to strengthen inclusion and to make effective use of new services and technologies that can support productivity and broader participation in economic activity.

Overall, the emphasis we place on our People Strategy and those that it serves underpins our ambition as a leading and progressive business, committed to communities across the island of Ireland.

This section outlines the actions underway across the Group, highlighting where we are making the greatest impact and where we will continue to focus over the year ahead.

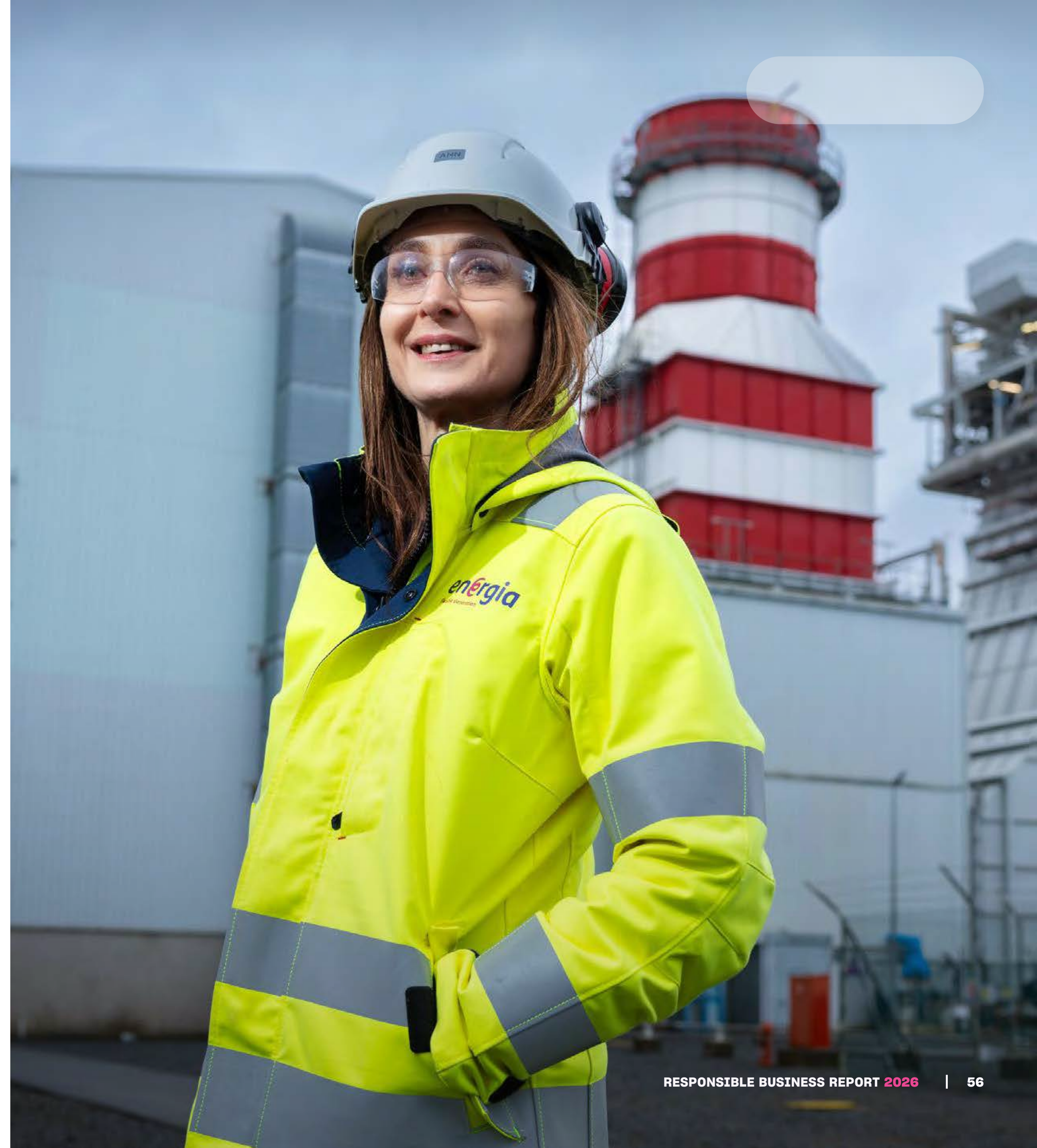
## 4.2 Our Team

As of 31 March 2026, we employed 1,113 talented employees across the Group, with 230 employees based in ROI and 883 based in Northern Ireland.

The Energía Group Management Board comprises 11 senior management, of which 4 are female. Our overall team ratio is 46% female and 54% male, with 44% of all managers being female.

At 31 March	2026		2025	
	Male Number	Female Number	Male Number	Female Number
Energía Group Limited Board <sup>1</sup>	1	-	1	-
Energía Group NI Holdings Limited Board <sup>2</sup>	11	1	10	1
Senior Management <sup>3</sup>	7	4	7	4
Other Employees	598	504	607	517

1. During FY26, the directors appointed to the Board of the Company were not employed by the Group and are not included in the employee numbers shown in note 9 to the financial statements
2. The Board of Energía Group NI Holdings Limited (EGNIHL) is the main operational Board for the Group. Non-Executive directors appointed to the Board of EGNIHL are not employed by the Group and are not included in the employee numbers shown in note 9 to the financial statements. Four Executive directors of EGNIHL (three males and one female) are also members of the Energía Group Management Board (EGMB) and included in the employee numbers for Senior Management
3. Senior Management comprises members of the EGMB



### 4.3 Our Employee Value Proposition

An inclusive employee value proposition is important to Energia Group because it helps colleagues feel valued through recognition and reward and supports them to progress.

This year, we continued to embed our employee value proposition, 'Energised for Better'. The framework was created to provide tangible benefits for employees and is organised around four pillars: Reward, Opportunity, Connection and Impact.

The ongoing delivery of 'Energised for Better' is a collective endeavour, involving colleagues across Energia Group.

Throughout the year, we continued to recognise and celebrate the long service of our colleagues through our Milestone Moments initiative. Our internal newsletter highlighted how employees across the organisation have enjoyed using their rewards such as additional holidays and pension contributions.



#### Reward

The compensation and benefits we offer our employees throughout their career.



#### Opportunity

Our focus on offering employees opportunities to grow their skills and knowledge to reach their potential.



#### Connection

A focus on a collective connection across the Group that is inclusive to all.



#### Impact

Offering employees the opportunity to give back to the local communities that we serve.



## 4.4 The Way We Work

We continue to adapt our ways of working to meet changing business requirements and to respond to what employees need to be effective.

This ability to evolve matters. We see agility as a key enabler of employee wellbeing and as an important factor in attracting and retaining talent. For office-based teams, our hybrid approach remains in place, while certain operational roles continue to be available on a fully remote basis.

In FY26, as part of our evolving people strategy and commitment to enhancing our employee experience and ways of working, the Group invested in a new HR and payroll system.

The system of choice was Workday HCM and Payroll and it will transform how we support and manage our employees. This platform delivers a unified cloud-based solution that empowers employees with self-service tools and personalised career development features. By integrating HR and payroll into a single source of truth, employees gain real-time visibility into their pay, benefits and personal data. Workday went live for all employees in FY26; however, this is only the first phase of the project. Further phases will enhance career development journeys, talent management, recruiting and employee experience.

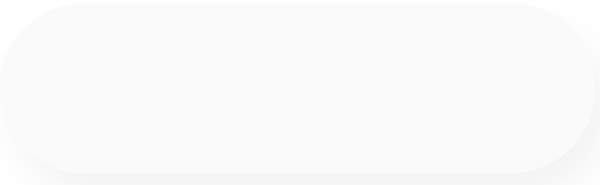
# 4.5 Wellbeing

Wellbeing is a core element of how the business supports our employees to thrive, and as a strategic business priority, we firmly believe that investing in and supporting them drives engagement and resilience. Our wellbeing approach centres on three pillars – Mind, Body and Life – which are designed to inform, raise awareness and offer practical tools that help employees to invest in and care for their individual wellbeing. This has long been a focus across Energia Group, and this emphasis continued in FY26.

We continue to offer our employees access to Employee Assistance Programmes in both NI and ROI, and our cycle to work scheme remains a popular benefit.

We encourage NI employees to use the Thrive Mental Wellbeing App which offers a range of resources to support mental health, including on-line cognitive behavioural therapy, deep muscle relaxation, calm breathing, and meditation.





### 4.5.1 Wellbeing Calendar

A key part of our wellbeing commitment is maintaining a calendar of events and activities for employees.

This year's calendar of wellbeing initiatives reflected our commitment to supporting colleagues in every aspect of their health. Throughout the year, we delivered a diverse programme including Working Well Wherever You Are, Being Resilient, Mental Health support and information sessions on being an inclusive workplace. These were complemented by practical onsite supports such as health checks, flu vaccinations, and the popular 5K a Day challenge. This year we also celebrated National Workplace Wellbeing Week, where we encouraged our employees to focus on the habits that help them reenergise. Each day had a different theme designed to support mental, physical and emotional wellbeing.

Alongside events and activities, we ran regular promotions highlighting key health and wellbeing topics to encourage positive habits across the workforce. Our Wellbeing Fund also

continued to be widely used, empowering employees to invest in the activities and resources that best support their personal wellness. Together, these efforts underscore our ongoing dedication to creating a healthy, connected, and resilient workplace.



# 4.6 Learning & Development

Continuous learning remains a cornerstone of the employee experience at Energía Group, and it continues to evolve as our business grows. We are committed to fostering a culture where curiosity, adaptability and personal development are

encouraged and supported. Our investment in Learning and Development reflects this commitment, ensuring our people have the skills, confidence and opportunities to thrive in a rapidly changing environment.



Energía Group Employee Meeting

## Our Learning Framework

We provide a comprehensive suite of development opportunities designed to support employees at every stage of their career journey.

Key learning areas include:

- **A fully refreshed onboarding experience** for new employees, covering our purpose and values, sustainability commitments, culture, and other essential topics that help new colleagues integrate quickly and confidently.
- **Tailored Line Manager Programme** for all new managers, equipping them with the tools and behaviours needed to lead effectively.
- **Future Leaders and Future Directors Programmes**, supporting succession planning and building leadership capability across the Group.
- **A Group-wide Learning & Development Calendar**, offering accessible learning opportunities for all employees.
- **High Potential Programmes** incorporating 360 Emotional Intelligence assessments, psychometrics, coaching, mentoring and stretch assignments to accelerate development.
- **Customised management capability and skills training**, supporting leadership excellence at all levels.
- **A Manager's Toolkit**, enabling meaningful career conversations, coaching on development pathways and access to mentoring programmes.
- **New AI Skills Training**, introduced this year to build digital confidence and support employees in understanding and safely applying AI tools in their roles. This includes practical sessions on responsible AI use, productivity enhancement, and emerging technologies relevant to the energy sector.

### Enhanced Learning through Social and Peer Learning

To reinforce our learning culture and strengthen collaboration, several initiatives have been embedded across the organisation.

These include:

- **A Triad Buddy System** is used across many programmes, where learners work in groups of three to reflect, share insights and hold one another accountable. Engagement levels remain consistently high, and the triad model continues to strengthen peer-to-peer learning.
- **Mastermind Sessions** are now a regular feature in programme design. These one-hour collaborative mentoring sessions bring together small groups of up to eight participants to celebrate successes, explore challenges and co-create solutions. Masterminds blend emotional support, peer learning and facilitator expertise, and continue to be one of our most impactful social-learning tools. As part of this process, participants also develop a Future Self Email, reinforcing long-term reflection and goal setting.



# 4.7 Talent Development

Our Talent Strategy continues to play a central role in developing both current and emerging talent across Energia Group. Designed to build capability, strengthen succession pipelines and support long-term organisational growth, the strategy ensures that employees at all levels are supported, challenged and equipped to reach their full potential.



Graduate Programme Workshop

## 4.7.1 Talent Framework

Our approach is underpinned by bi-annual Talent Forums, which provide a consistent and transparent mechanism for reviewing talent across the Group. These forums are supported by our internal Talent Steering Group, which oversees the development of employees on our High Potential Programme and ensures they have access to the right opportunities, support and stretch to progress, whether within their current role or through new pathways across the organisation.

This year, we continued to strengthen our Talent Strategy by embedding a more strategic and structured approach to identifying high-potential employees. Using our Talent Identification Checker and a clear step-by-step guide, managers are supported to make informed, objective decisions that distinguish between performance and potential.

This ensures that talent decisions are fair, transparent and aligned with our long-term organisational needs.

The use of defined behavioural indicators has been particularly impactful, providing clarity and consistency in how potential is assessed. This approach enhances trust in the process and supports fairness.

All employees identified as high potential, along with successors for key roles, have access to a comprehensive suite of development opportunities. These include leadership programmes, coaching, mentoring and stretch assignments. A new development in FY26 is the inclusion of AI capability-building modules to ensure future leaders are equipped with the digital skills required in a rapidly evolving energy landscape.

In FY26, we continued to offer Team Coaching Pods which are designed to give managers and teams the opportunity to harness collective skills and abilities. The programme, which has been reviewed with new sessions added, provides teams with a facilitated forum to come together as peers to collaborate on areas that are key to their performance and deliverables.

Overall, our tailored and focused support continues to make a meaningful difference in helping employees realise their potential, build confidence and prepare for future roles across the Group.

#### 4.8 Energia Group's Emerging Talent

This year marked an exciting evolution in how we attract, develop, and empower early career professionals at Energia Group. Building on the strong foundations of our long-established Graduate Programme, we undertook a comprehensive review informed by graduate feedback, industry benchmarking, and best-practice thinking. As a result, we relaunched the programme under a new name that better reflects its purpose and ambition: Emerging Talent.

The Emerging Talent Programme continues to be a cornerstone of our talent strategy, supporting our commitment to developing the next generation of leaders who will help shape the future of the energy sector. While the core strengths of the programme remain (structured development, meaningful rotations, and deep exposure to the business), the refreshed approach places even greater emphasis on personalisation, capability building, and long-term career pathways.

We welcomed 11 new Emerging Talent recruits across Trading, Regulation, and Engineering, strengthening critical areas of the business and supporting our long-term workforce planning.

Our involvement in Wind Energy Ireland's (WEI) Graduate and Career Development Programme reflects that commitment. Over four programme cycles, we have supported 12 trainees, including the current cohort of five graduate engineers, giving early-career professionals the opportunity to learn, collaborate and build connections across the industry. At this year's WEI Annual Conference, graduates contributed to the Poster Room and delivered group presentations on the main stage to an audience of industry professionals on key sector topics. We were delighted that Evan Hollowed, Graduate Civil Engineer, and his team won the vote for best research and presentation for their project on Energy Islands and Cross-Border Collaboration.





**Georgie Barrat**  
Moderator

Panelists:

**Ciaran Dennehy**  
**Puravee Bhattacharya**  
**Joe Devlin**



#### 4.9 Engineering Academy

Launched in FY25, the Engineering Academy aims to foster innovation and excellence in engineering across the Group along with professional development and continuous learning opportunities for engineers, equipping them with the skills, knowledge, and tools necessary to excel in their roles and drive cutting-edge solutions.

Given our extensive experience of delivering large-scale projects and progressing a large pipeline of new renewable projects, including onshore wind, solar, battery storage and green hydrogen, the work of the company and its engineers benefit communities at a local and national level, contributing to Ireland's future energy security and the energy transition.

Our most recent Engineering Academy event was designed to inspire, connect, and upskill our engineering community. The event brought together colleagues from across the business for a full day of learning, collaboration, and future-focused discussion centred on the rapidly evolving role of technology and AI in the energy sector.

The programme combined interactive activities with thought-leadership sessions from internal and external experts, including industry leaders from Hitachi Energy and Microsoft, as well as technology broadcaster Georgie Barrat. Through presentations, panel discussions, and hands-on engagement, participants explored emerging AI capabilities, the future of electricity systems, and how digital innovation is shaping the energy transition.

The event strengthened cross-team collaboration, showcased the depth of expertise within Energia Group, and reinforced our commitment to investing in the development of our engineering talent. By creating opportunities for connection, learning, and inspiration, the Engineering Academy continues to play a key role in equipping our people with the skills and confidence needed to lead our business into the next era of clean, digital energy.

## 4.10 Inclusive Workplace

We want to provide a fair, respectful and inclusive workplace. We see inclusivity as central to supporting our people and as an important part of delivering for our customers.

To support this, we embed inclusive principles across our employee experience, including how we recruit, how we develop and mentor colleagues, and how we recognise and reward contribution.

The policies and structures that guide these activities are intended to be open to everyone and to prevent discrimination.

As such, our approach is evident in our strategy and operations and continues to be recognised externally. Energia Group has held the Bronze Diversity Charter Mark from Diversity Mark NI for several years, and we plan to progress this further by applying for the Silver Award in 2026.





#### 4.10.1 Allyship in the Workplace

In FY26, we continued to progress our AllyShip@Work Strategy, which is designed to promote allyship across the Group as well as providing information and support that enables people to be themselves and succeed at work.

The strategy is underpinned by a clear action plan across the Group, and collaborations with external organisations.

Our ongoing partnership with Pride@Work plays an important role in this approach. Pride@Work raises awareness of discrimination faced by LGBTQI+ people and champions diversity, inclusion and equality. Through the partnership, colleagues have access to training and seminars, including The Journey of Pride and A Guide to the Terminology of LGBTQI+, helping to build shared understanding and inclusive behaviours.

As part of our ongoing support, in July 2025, Energia Group employees participated in the Pride event in Belfast.

We are also actively planning to build on this again for the July 2026 Pride event and as part of this commitment, we are expanding participation to include employees' partners.

This initiative forms a key element of our broader LGBTQI+ strategy, which prioritises psychological safety, inclusive leadership behaviours, and year-round visibility, not just during Pride season.

#### LGBTQ+ Peer-to-Peer Support Group

The LGBTQI+ Peer-to-Peer Support Group has continued to grow and strengthen its presence across Energia Group. The group now brings together colleagues from multiple teams, offering a supportive space to connect, share experiences, and feel a sense of belonging. Its ongoing success reflects our commitment to fostering an inclusive culture where everyone feels respected, valued, and able to be themselves at work.



## 4.11 Gender Equality

Gender equality is a core pillar of our commitment to building an inclusive, fair and high performing workplace. Through ongoing monitoring, targeted initiatives, and meaningful partnerships, we are actively working to close gaps, support representation levels, and foster a culture where diverse perspectives are valued and empowered.

### 4.11.1 Gender Pay Gap

Pay equality is an important part of our wider commitment to inclusivity across Energia Group. We continue to monitor and are committed to closing the median Gender Pay Gap (GPG) as part of this focus. Using the Irish Government's gender pay gap methodology in ROI, in FY26 based on a snapshot date of 30 June 2025, the median pay gap of ROI-based employees was 28.9%. Energia has closed the median pay gap by 3.6%, and this positive trend is also evident through all levels of the organisation.

This is primarily due to successful promotions of women into senior leadership roles, helping to narrow the gap.



#### 4.11.2 Women in Energy Network

The Women in Energy Network at Energía Group forms part of our organisation's commitment to advancing gender equality and strengthening an inclusive workplace culture. This is sponsored by our HR Director.

The network has grown significantly and now a team of 16 lead, co-ordinate and manage the network. Leads collaborate with business areas and other employee groups, ensuring diverse perspectives and a responsive programme of activity.

The network builds community through peer-support groups, wellbeing initiatives, STEM outreach, the Annual Golf Event and International Women's Day celebrations. It also shapes policy, including supporting the Dads' Group to introduce extended partner leave, announced at our employee International Women's Day celebration in March 2026. In FY26 the network has also contributed to the review and update of our Women's Health Policies, including paid time off for Fertility Treatment, Pregnancy Loss, managers guidance on menopause and the introduction of a Menopause Policy to support employees.

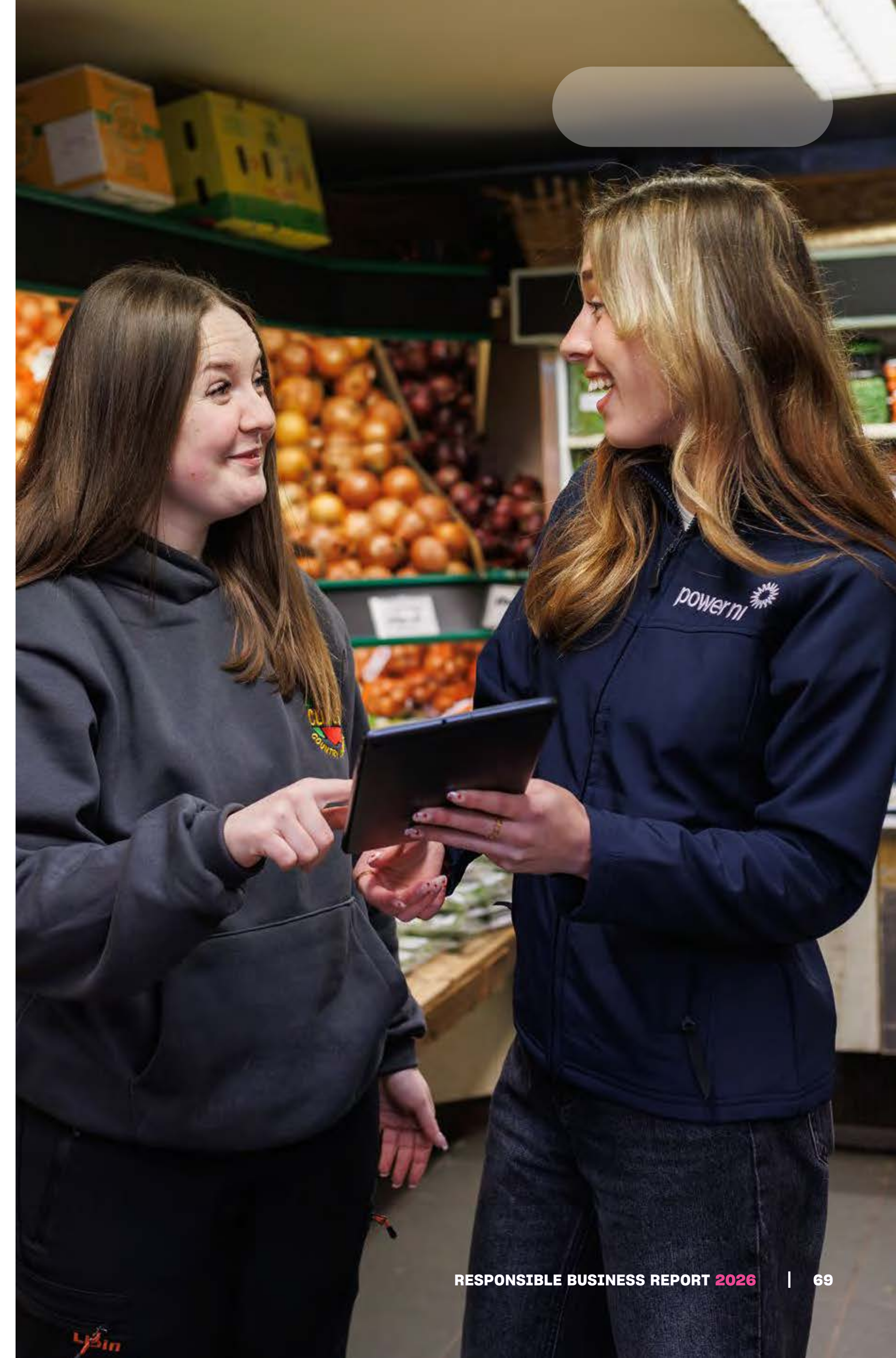
Our network has excelled in creating inclusive, relatable spaces where women feel seen and supported. Our Mums' Group, one of the most valued initiatives, offers a safe and honest forum for conversations that are often absent in corporate environments. Expert-led sessions in FY26 on topics such as Mum Guilt, infant sleep and navigating maternity and parental regulations have offered reassurance, guidance and a sense of solidarity for working parents. This emotional and practical support demonstrates the network's deep understanding of the lived realities faced by women balancing demanding roles inside and outside the workplace.

Professional development remains a cornerstone of the network's strategy. Our network ensures strong representation at major leadership events including the Executive Women's Gathering, the Impact Players Conference and bespoke workshops such as 'Be the CEO of Your Own Career'. These opportunities build confidence, visibility and career mobility. The partnership-led Women in Energy

Golf Days, delivered with Women in Tax NI, create access to valuable professional networks in male-dominated spaces.

Our network is also shaping the future of the sector through STEM outreach, supporting Sisters-In and the STEM Passport for Inclusion. These programmes strengthen the pipeline of young women choosing careers in the utilities and engineering fields, ensuring the network's impact reaches beyond the organisation into the wider industry.

Membership growth to 170 members reflects trust, relevance and visibility. Committee regeneration has brought fresh energy, ensuring sustainability, diversity of thought and continued innovation.



### 4.11.3 International Women's Day

As part of the ongoing work of the Women in Energy Network and in celebration of women on International Women's Day, on 6 March 2026, the Network held another edition of our Rise and Shine event. The theme of this year's International Women's Day was "Give to Gain", which is very relevant to us at Energia Group, as we are always focused on giving back to our communities across all areas of the business.

Attendees heard from Energia Group's female senior leaders and also listened to powerful reflections on education, opportunity, and resilience from keynote speaker Professor Katriona O'Sullivan, and Kathryn McKinstry, as a reminder of the impact of support and belief in changing the course of someone's life.



### 4.11.4 Partnership with Riley

As part of our continued focus on gender equality and employee wellbeing, Energia Group maintained its partnership with Riley in FY26, ensuring employees across the Group can access free period-care products. The award-winning products offer a safer option for users while also reducing environmental impact, and the initiative supports our commitment to gender-related policies aligned to the UN SDGs, with relevance to SDG 5 (Gender Equality) and SDG 8 (Decent Work and Economic Growth).

### 4.12 Energised for a Better World

Energised for a Better World is a key component of our internal ESG Employee Engagement campaign focused on sustainability. Building on a range of awareness-raising features such as SDG Week, a series of workshops and online sessions were held at the beginning of 2026 with key stakeholders across the Group to ensure that sustainability messaging was accessible, engaging, and relevant.



### 4.12.1 Sustainability @ Energia Group

Sustainability @ Energia Group plays a central role in how we deliver sustainability training across the organisation. In September 2025, we continued our partnership with Vyra, a sustainability education provider with the launch of new, revamped sustainability training.

Through this programme, employees have access to five certified, self-paced micro-courses that span tailored content related to energy fundamentals and the circular economy, to name a sample. These training modules support our employees to further their understanding of climate action, social responsibility and our own impact in the community.

As of March 2026, work is being undertaken to re-design our bespoke sustainability modules to ensure greater consistency, streamlining of content and accessibility for all our staff across the Group, particularly our front-line customer facing teams.

### 4.12.2 The Green Team

Aligned with the Group’s focus on sustainability, the Green Team, an employee led group, continues to lead on raising awareness and delivering practical initiatives across Energia.

**During FY26, the team delivered a wide range of engaging activities, including:**

- Education and awareness through the Green Team quarterly newsletter, providing company and staff environmental updates, sustainable insights, as well as environmentally friendly health and wellness guidance for employees.
- Biodiversity was promoted through No Mow March and May with staff submitting their photos to win a garden voucher prize.
- Green talks delivered throughout the year included Growing Your Own Food and Pollinator Friendly Plants, Water Conservation, Earth Overshoot: Small Shifts, Big Impacts, Hedgehogs, and Marine Biodiversity.

- Bike Repair days took place at the offices in June and July to encourage cycling.
- The Sustainable September initiative included a Hang it up or Bag it up clothes event and charity collection, a car free day, and a green talk.
- The business again signed up to Veganuary with vegan food including sausage rolls for World Vegan Day.
- Sustainability was promoted through emails such as Eco Halloween and Valentines tips.
- In October shower timers were made available to staff throughout the offices to encourage water conservation.
- In December ‘Play it Forward’ reduced waste by encouraging staff to bring in and take pre-loved toys and games. Toys that were leftover were donated to charity before Christmas.
- Promoted participation in the RSPB Big Garden Birdwatch or Irish Garden Bird Survey.





## 4.13 Health & Safety

Health and safety is of paramount importance at Energia Group. Working in a highly regulated industry, we are fully committed to the highest standards of Health, Safety and Environmental (HSE) compliance in all of our activities. Our focus is ongoing to ensure that we are always in full compliance with the Health and Safety at Work Act 1974,

the Safety, Health and Welfare at Work Act 2005 and associated legislation. We are aligned with our stakeholders' view that the issue of health and safety is non-negotiable. In addition to the Group HSE team, we have dedicated HSE personnel working across all areas of the business from operational to construction development.

### 4.13.1 Maintaining ISO Standards

Energia Group is committed to maintaining the highest levels of health and safety including pursuing internationally recognised standards which confer independent validation and impose internal discipline on the organisation to achieve best-in-class performance.

We are certified to both ISO 45001: 2018 – Occupational Health and Safety standard and ISO 14001: 2015 – Environmental Management Systems standard. A surveillance audit for both ISO standards was completed in summer of 2025.

This involved meetings to review documentation and included three site visits at our Power NI Omagh office, the Generali Building offices in Blanchardstown and Drumlins Park Wind Farm.

In addition to the external health & safety audits, we run an internal audit programme covering all sites (operational, construction, office) and systems compliance. This allows us to further track performance and implement improvements.



### 4.13.2 Safety Performance

During FY26, Energja Group built on previous years and ensured key health, safety and environmental objectives, aimed at delivering improved safety performance, were continuously met.

**These focused on:**

- Improving personal safety by setting targets for our lost time incident frequency rate
- Ensuring compliance by completing the internal and procedural audit and inspection programme
- Continued certification to the internationally recognised ISO 45001: Occupational Health and Safety Management Standard and ISO 14001: Environmental Management Standard
- Continued commitment to improve Energja Group’s energy consumption, efficiency and waste output through internal environmental awareness.

### 4.13.3 Health and Safety Newsletter

Keeping colleagues informed is an important part of maintaining a safe workplace. Energja Group publishes a quarterly Health and Safety Newsletter on VOLT, our internal website. The newsletter is a key source of information for employees, sharing updates on ongoing activity, new initiatives and practical safety messages across the business.

We also make safety bulletins available to all staff throughout the year. These topical updates address a broad range of issues, including incident prevention, seasonal safety reminders and learnings raised through Safety Representatives. In FY26, four bulletins were issued, covering choking awareness, anaphylaxis, car parking safety, and driving for work safely.



### 4.13.4 Training Courses

In FY26, we continued our emphasis on first aid and fire warden training with an additional 16 office-based first aiders and 22 office-based fire wardens trained. This expansion of the emergency responders' team has ensured we have cover in line with hybrid working arrangements. In addition to these basic courses, we offered first aiders the opportunity to attend a first aid scenario session. This exercise offered the experience to run through common workplace incidents they may encounter as a first aider and how to manage these.

Our HSE teams across the business completed the Kelvin TOP-SET incident investigation training. This gave a deeper understanding into incident investigation and allowed teams the opportunity to implement this during internal incident investigations.



### 4.13.5 Safety Representative Meetings

To support a safe working environment across Energia Group, Safety Representative meetings are held quarterly and include representatives from each Group office location. There are currently 27 Safety Representatives across all office locations.

These meetings help maintain consistent health and safety standards across the organisation. They provide a forum for representatives to review recent incidents, raise employee concerns, share updates and learnings, and participate in relevant training.

### 4.13.6 Lost Time Incidents

In FY26, Energia Group had zero lost time incidents reported. This is a decrease from the five reported in FY25 and an incredible achievement across the company.

A health & safety performance review was completed outlining corrective actions following previously reported LTIs and preventative measures put in place to reduce the likelihood of a reoccurrence. These included:

- Enhanced Contractor Management.
- Additional toolbox talks carried out on specific trends from the LTIs: Slips, trips and falls, an initiative to

encourage operatives to submit safety observations which may capture ground conditions and lessons learnt.

- Employers Requirements reviewed and updated to ensure ground conditions.
- Access/egress is adequately dealt with in future construction contracts.

Through further digitalisation we have implemented a QR code to report a health, safety or environmental incident across group. This has streamlined the reporting process and allowed for quicker investigation of incidents.

#### Energia Group's Lost Time Incidents

Lost Time Incidents (LTIs)	FY25	FY26
Employee LTIs	0	0
3rd Party Contractor LTIs	5	0
<b>Total LTIs</b>	<b>5</b>	<b>0</b>





# Community

5.



# 5. Community

We are committed to making a meaningful difference in the communities we serve by investing in green energy and employment, supporting people in need, and empowering clubs and teams across the island of Ireland.



## 5.1 Supporting Communities

Supporting the communities in which we operate is a central strategic priority for Energia Group. We understand that when we engage constructively with local people, we create shared social and economic value, delivering benefits for communities, strengthening our business, and living our core value of being Community Focused.

We focus on relationships that endure by taking the time to hear what matters locally and backing initiatives that help communities succeed over the long term. This commitment is reflected in the breadth of partnerships we maintain across the island of Ireland, spanning community organisations, charities, sports clubs, schools and colleges, and other local programmes.

We have taken initial steps to measure the impact of our community engagement through a Social Impact Survey, receiving positive feedback across more than 20 partner responses. This initiative forms part of our broader ESG and sustainability efforts and we continue to strengthen our community partnerships through active listening, open dialogue, and a shared focus on sustainable outcomes, meaning our impact is both transformative and significant.

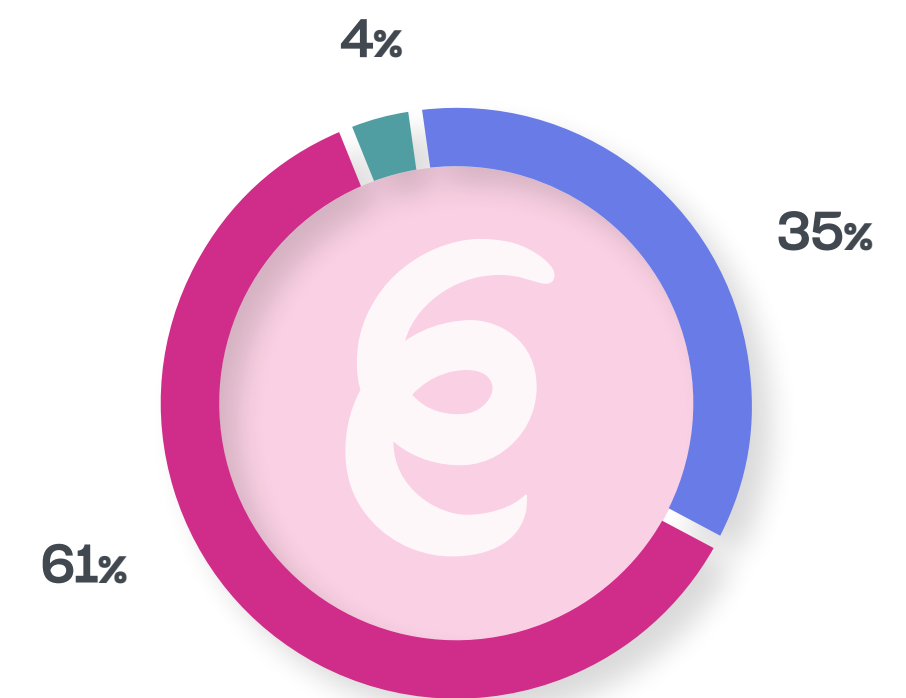
Our community initiatives are guided by our commitment to the UN SDGs, particularly SDG 11 Sustainable Cities and Communities, and SDG 13 Climate Action. Under SDG 11, we support initiatives which empower communities in very

practical ways such as supporting local groups and facilities and prioritising the protection of nature. In alignment with SDG 13, we collaborate with communities to build understanding of climate change and to encourage practical action, both to reduce emissions and to adapt to the impacts already being experienced.

Ultimately, our commitment to the SDGs shapes how we support and uplift communities. This chapter outlines the practical ways we do so, through education and awareness initiatives, charitable giving, volunteering, and sponsorship, all aimed at delivering real, positive benefits for communities and their environments.

### Long-Term Community Impact of your Partnership with Energia Group

- 8 Transformational
- 14 Significant
- 1 Moderate
- 0 Limited
- 0 No Long Term Impact Yet.



## 5.2 Energia Group's Community Wind Farm Funds

### 5.2.1 Investing in our communities

Energia Group has a long-standing commitment to the communities in which we operate. By investing in the green economy and committing locally, we aim to create shared value, supported by genuine engagement with stakeholders. Our approach to these relationships is informed by active listening. Our materiality assessments consistently highlight that communities' rights is where we make a difference with regard to our ESG activities.

Our comprehensive approach includes community focused engagement and programmes in the areas where we

operate, as well as our support for the energy transition through our wind farm community benefit funds, sponsorships and Local Electricity Discount Schemes (LEDS), and near neighbour payments. In FY26, we provided over €1 million to support a broad range of local activities and projects across the island of Ireland. To date, through our benefit funds, sponsorships and household payments we have invested over €6 million in local communities, a level of support we are very proud of.



### 5.2.2 Community Benefit Funds

Energia Group’s community benefit funds have become a core part of how we support the areas around our wind farms. The funds are intended to ensure that, as our projects are built and operated, nearby communities share in the benefits. To provide robust and independent administration, we work with Community Foundation Ireland, Community Foundation NI and the Fermanagh Trust, who manage the funds on our behalf.

Drumlins Park Wind Farm in Co. Monaghan began allocating community project grants through its newly established benefit fund in May 2025. This fund is administered on behalf of Energia by Community Foundation Ireland and overseen by a local committee to ensure grants have maximum and lasting positive impact.

Maintaining our focus on impact in FY26, our wind farm funds supported over 125 community groups and voluntary organisations to deliver local projects with an estimated beneficiary reach of over 55,000 participants and service users.

Grant allocation prioritises energy efficiency and sustainability through Energia Group’s alignment with the UN SDGs, including Goal 11 which promotes sustainable communities and rural resilience. Funds are tailored to meet the needs of the local community through the setting of grant size and fund boundaries. And, in a shift of policy due to the changing charity-funding landscape, our funds now offer grants for community group running costs, without which many small rural groups would find it impossible to keep services running.

The ongoing demand for these grants reflects the impact of the funds, with most fully allocated each year. However, where funding is not fully allocated in any one year, it ‘rolls over’ to the following year, triggering a fund review of grant sizes and eligibility with the fund committee or a local community group workshop.

### 5.2.3 Community Benefit Fund Summary FY26

Wind Farm Fund	Annual Total	Fund recipients & reach
Drumlins Park Wind Farm, Co. Monaghan	€ 175,000	15 community project grants with an estimated reach of over 20,000 beneficiaries
Meenadreen Extension Wind Farm, Co. Donegal	€ 90,000	10 community project grants with an estimated reach of around 10,000 beneficiaries
Derrysallagh Wind Farm, Co. Sligo	€ 37,000	6 community project grants with an estimated reach of around 6,000 beneficiaries
Cornavarrow Wind Farm, Co. Tyrone	€ 136,000	7 community project grants with an estimated reach of around 2,000 beneficiaries
Slieveglass Wind Farm, Co. Tyrone	€ 26,000	5 community project grants with an estimated reach of around 1,000 beneficiaries
Altamuskin, Eshmore and Gortfinbar Wind Farms, Co. Tyrone	€ 127,000	20 community project grants with an estimated reach of around 8,000 beneficiaries
Thornog Wind Farm, Co. Tyrone	€ 64,000	15 community project grants with an estimated reach of around 2,800 beneficiaries
Teiges Wind Farm, Co. Fermanagh	€ 85,000	19 community project grants with an estimated reach of around 2,250 beneficiaries
Long Mountain Wind Farm Co. Antrim	€ 85,000	22 community project grants with an estimated reach of around 2,500 beneficiaries



## 5.2.4 Case Study

### Drumlins Park Wind Farm, Co. Monaghan

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Newbliss Childcare Services in rural County Monaghan is a key community facility, much-loved by young children and parents alike. There's always a waiting list, which is why the facility manager, Patricia Stuart, and her team have been fundraising for a long-awaited extension. Now, thanks to a €30,000 grant from our Drumlins Park Wind Farm community benefit fund, the extension looks set to go ahead with the promise of a new 'wobbler' room (for children aged between 18 and 24 months).

Patricia says, "We've been looking forward to getting this extension for a long time and would like to thank all our supporters and everyone who's helped with fundraising, including the new Drumlins Park fund, for making this happen. Expanding our services will make a huge difference to our community, families, staff and most importantly our little learners."

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“ Facility Manager  
**Patricia Stuart, says:**

A rural childcare service like this offers local children a chance to build friendships that can last a lifetime and strengthen our sense of community in the village.

”



## Case Study

### Long Mountain Wind Farm, Co. Antrim

It's hard to say no to a cup of tea and a bun when you're with the Glarryford Women's Institute (WI), especially when they have something to celebrate. The local WI has marked its 70th anniversary with a year-long programme of events and a formal celebration in the grand setting of the Co. Antrim Magheramorne Estate in November.

It's taken a lot of hard work to organise and a lot of fundraising. That's where the Long Mountain Wind Farm fund comes in.

The local WI has applied for several grants from the fund over the years to help keep membership fees down while keeping the lights on and organising new activities. No, it's not just 'Jam and Jerusalem' for these ladies (The Northern Ireland WI opt for 'A Countrywoman's Song', by the way). In January, they invited the local Crime Prevention Officer to come and talk about scams and how to avoid them.

“ Treasurer  
**Gillian Reid, says:**

We're working hard to get new, and younger, members with our programme of speakers and events but over the past few years we've been struggling with running costs and things like hall hire. There aren't many funders like Energia who understand these struggles and offer to cover overheads. We're very grateful to the Long Mountain Wind Farm fund for providing a grant of over €3,400 to help us to celebrate 70 years of building local friendships and community connections.

”



## Case Study

### Slieveglass Wind Farm, Co. Tyrone

The cost-of-living crisis is hitting everyone hard and rural clubs and community associations are finding it more and more difficult to fundraise locally, which can leave them with no other choice but to increase membership fees, something they are reluctant to do.

The Pride of the Derg Flute Band, based in the rural Castlederg area of Co. Tyrone, was set up in 2004 to promote Ulster-Scots traditional music by offering

flute and drumming lessons for all ages and abilities. Where possible, the band is keen to provide instruments but they're not cheap. Band committee member and coach, Sam Monaghan, says a flute can cost around €200. He told us, "We've planned what we call our 'Off the Streets 2026' campaign which will provide 30 children of school age with free tuition. The €1,100 grant we got from the nearby Slieveglass Wind Farm community benefit fund will help us get going".

“ Pride of the Derg Flute Band Member & Coach  
**Sam Monaghan, says:**

Everyone wants to learn to drum and that's what we start them on, just sitting around a table with sticks. We're always on the lookout, though, for flute players. These will be the first formal music lessons many of the kids get and some will be able to use what they learn with us in school, if they want to go on and do a GCSE in music, for instance. We want to encourage a love of traditional music and Ulster-Scots heritage in our young people, and keep them off the streets. I never thought I'd be teaching music to the likes of Adam and Jake here when I picked up my first drumsticks, but look at me now.

”



Construction Fund

Case Study

Biodiversity Boost for Monaghan Town

There's a sign in the community Sage Garden in the heart of Monaghan Town that says simply, 'Relax a while'. However, no one was taking a break when our Community Engagement team visited. It was all hands-on deck, or rather in the flower beds.

Monaghan Tidy Towns manage the upkeep of the garden and have signed up a group of hardworking volunteers.

The pollinator-friendly garden is part of Monaghan's 'Biodiversity Town' project, providing a haven for wildlife. After liaising with the Tidy Towns group to prepare for overnight deliveries of turbine components across some of Monaghan's carefully planted roundabouts, the Drumlins Park Wind Farm team made a €2,000 donation towards new planting schemes. And, as a supporter of the All-Ireland Pollinator Plan, Energía Group was keen to support this biodiversity garden.

“ Chair of Monaghan Tidy Towns  
Emer Brennan, told us:

Tidy Towns judges visit in the summer, so we want to know about potential disruption in advance. Transporting turbine components along the roads can involve temporary road alterations to our roundabouts and flower beds, so we need to warn the judges. That's why we're keen to work with developers and are grateful for the support of the Energía Renewables team.

”

### 5.3 Community Engagement for our Renewable Energy Projects

Community engagement is a priority for the Energja Renewables Development, Construction and Operations teams, with our dedicated Engagement team of Community Liaison Officers (CLOs) out on the ground, liaising with local residents, elected representatives, community groups and schools.

We believe in proactive outreach and, where possible, face-to-face engagement to help build trust, community connections and ensure that local impacts are identified quickly and managed effectively.

Our CLOs are the first point of contact for anyone wanting to engage with us about our renewable energy developments, facilitating open communication between local stakeholders and our project teams.

When they're not on site, each dedicated project CLO is following up on enquiries, updating our website, creating new information materials and sending out project newsletters and SMS construction notifications.

The team not only follows wind industry engagement guidelines, but is also actively involved in improving community engagement best practice through our collaboration with industry groups.

Maintaining a community presence throughout the pre-application consultation, planning, construction and operational stages of our renewable energy developments, the Energja Renewables Community Engagement team puts our core strategic values into action: trustworthy, dynamic, resourceful and community focused.



## 5.4 Education & Awareness

Creating opportunities for local communities, especially young people, to learn about sustainability is an important part of Energia Group's outreach activities. It also reflects our commitment to the UN SDGs, particularly SDG 13 Climate Action.

### 5.4.1 Promoting Climate Awareness

Energia Group's wind farm Site Managers work with our Community Engagement team, collaborating with schools and public bodies to develop local partnerships and promote climate action awareness on all our wind farms, starting with education programmes and site amenities. This community outreach helps uplift and empower local communities at grassroots level.

### 5.4.2 Circular Economy

In FY26, Energia won the Irish Renewable Energy Community Award for their outreach programme, which included the installation of a new amenity to promote sustainability on our Meenadreen Wind Farm site, near Leghowney in South Donegal.

Working with Irish blade repurposing start-up, BladeBridge, the team designed picnic tables, benches and a shelter for visitors to the wind farm by repurposing a decommissioned turbine blade. The entire turbine blade has been reused, avoiding landfill and incineration of composite materials. It's the ultimate example of the circular economy, with the repurposed blade making a round trip and arriving back home on site as a new seating area.

At the unveiling, Head of Energia Renewables Operations Brian Mullen said, "Energia Group is aligned to the UN Sustainable Development Goals and here at Meenadreen Wind Farm, sustainability is at the core of everything we do.

Turbine blade structures are engineered to last for a long time. That creates challenges when it comes to repurposing them and giving them a second life but seeing this blade transformed into a rest area for walkers through the wind farm shows how you can create a circular economy and repurpose renewable assets."

Together with Meenadreen's partially renovated traditional homestead, this new addition to the wind farm links past and present, telling the full story of the South Donegal site. The blade project will help promote the circular economy and raise visitor awareness of the possibilities and need to repurpose waste materials through sustainable resource management. More information is available on our website.





### 5.4.3 Educational Site Visits

In FY26, our wind farm Site Managers and Community Engagement team hosted tours for 10 schools, and over 230 school children and students. We have also continued to collaborate with STEAM Education and Wind Energy Ireland to develop a new Wind Europe education programme which incorporates school wind farm visits, encouraging partnerships between wind developers and education bodies to promote climate awareness as part of the school curriculum. Promoting wind farms as ‘living classrooms’ not only helps children better understand the need for climate action but also aids teachers in integrating climate education across different subjects in school.

This approach was brought to life through a number of school visits to our operational wind farms. Students from Lisneal College in Derry visited Cornavarrow Wind Farm in Co. Tyrone, where they gained valuable insights into how wind energy works, from wind farm

mechanics to infrastructure challenges and diverse career opportunities. Many were surprised by the breadth of roles available, from apprenticeships to university paths, and left feeling inspired about a career in renewable energy.

Similarly, transition year students from Finn Valley College, visited Meenadreen Wind Farm in South Donegal to experience the day-to-day operations of a working site. Green Schools Committee member Ryan was quick to put his name down for the visit. He explained, “I’m interested in green technology and engineering. It was great to hear how the wind farm works and even better to get to ask questions about the maintenance of these huge turbines. Standing beneath the blades here, I’m amazed at how smoothly they turn and how little noise they make.”

We also welcomed pupils from Scoil Naisiunta Iorball Sionnaigh to Drumlins Park Wind Farm in Co. Monaghan,

where their enthusiasm was clear from the moment they arrived. Guided tours helped bring renewable energy to life, with discussions focused on sustainability, electricity generation, and the role young people have to play in shaping a cleaner energy future.

## 5.4.4 Global Wind Day

Global Wind Day takes place every year on 15 June to promote the energy transition, and overall role of wind in sustainability.

Our Meenadreen Operations team traditionally holds a community barbecue at the wind farm in South Donegal to celebrate Global Wind Day and encourage everyone to #GetOutInTheWind during the month of June. Last year was no different but we were able to extend our outreach, thanks to pupils from St Mary's Primary School in Brookeborough, Co. Fermanagh.

P5, P6 and P7 students kicked-started our Global Wind Day 2025 campaign by

designing their own poster and logo for a visit to Teiges Wind Farm, just up the road from their school. Each pupil drew their own turbine and posed with their drawings and poster beside a real turbine, which many said they were used to seeing from a distance, but never close up.

The wind farm team showed the group inside the control building, demonstrated how drones are used to monitor the turbine blades, helped pupils try on the heavy safety harnesses used to climb turbines and took everyone up the steps to see inside one of the turbine towers.

“ **Energia Renewables Site Manager Niall Kelly, said:**

It's great to see the interest these children show in wind energy and the work we do on site to maintain the wind farm and protect the environment. Global Wind Day is an ideal opportunity to promote the benefits of wind energy. Who knows, some of the children here today may become engineers themselves.

”

“ **Teacher, Fionnuala McDonnell, said:**

This has been an important outdoor learning experience for the children and ties in with our classroom focus on the natural local environment. The children were delighted to design their own Global Wind Day poster for the Energia Renewables team. They have got so much out of this visit and we even got to see a couple of hares running past, which we didn't expect to see.

”

“ **P5 pupil, Sylvie, said it was the first time she had visited a wind farm:**

I can see wind turbines from my house but it's very different when you're standing beside one and looking inside. I tried on the safety harness and think I'd like to climb all the way to the top.

”





## 5.4.5 Engineers Week

Engineers Week, led by Engineers Ireland's STEPS programme, celebrates engineering and encourages young people in Ireland to consider it as a career. As a key event in our annual calendar, it provides an opportunity for us to showcase the strength and diversity of our engineering teams and the vital role they play in advancing our decarbonisation ambitions and supporting UN SDG 13 Climate Action.

In FY26, we showcased the diversity of engineering talent across our organisation, celebrating the people, pathways and perspectives that power our business and drive the energy transition into a more sustainable future.

This year we profiled three engineers across the Group from Environmental Manager, Ann Moloney, who applies her PhD in Chemistry to wastewater management and emissions-reduction projects, to Data Engineer, Christiane Reis, who uses tools like ADF, Databricks and SQL Server to build and maintain infrastructure supporting multiple data sources to Grid Connection Manager,

Cian Deery, who draws on a wide range of skills from people and project management to critical thinking and communications.

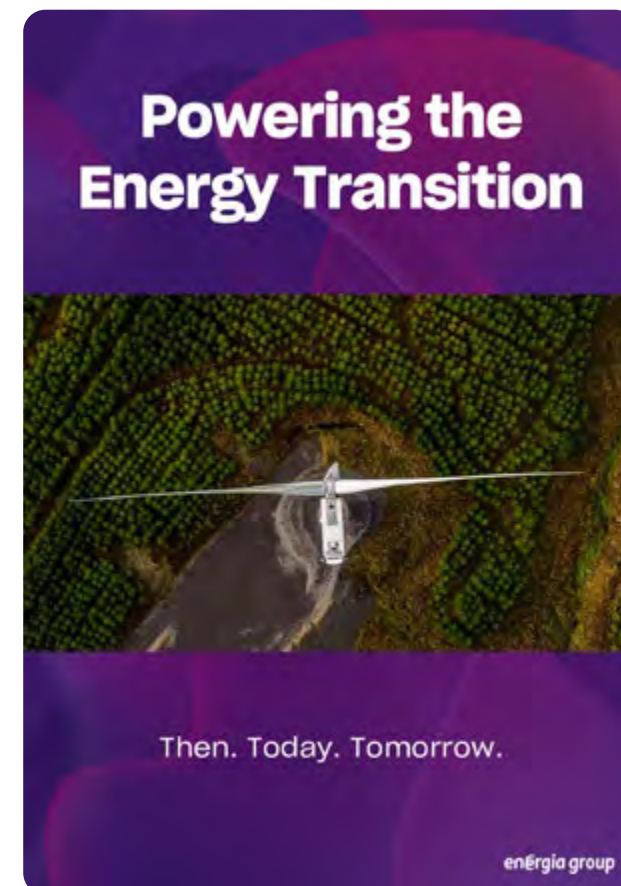
During the week, we also hosted Transition Year students and staff from Ballinode College, Co. Sligo to Meenadreen Wind Farm, where they had the opportunity to hear from some of our team about their individual pathways into STEM careers, from project management and engineering to operations and maintenance. Student Jason said, "Hearing about all the opportunities that choosing STEM subjects can offer is really encouraging. University isn't for me – I am more interested in an apprenticeship and a hands-on role as a possible way into this industry".

Across the island of Ireland, this and other annual wind farm visits demonstrate our dedication to engaging communities, promoting STEM, and advancing a sustainable energy future. With hundreds of visitors each year, our tours offer memorable experiences that ignite curiosity and emphasise the value of renewable energy.

## 5.4.6 Science Week

Science Foundation Ireland celebrated its 30th anniversary of Science Week, which ran from 9 – 16 November 2025 across Ireland. The reflective nature of the theme: ‘Then. Today. Tomorrow’, allowed us to reflect and showcase how science has shaped our journeys at Energia Group. Looking back to ‘Then’, we reflected on our long history supplying electricity to homes and business in Northern Ireland for over 90 years, developing wind energy since 2008, to ensuring security of supply with the commissioning of our two CCGT plants at Huntstown campus in 2002 and 2007. Fast forward to ‘Today’, we have continued our expansion of our renewables and power generation portfolio with scientific innovation. Not only have we added one operational wind farm to our portfolio in FY26, but we are now supplying energy to over 885,000 homes and businesses across the island of Ireland, whilst bolstering a data and digital driven approach to support our customers on their own decarbonisation journey.

Our ‘Tomorrow’ includes a pipeline of onshore wind and solar investments, and two large-scale refurbishment projects to upgrade our two Huntstown sites, ensuring continued security of supply for Ireland into the future as more renewables connect onto the grid.



## 5.4.7 Sustainable Development Goals Week

Aligned to our continued commitment to the UN SDGs and UN 2030 Agenda, we were proud to once again participate in UN SDGs Week held from 19 to 28 September 2025. During the week, the Group highlighted the progress made across the six SDGs we align more closely with. Our alignment with the SDGs is structural, measurable and continuously evolving.





## 5.5 Energia Group's Greener Possibilities Fund

Energia Group's Greener Possibilities Fund forms part of our ongoing commitments to support and enhance communities, promote positive climate action and resilience and biodiversity protection.

Aligned to UN SDG 11 Sustainable Communities and SDG 13 Climate Action, Greener Possibilities is now in its fourth year of successfully supporting four charities: Global Action Plan Ireland and FoodCloud in ROI, and Grow NI and Keep NI Beautiful in NI.

To date, the Fund has supported 15 charities and awarded over €400,000 in the support of communities across the island of Ireland in their efforts to address climate action.

### Keep NI Beautiful

Keep Northern Ireland Beautiful is an environmental charity dedicated to creating a world where people and nature thrive. Their project during FY26 focused on establishing a demonstration garden to help bring nature education to life for future teachers and children. The plans for Greener Possibilities for FY27 include support for the Green Flags programme which supports green spaces right across Northern Ireland.

Eric Randall, CEO, said, "We are delighted to be supported by the Greener Possibilities Fund, which has helped us to continue to develop our Green Flag Programme. Green

Flag celebrates the best of our parks across Northern Ireland and encourages the public to make good use of the magnificent green spaces right on our doorstep. The support from this fund has enabled us to promote this programme and ensure best practice in our parks is shared across Northern Ireland.

When it comes to promoting environmental protection, getting the basics right, such as looking after our parks, is of paramount importance. We all benefit enormously from spending time in open spaces, and this in turn encourages us to play a part in protecting our environment."



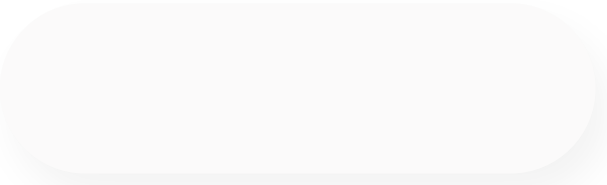
### Global Action Plan (GAP)

Global Action Plan Ireland is dedicated to fostering sustainable communities throughout Ireland. The Greener Possibilities Fund continues to support the GLAS community garden in Blanchardstown in the grounds of TU Dublin which attracts many visitors and gives them the opportunity to host community groups, including disability services, youth groups, and recovery programs.

A representative from GAP said, "We are thrilled to continue working with Energja Group, whose support over the past few years has been tremendous.

Energja Group's support, through the Greener Possibilities Fund, has enabled our GLAS community gardens to develop even further, and blossom into the welcoming places for social inclusion and environmental education they have become. The GLAS gardens are central to the Global Action Plan's (GAP's) work, and they offer spaces where everyone is welcome and can learn how to live more sustainably."





FoodCloud

FoodCloud’s mission is to transform surplus food into opportunities to make the world a kinder place. With the ongoing help of the Greener Possibilities Fund, they have provided surplus food to various community groups. Their hubs in Dublin, Cork, and Galway have implemented safe delivery options, ensuring that food reaches those in need without any risk. Additionally, they have enhanced their e-commerce platform, allowing for self-serve options that make it easier for charities to access their services.

A FoodCloud representative said “We’re hugely thankful to Energia Group for supporting FoodCloud through the Greener Possibilities Fund over the past three years. We are privileged to be among the charity partners they support. Long-term partnerships allow us to strengthen our operations, rescue more surplus food, and to cut the environmental impact of waste food; delivering real benefits for communities and the climate. This support exemplifies Energia Group’s commitment to helping communities throughout the island of Ireland.”



Grow NI

Grow NI offers opportunities for people of all ages and abilities to get involved in growing food and connecting with their community. Grow NI continued with their community-based climate action activities in West Belfast. They held 135 garden and nature-based workshops throughout the year and 5 local schools in the West Belfast area participated in the nature programme. The community of volunteers continued to grow and now there are 30 regular volunteers supporting the garden. The number of people directly reached throughout the year was 1,200 with 4,000 indirectly.

A representative from Grow NI said “Our partnership with Energia Group Greener Possibilities has been nothing short of transformational for Gairdin an Phobail and our local communities. Starting from a derelict and unloved space a number of years ago we have been able to build a vibrant connected community and biodiverse space; and to connect and support the development of other green spaces in the area. We are now known as the local community hub for all things environmental, for food growing, tree growing and education. It has been such a great journey for us, and a welcome experience for the more than 1,000 people through the gates!”



# 5.6 Helping our Communities

Our operations are rooted in communities across the island, and our people are central to the support we provide. By backing initiatives of different sizes and purposes, we have maintained a consistent approach over many years, and we will continue to build on this to maximise impact.

Key examples of our structured programmes include Brighter Communities and Helping Hands, alongside our charity partnerships and annual Christmas campaigns.

At the heart of our community strategy is a focus on relevance and outcomes. We create opportunities for employees and customers to support programmes, initiatives and charities that matter to them.



## 5.6.1 Volunteering

The dedication and energy of our people sit at the heart of Energia Group, and their willingness to volunteer is a key part of how we support communities across the island.

In FY26, the online volunteering platform, Rosterfy, was rolled out to all staff and has provided an excellent experience for staff wishing to volunteer during the year.

Across FY26, 300 colleagues volunteered more than 1,800 hours through over 60 opportunities. Volunteering activities ranged from practical support for local food banks to conservation and community projects with Ulster Wildlife, Crosskennan Animal Sanctuary, the Ulster American Folk Park in Omagh, Habitat for Humanity at its Christmas shop, FoodCloud at its Warehouse Hub in Tallaght and Kitchen in Clondalkin, supporting Global Action Plan at its GLAS garden in Blanchardstown, and bringing Christmas to children across NI with Cash 4 Kid's 'Mission Christmas' initiative.

We also continued our support for Age NI through "Check-in and Chat", where colleagues provide a weekly call to an older person, helping to reduce isolation and maintain social connection.

Some staff have also volunteered throughout the year by sharing their skills with some local charities, for example, a social media audit and content plan have been valuable for a local nature charity.



### 5.6.2 Brighter Communities

Brighter Communities is Power NI's community fund, designed to help local groups across Northern Ireland to grow and strengthen the support they provide. Since the fund began, it has contributed more than €120,000 in financial support and has backed a wide range of community-led activity.

During FY26, 12 diverse groups each received over €1,100 in funding through the Brighter Communities fund. These included Drake Music NI, Care for Cancer, East Belfast Mission, L'Arche Belfast, and Moneydarragh Community Hub, which started a horticulture programme for young people aged 12-18.

Care For Cancer, located near our Power NI Omagh Contact Centre, received Brighter Communities funding for their Brilliant Birds support group offering friendship, understanding, and encouragement to local women affected by breast cancer. The support group has grown to 95 members and thanks to Power NI's donation, the charity can provide a warm, inclusive space with seating and tables for everyone.

To celebrate Random Act of Kindness Day in February 2026, over €1,100 was awarded to Palms Day Centre, based in Lurgan, who are using their funding to support inclusive music sessions for older people living with dementia and other conditions.



### 5.6.3 Helping Hands

Helping Hands enables employees to take a more personal approach to community support, by backing local groups, sports teams and initiatives that they are connected to. Open to all Energia Group employees, the scheme provides financial support for practical needs, such as purchasing equipment or supporting the delivery of local events.

In FY26, under the Helping Hands scheme, almost 300 grants were awarded to

community associations, charities, and clubs equating to €35,000 in ROI and £60,000 in Northern Ireland of financial support. Support reached communities across the island, from Belfast to Wexford, and from the Glens of Antrim to the Mid-West, benefiting a diverse range of organisations including St Joseph's AFC, Arklow Rock Parnells GAA, Assisi Animal Sanctuary and Angel Eyes NI, as well as other sports clubs and a variety of children's education settings.



Four Power NI employees nominated Angel Eyes NI for Helping Hands funding, a charity empowering children with vision impairment in Northern Ireland through education, support, and inclusive opportunities. The funding was used for its annual accessible Christmas pantomime, allowing children to experience a fully accessible and meaningful festive event with their families.

Helping Hands funding was used for Arklow Rock Parnells GAA club to purchase a new communication board designed to support people with autism and other

communication differences. The boards help them express themselves using symbols, pictures and simple words.

Staff across Northern Ireland continued their support for the Hygiene Bank during the year and through our ongoing partnership with Capita, we repurposed preloved Energía Group computers and donated these to local charities and communities. The computers went to Disability Action in Belfast for their training suite and Vineyard Compassion in Coleraine to help them facilitate community training sessions.



### 5.6.4 Partnering with Charities

Partnering with charities, locally and nationally, remains a key part of how Energia Group supports the communities we serve.

By working alongside trusted charity partners, we bring employees, customers and stakeholders together to deliver support that is practical, responsive and focused on real needs.

In FY26, Power NI continued its partnership with Age NI to help older people reduce energy use at home. Furthermore, our actions not only focused on the continued promotion of the Power NI Customer Care Register, but we also responded to customer concerns by running a successful social media campaign on fraud and scams on the Age NI and Power NI channels. Age NI also trained Power NI staff on what it's like to live with dementia through their new virtual reality headsets.

In FY26, colleagues in Northern Ireland once again held a charity bag drive for Age NI, donating over 100 bags to support its charity shops. Energia maintained regular engagement with Money Advice and Budgeting Service (MABS), Alone and St Vincent de Paul, and in December 2025

Power NI supported Age NI's Big Give campaign to help unlock match funding.

During FY26, we built further on our strategic partnership with the NOW Group. As a social enterprise supporting people with learning difficulties and autism, NOW works with us across several areas. These include our commitment to being JAM Card friendly, the use of LOAF catering at our offices, and delivery of NOW training services for staff teams.

Power NI also sponsored Advice NI's 30th AGM in Belfast in November 2025. The AGM was a celebration of the impact of the independent advice network, supporting people across Northern Ireland in navigating complex welfare systems and debt issues.

Energia Group continued to support Co-Operation Ireland, including the Future Leaders programme, and Power NI supported Belfast City Council's Belfast Business Promise, achieving Member status in 2025, with the aim of targeting Ambassador status in 2026.



### 5.6.5 Christmas Campaigns

Christmas is an important time for community support, and our giving reflects the needs that can be felt most strongly during the winter months. For Christmas 2025, Energia Group contributed €40,000 to food banks in Antrim, Belfast, Omagh and Dublin. Food banks provide essential support all year round, but many families and individuals face added pressure at Christmas. Because we supply energy to homes and businesses across the island, we believe we have a role to play in supporting communities where challenges are being experienced.

We also donated €30,000 to the Black Santa appeals in Dublin and Belfast. The appeals are a long-standing annual event and take their name from the black cloaks worn by participating clergy. Donations are distributed directly to a range of charities in both cities and in December 2025, the focus included organisations supporting people with Motor Neurone Disease and Multiple Sclerosis, as well as children with arthritis.





## 5.7 Culture & Sports

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### 5.7.1 Supporting the Arts

In FY26, Energia Group continued to honour the role culture can play in maintaining thriving communities, as part of our sustainability and responsible objectives. Our ongoing partnership with the Wexford Community Opera saw us support the staging of Britten's *A Little Midsummer Night's Dream*, a comical rendition of a classic story retold by a talented cast of local amateur and professional actors.

## 5.7.2 Supporting Sport

### Energia All-Ireland Rugby League

Sport plays an important role in communities across the island of Ireland, and we are proud to be the title sponsor of the Men's and Women's All-Ireland League (AIL), as well as the All-Ireland Junior Cup, a role we have held since 2019.

Partnering with Irish Rugby helps us back local clubs and connect with communities, where grassroots teams are a focal point for people of all ages, interests and backgrounds. Working closely with Irish Rugby, we continue to support activity that recognises and celebrates the positive impact that Energia AIL clubs have in towns and communities across Ireland.

In FY26, we continued to support the growth and profile of AIL clubs in Ireland through our partnership with the popular and engaging podcast, The Club Scene.

We continued our long-standing partnership with HerSport, working together to amplify the women's division of the league through podcasts and social media reels and graphics that highlighted players, stories, and key moments throughout the season.

Our media partnership with Media Central delivered strong radio coverage throughout the season, helping to spotlight standout highlights and broaden awareness of the league.

We also hosted the Energia AIL Awards in May, celebrating outstanding on-pitch achievements while recognising the volunteers, coaches, and community members who make the game possible.



## Women's Rugby

We are proud sponsors of the Ireland Men's and Women's National Rugby Teams. A central part of this commitment is championing the Ireland Women's team, helping to drive greater participation, visibility and support for the women's game. Built on the same dedication, discipline and passion for rugby shown by players at every level, our support will continue.

In FY26, we helped drive attendance at Women's Provincial fixtures by sponsoring a Family Fun Day at Energia Park for the Leinster v Munster match, as well as the finals day.

We focused our efforts on promoting the Ireland Women's Team ahead of the Women's Rugby World Cup, calling on Irish rugby fans to get behind our team.

In the lead up to the World Cup, we launched an online hub where fans could share messages of support. At the summer warm up fixtures, we brought this to life with an in-stadium booth, inviting supporters to record their own messages and be part of the team's journey.

To build even more momentum, we added a Fan Cam at the summer warm up fixtures, giving supporters another fun way to show their backing for the squad.

We hosted a special send-off event for the squad and their families in the Mansion House. As a long-standing supporter of women's rugby, we wanted to recognise the team's achievements and celebrate their journey before heading to the world stage. Delivered in partnership with Indo Sport and hosted by Joe Molloy, the event brought players, families, media and supporters together to acknowledge the growth of the women's game and the importance of backing the team as they represented Ireland on the global stage.

We renewed our ambassador partnerships with Aoife Wafer and Brittany Hogan, continuing our support for two inspiring leaders in the women's game. Both Aoife and Brittany were featured prominently in our We Are Rugby campaign

As well as showing our support externally, we encouraged all of our staff to get behind the team too by sending a digital newspaper with competitions and articles.



**We Are Rugby**

This year, we launched our new rugby sponsorship campaign - We Are Rugby.

We Are Rugby highlights Energia's commitment to supporting the sport at every level across the island. The campaign is rooted in the belief that the people behind the game, from players to volunteers are its true foundation. It challenges the perception of rugby as elitist and instead showcases a sport that is inclusive, welcoming, and reflective of people from all backgrounds and abilities.

We supported the campaign with a TV advert that highlighted the diversity of the rugby community, featuring people of all abilities and walks of life.

We also used our Sunday Independent newspaper features to shine a light on different clubs around Ireland. We showcased clubs with women's teams, inclusive teams, and powerful grassroots stories, highlighting the breadth and depth of rugby communities across Ireland.

We flipped the script by having Irish Rugby players interview Energia AIL players. These stories, shared across social media, helped spotlight the people driving the game at community level.





## Rugby for All

As part of our broader commitment to rugby, and our belief that the game should be open to everyone, we have partnered with Leinster Rugby to set a goal to grow rugby participation among people with physical or learning difficulties to over 1,000 players in 40 clubs in Leinster by 2028.

To help deliver on this commitment, we launched Rugby for All with Leinster Rugby in 2023, encouraging people with physical or learning difficulties to “Think of the Possibilities” and to join a club in their local community.

With an ongoing focus on inclusivity, in FY26 we partnered with Carlow RFC, a Leinster club, to support their Inclusion Tag Blitz. Two months ahead of the event, we surprised the team with a visit from Irish International and Energja Ambassador Hugo Keenan, who arrived with new gear and spent time encouraging the players. On the day of the blitz, we entered an Energja team to take part, rolling up our sleeves to play alongside the communities we support. We also covered the cost of food for all participants and supporters to

enjoy afterwards. We ensured the portable sensory room was there, for anyone who would benefit from a quiet space at the Blitz. We leveraged our partnership with Leinster Rugby and had their mascot ‘Leo the Lion’ make an appearance. We worked with Leinster Rugby to continue the ‘Culture Captain’ initiative with Andrew McCarthy. We gave him the once-in-a-lifetime opportunity to present the match ball before the Leinster v Zebre game.

We have continued to promote the availability of our portable sensory boxes, developed in partnership with the IRFU and Sport Ireland, and encourage clubs to borrow them for match days and community events

In December, we gave the Old Wesley Vision Impaired team the opportunity to play at half-time in the Aviva Stadium during the Leinster v Harlequins game, showcasing the skill involved in Vision Impaired Rugby. Outside the stadium, Leinster Rugby players supported an activation where fans could try on sim-specs to experience the challenges faced by players with a vision impairment. We also hosted Vision

Ireland’s ‘Vision Van’ on site, offering free quick screenings to help identify potential degenerative eye conditions.

In partnership with the IRFU and Vision Sports Ireland, we helped deliver the Audio Description Service to enhance the match-day experience for visually impaired supporters. The service is powered by volunteers who undertook dedicated training to learn how to deliver real-time, pitch-side commentary tailored specifically for fans with vision impairments. Their work ensured that supporters could follow every moment of the action and feel fully included in the live rugby atmosphere. This vital service is available to fans across all four provinces, as well as at international games.

We continued to support the IRFU’s involvement in the Hidden Disabilities Sunflower network, which helps people with non-visible disabilities or conditions signal that they may need extra time, patience or assistance. The Sunflower lanyard, pin badge or wristband is a practical tool that supports awareness and inclusion.

## Tyrone GAA

Power NI is the Official Energy Partner of Tyrone GAA. Our partnership supports Tyrone GAA's programmes spanning community engagement, player development and sustainability, reflecting a shared commitment to energising local talent, and backing grassroots efforts.

This year, we also hosted an exclusive internal event at our Omagh Office with Tyrone GAA where we invited Senior Football Manager, Malachy O'Rourke and Senior Footballer, Eoin McElholm to join us for a Q&A session to dig deeper into the role of resilience, overcoming setbacks and the importance of teamwork in achieving success.



## 5.8 Energia Group Small Sponsorships

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At Energia Group, we are proud to sponsor local community groups and athletes. In FY26, we were delighted to continue our support for Holly Dunnion, a teenage racing driver from Co. Meath.

We also continued our partnership with HerSport, helping to promote the Irish Rugby Women's Interprovincial and Energia AIL competitions, and sponsoring the HerSport Community Award, which celebrates the 'unsung heroes' who drive grassroots sport.

Since 2023, Power NI has sponsored the Belfast YMCA Colour Run, bringing the community together to promote health, wellbeing and inclusivity. This year, we organised for video content to be taken on the day of the event which we shared across social media, and on the Power NI YouTube channel.

Power NI continues to support various community sponsorships including the Spirit of Northern Ireland Awards, Uberheroes NI Awards, Live Here Love Here Community Awards, and the Cancer Fund For Children annual Twilight Concert. This year, we captured video content on the evening of the event which we shared across social media, as well as on the Power NI website and YouTube channel.

"We are so grateful for the long-standing support of Power NI through the sponsorship of our Twilight Concert over the last three years. There is a powerful alignment in this event between Power NI and Cancer Fund for Children with the energy that is brought together and the electric atmosphere that is felt by every audience member on the night. We have seen the concert grow from strength to strength during

this partnership which has enabled us to spread awareness and raise funds to ensure children in Northern Ireland don't have to face cancer alone," Sarah Clements – Partnership & Philanthropy Lead Executive.

Power NI remains a long-term supporter of local Chambers of Commerce (including Belfast, Newry, Omagh and Ballymena), the HSENI Farm Safety Partnership Affiliate Scheme and the Young Farmers' Clubs of Ulster (YFCU).

Now supporting as a Platinum Sponsor & Sustainability Partner, Power NI has backed the YFCU for over a decade, sponsoring annual competitions such as the Club of the Year, Choir Festival and Floral Art Competition. YFCU is the leading rural youth organisation in NI with over 3,600 members across 51 clubs across the province.

# Governance

# 6.



# 6. Governance

At Energia Group, governance is a key enabler of strategy execution, providing the structure and assurance needed to manage the Group effectively.

It promotes informed decision-making, reinforces risk and compliance discipline, and supports our long-term corporate sustainability objectives.

## 6.1 Energia Group Governance Structure

Energia Group’s governance arrangements are designed to support an integrated all-island energy business, reflecting the scale and breadth of our activities across ROI and NI.

The Board of Energia Group NI Holdings Limited (EGNIHL) is the main operational Board for the Group. The Group Board comprises four Executive Directors; the Chief Executive Officer (CEO); the Chief Financial Officer (CFO); the Chief Operating Officer (COO) and the Chief Development Officer (CDO) in addition to eight Non-Executive Directors. The Group Board of Directors meets formally at

least 4 times a year plus other ad-hoc meetings as required to carry out their duties. The Group’s Risk Appetite Statement is agreed by the Board.

Formal committees of the Group Board include an Audit Committee, Remuneration Committee, Risk Management Committee and the Energia Group Management Board (EGMB).

Operational responsibility of the Group is delegated to the EGMB, which meets monthly and comprises 11 senior managers including the CEO, CFO, COO, CDO, business unit Managing Directors and function

heads. At each meeting the EGMB reviews health & safety, financial and business performance, ESG initiatives, strategic development initiatives, as well as HR, legal and IT updates. Each business unit has its own business management board which meets monthly and has a business performance and operational focus.

Further information on the Group’s approach to the management of risk is set out in the “Risk Management and Principal Risks and Uncertainties” section of the Energia Group FY26 Annual Report.

## 6.2 ESG Governance

Our ESG Governance Framework provides the structure through which Energia Group coordinates ESG activity across the organisation, recognising the nature and scale of our operations across the island of Ireland.

It supports a consistent approach to integrating ESG at a strategic and operational level across the Group.

Within this structure, the CFO has accountability for progressing the ESG Strategy and driving its

implementation. Responsibilities include delivery of our DMA, assessment of priority climate risks and opportunities, and maintaining compliance with ESG reporting requirements in the EU and UK.

### 6.2.1 ESG Governance Structure

The ESG Steering Group is chaired by the CFO and meets at least four times a year. Its role is to ensure ESG topics are visible at both Energía Group Board and Management Board level. The Steering Group oversees the Group's ESG Reporting Programme, including CFD, voluntary reporting (for example CDP, the All-Ireland Pollinator Plan and the Business Working Responsibly Mark) and the work required to prepare for CSRD, CSDDD and other new reporting frameworks as they emerge. It also provides direction to the ESG Working Groups so that ESG policies and initiatives remain effective and clearly aligned with the wider Group strategy. The ESG Working Groups meet at least quarterly and consist of relevant expertise from across the Group.

We are committed to acting ethically in how we meet regulatory obligations, manage licence requirements, and communicate publicly about our business, products and services. We are committed to transparency and consistency in our dealings with third parties, supported by Group policies and standards.

**Energía Group Board**

Energía Group NI Holdings Limited is the main operational board of the Group. This board includes the Group's Executive Directors (CEO, CFO, CDO and COO)

**Energía Group Management Board**

This board is responsible for the day-to-day management of the Group and includes the Group's 4 Executive Directors (CEO, CFO, CDO and COO) the Managing Directors of the Group's business units and a number of senior managers.

**Audit Committee**

Monitors the Group's financial reporting processes and the effectiveness of the internal control and risk management systems.

**Risk Management Committee**

Oversees the management of risks and ensures that adequate and timely action is taken to mitigate and manage risk.

**Company Secretary**

Day-to-day management of risk and governance of the Group.

**ESG Steering Group & Expert Working Groups**

ESG Steering Group is chaired by the CFO and provides oversight of the Group's ESG strategy and activities as well as guidance to ESG Working Groups.

The ESG Working Groups are made up of experts from across the Group who review ESG policies and initiatives ensuring they remain effective and consistent with the broader Group strategy.

## 6.3 Equal Opportunities

Energia Group is an equal opportunities employer, and we work to foster a workplace culture where inclusion and respect are the norm. We are committed to ensuring employees are treated with dignity and that no one is subjected to intimidation, harassment or unfair treatment due to religious belief, political opinion, gender, marital or civil partnership status, disability, race, pregnancy or maternity, sexual orientation, age or gender reassignment.

Our policy is to support equal opportunities for people with disabilities in recruitment, training and career development, taking account of aptitude and ability. If an employee becomes disabled while working with us, we seek to provide appropriate support and, where possible, to facilitate assistance and re-training.

We actively review our operations and procedures to support employee wellbeing and compliance with relevant employment and equality legislation, including obligations relating to discrimination and equal pay. This adherence covers fair employment and treatment, sex discrimination, equal pay, disability discrimination, race discrimination, sexual orientation and age discrimination. Our equal opportunities policy applies to both employees and job applicants, and we monitor our practices to ensure compliance with legislation and promote fairness and consistency across our employment processes. Equal opportunity measures and statistics are reported to the Equality Commission for Northern Ireland.



## 6.4 Remuneration

Remuneration at Energia Group is informed by external salary benchmarking, helping us maintain pay that is appropriate for the work performed and responsibilities held. We recognise and reward performance through arrangements that link compensation to both organisational results and individual achievement, supported by a range of schemes such as bonuses, excellence awards and skills progression agreements.

In FY26, colleagues were awarded non-consolidated payments and a percentage uplift to base salary in recognition of cost-of-living increases. We also continued to operate our long service awards, which provide additional holiday entitlement and increased employer pension contributions for eligible employees at specified service milestones.

## 6.5 Responsible Procurement

Energia Group procures significant volumes of goods and services. Through our purchasing activities, we can encourage and influence suppliers to align with recognised best practice in environmental and safety performance, responsible employment practices, and positive community impact.

We recognise that procurement decisions have consequences across our operations and supply chain. In line with our policy of sourcing equipment, goods and services from a broad supplier base, we apply commercial practices grounded in fairness and transparency. Where applicable, the Group follows the relevant tender requirements of the Procurement Act 2023.



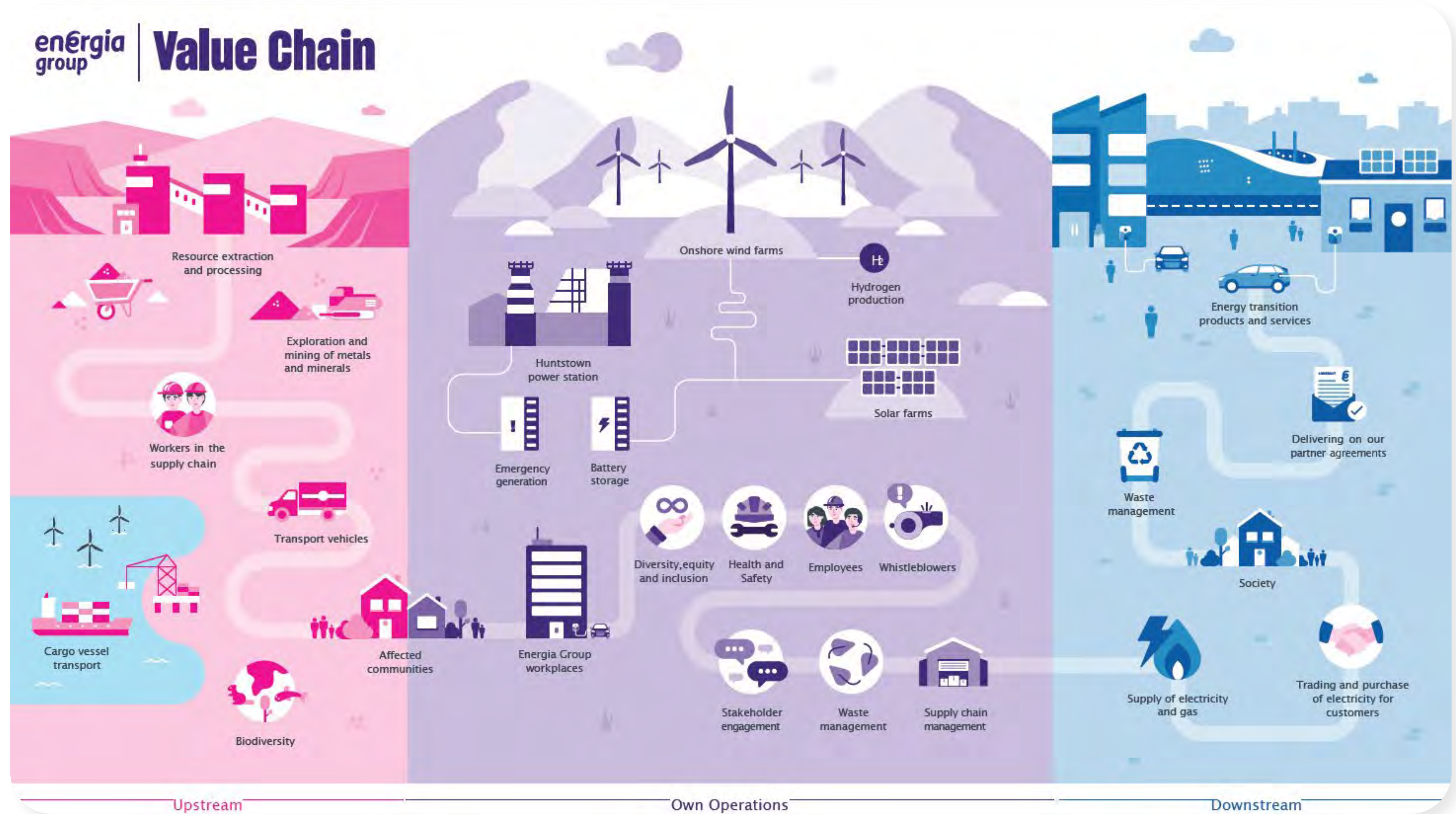
### 6.5.1 Value Chain

As part of our ongoing work in FY26, we have continued and progressed a review of our procurement policies and procedures with a view to emphasising and promoting sustainable criteria as we move towards building a sustainable supply chain.

The infographic outlines Energia Group’s value chain activities upstream, downstream and in our own operations. In FY26, as a Group, we focused on our value chain for the purpose of understanding our impacts, risks and opportunities.

The improved understanding has supported the identification of IROs in relation to our value chain as part of the DMA process.

The Group continues to recognise the important role that suppliers play in our business success and works to ensure that payments are made to them in accordance with agreed contractual terms.





BUSINESS & FINANCE  
**ESG AWARDS**  
 In partnership with  
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### 6.5.2 ESG Supplier Engagement

In November 2025, we held our first ESG Supplier Engagement Webinar. The webinar provided an overview of our environmental, social and governance goals and highlighted to our Supply Chain their role in our journey. This webinar marked the start of an engagement programme. Following the webinar, suppliers were asked to respond to an ESG Supply Chain Questionnaire. The purpose of the questionnaire was to attain information to understand the ESG maturity of our supply chain.

### 6.6 Supplier Code of Conduct

Energia Group's Supplier Code of Conduct sets clear expectations for suppliers in supporting our values framework, underpinned by our core values of Trustworthy, Dynamic, Resourceful and Community Focused.

It defines the minimum standards, requirements and actions that suppliers are expected to meet, and outlines the objectives we encourage them to progress towards.

## 6.7 Human Rights, Anti-bribery & Corruption

Energia Group aligns with UN SDG 8 (Decent Work and Economic Growth) and has a zero-tolerance approach to human rights abuses and modern slavery in any form. We are committed to protecting labour rights, promoting safe working environments, and helping to prevent forced labour, modern slavery and human trafficking.

We respect internationally recognised human rights and are progressing alignment with the UN Guiding Principles on Business and Human Rights (UNGPs). Human rights in our value chain were identified as a material issue through our DMA.

In line with the UNGPs, we seek to understand salient human rights risks across our business and supply chain, and to take action to mitigate those risks.

This includes conducting human rights risk assessments, including modern slavery risks. During FY26, we advanced preparations for our first saliency assessment to determine the most salient human rights risks to the Group, and to map mitigation actions currently in place.

This work is facilitated by our internal Human Rights Working Group, which comprises representatives from each of the Group's business segments and a number of core functions including Health and Safety, Procurement, Risk, Governance and ESG.

Energia Group supports the aims of the UK Modern Slavery Act 2015. Our Anti-Slavery and Human Trafficking Policy sets out our commitment to ethical business practices and to maintaining controls designed to help ensure modern slavery and human trafficking do not occur within our supply chains or anywhere in our business.

Some of the other Group policies which are considered relevant to the management of human rights and modern slavery risks faced by the Group include:

- Code of Conduct – formalises the high standards of behaviour and performance expected from employees.

- Equal Opportunities Policy – opposes all forms of unlawful discrimination and commits to the operation of fairness and equality at work and in the services provided to customers.
- Recruitment and Selection Policy – commits that those involved in recruitment will comply with the principles of equality of opportunity and are appropriately trained in good recruitment practices.
- Dignity at Work Policy – supports our commitment to equality and dignity at work for all to promote an environment free from bullying and harassment.
- Grievance procedure – allows for an employee who has a concern, problem or complaint about some aspect of their work to raise a grievance.
- Anti-corruption and Bribery Policy – commits the Group to uphold all laws relevant to countering bribery and corruption in all jurisdictions in which it operates.

- Whistleblowing – procedures to allow employees, in the event that they discover serious malpractice or wrongdoing, to voice concerns in a responsible and effective manner without fear of reprisal.

Energia Group employees are encouraged to raise concerns about any issue or suspicion of modern slavery in our business or supply chains as early as possible, either through their line manager or the Company Secretary. Employees can also seek confidential advice through Unseen, an independent UK charity, and their contact details are included in the Group's Anti-Slavery and Human Trafficking Policy.

We also support awareness through training. Selected employees are encouraged to complete Ethical Procurement refresher training with CIPS, and all employees complete online Anti-Bribery and Corruption training as part of the Group compliance training programme.



## 6.8 Information Security & Privacy

Cyber security was assessed as highly material through our DMA, from both impact and financial perspectives. The Group's cyber risk appetite is "risk averse", which includes threats to data security, privacy breaches and financial losses arising from cyberattacks.

Energia Group manages cyber risk proactively through investment in security technologies, ongoing employee security awareness training, and a programme of risk assessment and audit activity to support strong information security standards across the organisation.

Information Security forms an integral part of Energia's operations and is therefore a key focus of our Governance, Risk and Compliance (GRC) activities, which are captured within our Information Security Management System (ISMS). As part of this ISMS, Energia Group has developed a number of key policies including Network and Information Security, Cloud Security, Cyber Risk Management and Supply Chain Cyber Risk Management. Governance is provided through internal forums (including the Information Security Forum and the Risk Management Committee) with periodic review and update cycles.

The Group has established a programme of work to align with the European Commission's NIS2 Directive, which seeks to strengthen the resilience of essential and important entities across the EU, with increased focus on supply chain security, incident response and corporate accountability.

We are aligning with guidance from the National Cyber Security Centre (NCSC), the regulatory body for monitoring and enforcement of the NIS2 Directive in Ireland, in advance of transposition into law, now expected sometime in 2026 following delay from October 2024.

Given the evolving threat landscape, responsibility for security is shared across internal stakeholders. Failure to maintain privacy compliance could harm trust in our organisation and the Energia Group reputation, disrupt operations, cause financial loss and/or expose the Group to legal liability.

Energia Group collects and processes large volumes of information relating to employees, customers and other business partners, including personal data. We take this responsibility seriously and align our approach with our values of Dynamic, Trustworthy, Resourceful and Community Focused.

Overall, as an organisation that serves a diverse range of stakeholders, we respect the rights and freedoms of our employees, customers and others who trust us with their personal data.

Privacy protection and security is a key priority, and our approach applies to all information systems used by the Group and covers personal data held in both electronic and paper-based formats.

Any suspected or actual personal data breach must be reported immediately through Energia Group's Data Incident Notification process. Breaches are investigated and reviewed through our governance structures, with reporting to the Data Protection Forum, Risk Management Committee and Energia Group Management Board.

As an organisation, Energia Group must comply with a wide range of legislation and regulation, including those overseen by regulatory bodies in the UK, ROI and the EU aimed at protecting the rights of data subjects.



# 6.9 Standards & Certifications

Energia Group is committed to delivering high standards not only in the services we provide to customers, but also in how we operate as a business. As such, achieving and maintaining recognised international standards is an important part of our approach to governance and continuous improvement. Independent 'third-party' certification and assurance provides confidence that our systems, processes and controls are aligned with best practice and are applied consistently across the Group.

Accordingly, Energia Group has achieved certifications for ISO 45001: 2018 Occupational Health and Safety Management Standard and ISO 14001: 2015 Environmental Management Standard by the National Standards Authority of Ireland (NSAI).

The Group's Renewables business is certified to ISO 55001: 2014 Asset Management in respect of its asset management system for renewable generation assets. This ISO certification is the international standard to proactively manage the lifecycle of assets.

The Group holds the Business Working Responsibly Mark from Business in the Community Ireland, having been recertified in FY24. The Mark is based on ISO 26000 and is audited by the NSAI.

Power NI holds ISO 22458: 2022 certification, the international standard for consumer vulnerability and we were proud to be one of the first nine companies in the world to achieve this certification. Power NI also holds the accompanying BSI Kitemark for Inclusive Service which is aligned to BS ISO 22458.

## 6.10 Energia Group's Tax Strategy

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Energia Group recognises that the taxes it pays contribute to society and sustainable growth. Our approach to managing the Group's tax affairs maintains our reputation as a well-run, open and compliant business. The Group's Tax Strategy is updated annually and published on the Group's website. Our policy is to manage our tax affairs in an efficient manner and in compliance with relevant legislation, best practice and guidance. We seek to maintain good working relationships with tax authorities based on trust and cooperation and the Group has a zero-tolerance approach to tax evasion.

Energia Group seeks to ensure the appropriate tax is paid when due and ensure the filing of relevant returns on a timely basis through effective processes

and systems and employing people with the relevant qualifications and skills.

The Group's CFO has overall responsibility for ensuring the Group has appropriate tax accounting arrangements in place with oversight provided by the Energia Group Board. The Group Board is kept informed on a quarterly basis of material or complex tax issues, changes and risks.

Our Group tax risks are identified, assessed and reviewed at least annually and reported to the Risk Management Committee, a sub-committee of the Group Board. Various systems and procedures are put in place to manage and monitor these tax risks.



# Awards

In FY26 Energia Group were shortlisted for and won a number of prestigious awards demonstrating our commitment to ESG, CSR, sports sponsorship, green technology and customer experience.



# 7.



**WINNER**

Best Contact Centre Culture in a Large Contact Centre Award - Energia Group Customer Solutions

**UK National Contact Centre Awards, CCMA**

**WINNER**

Renewable Energy in the Community Award – Energia Renewables educational outreach programme

**Inaugural Irish Renewable Energy Awards 2025**



**WINNER**

Overall Senior Excellence Award at Senior Level – Amy Bennington, Power NI

**Marketing Institute Ireland National Marketing Competency Awards**

**WINNER**

Insights & Planning Excellence Award at Executive Level – Niamh Timon, Energia

**Marketing Institute Ireland National Marketing Competency Awards**

**SHORTLISTED**

Sustainability in Renewable Energy Award – Energia Renewables Operations team and the Meenadreen Wind Farm repurposed blade project

**Inaugural Irish Renewable Energy Awards 2025**



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**SHORTLISTED**

Best Onshore Wind Project of the Year  
Award – Drumlins Park Wind Farm

[Inaugural Irish Renewable Energy Awards 2025](#)

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**SHORTLISTED**

Energia Rugby for All Campaign -  
Equality, Diversity & Inclusion in Sponsorship

[European Sponsorship Awards](#)

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**SHORTLISTED**

Energia Rugby for All Campaign -  
Best Use of Measurement & Insight

[European Sponsorship Awards](#)

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**HIGHLY COMMENDED**

Energia Rugby for All Campaign -  
Sponsorship with a Social Purpose

[European Sponsorship Awards](#)

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**SHORTLISTED**

Green Large Organisation of the Year  
(1000+ Employees)

[The Green Awards](#)

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**SHORTLISTED**

Best ESG Performer of the Year  
(1000+ Employees)

[The Green Awards](#)

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**SHORTLISTED**

ESG Company Award (Enterprise)

[Business & Finance ESG Awards](#)

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**SHORTLISTED**

Biodiversity Leadership in Business Award

[Business & Finance ESG Awards](#)



**WINNER**

ESG Team of the Year Award

**Business & Finance ESG Awards**

**WINNER**

Green Marketing/ Stakeholder Engagement Initiative of the Year - Power NI's Green Guardian campaign

**All-Ireland Sustainability Awards**

**SPECIAL AWARD**

CSR and Charitable Initiatives

**UK Vulnerability Awareness Gala**

**WINNER**

Best Sport Sponsorship (< €1M) - Think of the Possibilities campaign with Core & Irish Rugby

**European Sponsorship Awards**

**SHORTLISTED**

Large ESG Company of the Year

**Business & Finance ESG Awards**

**SHORTLISTED**

ESG Best Performer of the Year (1000+ Employees): Energia Group

**The Green Awards**

**SHORTLISTED**

Sustainability Team of the Year (1000+ Employees)

**The Green Awards**

**SHORTLISTED**

Green Large Organisation of the Year (1000+ Employees)

**The Green Awards**

**SHORTLISTED**

Sustainable Water Achievement Award – Huntstown

**The Green Awards**



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**SHORTLISTED**

Sustainable Business (Large category)

**PWC Business Post Sustainable Business Awards**

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**SHORTLISTED**

Energy Moves Us Campaign (with Richards Dee)

**Employer Brand Management Awards**

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**Bronze Award**

Best Employer Brand Management from the Energy and Utilities Sector

**Employer Brand Management Awards**

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**HIGHLY COMMENDED**

Best Communication of the Employer Brand to the external audience

**Employer Brand Management Awards**

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**SHORTLISTED**

Best Communications Strategy for Benefits Uptake – Power NI Perks

**Reward Gateway | Edenred Appreciation Awards**

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**SHORTLISTED**

Diversity and Inclusion Award for work completed with Now Academy aligned to the AllyShip@Work Strategy

**National Diversity & Inclusion Awards**

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**SHORTLISTED**

Best UX & Customer Experience - Power NI Move Out project

**Spider Awards**

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**SHORTLISTED**

Sustainability Impact Award - Power NI's Green Guardians campaign

**Spider Awards**

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**SHORTLISTED**

Most Impactful Social Media Campaign - Power NI's Green Guardians campaign

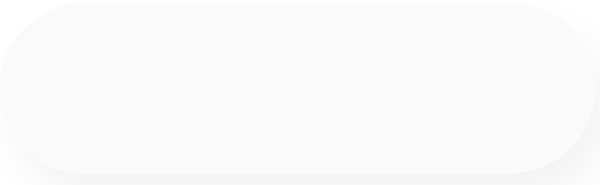
**Ni Social Media Awards**

# Partnerships

In FY26 Energia Group continued our commitments to our partners through ongoing support in research, sponsorships, and partnerships.

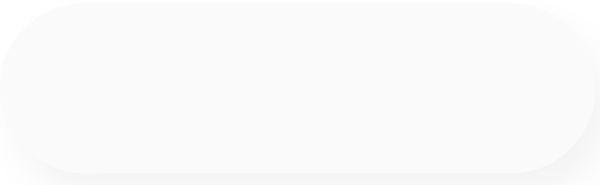
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8.1 Industry Partners & Research

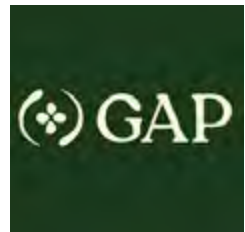


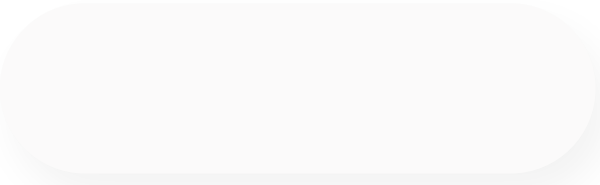


8.3 Sponsorships



8.4 Greener Possibilities Partnerships





8.5 Power NI Partnerships



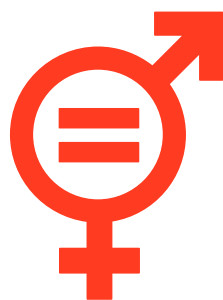


# Appendices

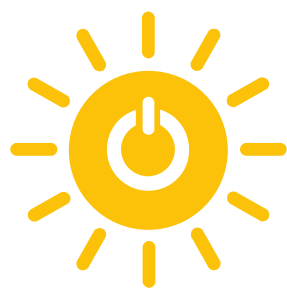


Appendix: 1

# Sustainable Development Goals (SDGs) Alignment Report



**SDG 5**  
Gender Equality



**SDG 7**  
Affordable and Clean Energy



**SDG 8**  
Decent Work and Economic Growth



**SDG 9**  
Industry, Innovation and Infrastructure



**SDG 11**  
Sustainable Cities and Communities



**SDG 13**  
Climate Action



SDG 5

# GENDER EQUALITY



To achieve gender equality and empower all women and girls.

## Relevant Indicators

5.1 End all forms of discrimination against all women and girls everywhere.

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economical and public life.

5.9 Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

## How We're Progressing the Goal



Energia Group is fostering an inclusive culture that values diversity and expands professional development opportunities for women. The Group is also a signatory to Business in the Community's Elevate Pledge.



As part of its wider Diversity & Inclusion programme, the Group launched its Women in Energy Network to strengthen support and connection for women across the organisation.



The Group is advancing gender focused policies aligned with UN SDGs, especially SDG 5 and SDG 8, to improve gender diversity and help retain talented women in the workforce.



The Group continues to reinforce its commitment to inclusion across all stages of life through women's health policies on Pregnancy Loss and Fertility Treatment along with manager guidance on supporting employees through menopause.

**riley.**

Energia Group continues its partnership with Riley to provide free period care products in all offices, supporting a more inclusive workplace experience for roughly 500 employees.

SDG 7

# AFFORDABLE AND CLEAN ENERGY



Ensure access to affordable, reliable, sustainable, and modern energy for all.

### Relevant Indicators

- 7.1 By 2030, ensure universal access to affordable, reliable, and modern energy services.
- 7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.
- 7.3 By 2030, double the global rate of improvement in energy efficiency.
- 7.4 By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency, and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology.

### How We're Progressing the Goal



Increasing the availability of renewable energy by expanding our onshore wind, solar energy and battery storage capacity.



Educating consumers on energy conservation and the value of safe, renewable, and cost-effective energy solutions.



Sharing our energy expertise with stakeholders to support collaborative climate action.



Enabling prosumers through microgeneration and related services.

SDG 8

# DECENT WORK AND ECONOMIC GROWTH



Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all.

## Relevant Indicators

8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.

8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

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.

## How We're Progressing the Goal



Energía Group directly employs 1,113 people across the island of Ireland.



Implementing hiring and training programmes to support greater workplace diversity.



The Group promotes strong Health & Safety standards through training, equipment investment, technology and awareness initiatives.



The Women in Energy Network supports and advances women across the organisation through dedicated policies and initiatives.

SDG 9

# INDUSTRY, INNOVATION AND INFRASTRUCTURE



Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.

## Relevant Indicators

9.1 Develop quality, reliable, sustainable, and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.

9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.

9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.

9.7 Support domestic technology development, research and innovation in developing countries, including by ensuring a conducive policy environment for inter alia, industrial diversification and value addition to commodities.

## How We're Progressing the Goal



Increase by a factor of three the amount of renewable electricity generated by the Group by 2030.



Expand local procurement and employment initiatives.



Embed sustainability, resilience, and community benefits into all capital projects.



Enhance partnerships for EV home-charging to simplify consumer adoption and support public charging.

SDG 11

# SUSTAINABLE CITIES AND COMMUNITIES



Make cities and human settlements inclusive, safe, resilient and sustainable.

## Relevant Indicators

11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport system for all, improving road safety, notably expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons.

11.3 By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated, and sustainable human settlement planning and management in all countries.

11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage.

11.6 By 2030, reduce the adverse per capital environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.

11.8 Support positive economic, social and environmental links between urban, per-urban and rural areas by strengthening national and regional development planning.

## How We're Progressing the Goal



Supporting the power grid in Ireland through the efficient operation of Huntstown Power Plant to meet customer demand for electricity as renewable energy capacity grows.



Proactively engaging with communities from the outset of a project or site development to identify and mitigate impacts.



Developing products that boost home and business energy efficiency and improve energy monitoring and control.



Supporting cultural, natural heritage initiatives, and local community groups.

SDG 13

# CLIMATE CHANGE



Take urgent action to combat climate change and its impacts.

## Relevant Indicators

13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

13.2 Integrate climate change measures into national policies, strategies, and planning.

13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction, and early warning.

## How We're Progressing the Goal



Committing to making a significant contribution to island-wide decarbonisation targets.



Assessing climate-related risks and opportunities annually, and taking actions to reduce and report on our climate impact.



Supporting partnerships and industry groups that promote responsible climate policy, including climate pricing and trading.



Supporting carbon trading schemes and purchase carbon credits to offset emissions.



Promoting climate awareness by supporting climate action programmes in schools and community organisations.

## Energia Group's Stakeholder Matrix

STAKEHOLDER TYPE	TYPE OF ENGAGEMENT	ISSUES DISCUSSED
<b>Employee</b>	Group-wide quarterly briefs, team meetings, email updates, one to one meetings, newsletters from various teams, The Volt internal website, Employee Engagement surveys, volunteering opportunities	Business performance, sustainability, safety at work, ways of working, recognition and reward, engagement, career development, wellbeing.
<b>Supply Chain</b>	Tender documents outlining the procurement process.	Eligibility, requirement scope, pricing, contractual clauses.
	There is a link to our Supplier Code of Conduct in our standard terms and conditions. Our Supplier Code of Conduct underpins our core values and informs suppliers of their role in respecting and embracing our values framework.	Sustainable procurement, data privacy, IT security, social, health and safety, human rights, ethics, corruption and financial crime prevention, diversity, equity and inclusion, environment and biodiversity, conflicts of interest and misconduct.
	Our first ESG Supplier Engagement Webinar took place in November 2025.	Webinar topics included; outlining procurement activity in Energia Group, our ESG goals, ESG compliance in procurement assessments and the expectations we have on our suppliers to embed best ESG practice principles.
<b>Government Departments (national / local)</b>	Briefings, policy meetings, consultations, relevant business updates	Energy and sustainability policy, security of supply issue, workplace Health and Safety.
<b>Networks</b>	Meetings, project updates	Grid connection applications, project planning for renewable energy connections and security of supply, common service model issues, energy market operation.
<b>Industry NGOs</b>	Information meetings, stakeholder updates, public consultations, participation on boards	National and EU energy policy, climate action and sustainability policy development, public consultations, security of supply, planning system, workplace Health and Safety.



Energia Group's Stakeholder Matrix (Contd.)

STAKEHOLDER TYPE	TYPE OF ENGAGEMENT	ISSUES DISCUSSED
<b>Environmental NGOs</b>	Regular scheduled meetings, participation in working groups and peer circles	ESG, sustainability initiatives, CSR programme, emission reduction initiatives, emissions analysis.
<b>Environmental &amp; Safety Regulators</b>	Licensing, environmental and safety inspections, compliance reviews, ISO standards.	Annual reports, complaint handling, legal compliance issues, active and proposed campaigns, incident notification and response.
<b>Environmental Authorities</b>	Compliance and planning requirements	Environmental protection and notification of environmental incidents
<b>Customers</b>	Customer contact centre, website, social media, surveys, customer acquisition and retainment team, advertising/marketing campaigns, focus groups	Security of supply, energy efficiency, tariffs, smart services, microgeneration, EVs, billing options, FAQs for all areas, Helpful Hub, Energy Saving Tips, Vulnerable Customers, Managing Bills, Codes of Practice.
<b>Financial Institutions</b>	Annual and quarterly reports, covenants and KPIs	Business and financial performance updates, covenant compliance, 'Know Your Customer' checks.
<b>Environmental &amp; Safety Certification Body</b>	Certification of ISO standards, audits, compliance reviews	Environmental and safety compliance with the standards.
<b>Utility Regulators</b>	Quarterly exec meetings, regular operational meetings, ad hoc engagement as issues arise and as part of their public consultations, monthly and quarterly REMM (Retail Energy Market Monitoring) report submissions.	Compliance and regulatory matters, policy and market developments and responses to industry specific feedback.



Energia Group's Stakeholder Matrix (Contd.)

STAKEHOLDER TYPE	TYPE OF ENGAGEMENT	ISSUES DISCUSSED
<b>Local Charities</b>	Regular meetings, shared experiences, project updates, process changes, opportunities for collaboration.	Opportunity for shared experience, a chance to learn about what customers/ clients are experiencing. Updates are provided from Power NI/Energia and there is always a chance for broader discussion.
<b>Local Groups &amp; Individual Stakeholders</b>	Create and distribute project information, advertise and host drop-in information events, update project web pages, send out emailed project newsletters, brief locally elected representatives, operate a text-messaging service, deal with project enquiries, investigate complaints, organise meetings and 1:1 visits to discuss concerns and operate wind farm proximity payment schemes for nearby households	Project progress, discuss areas of potential and operational concern.
<b>Community Stakeholders</b>	Information clinics for projects, public consultations, community benefit funds and fund committee meetings or community group workshops, Greener Possibilities, volunteering and organising webinars and community group projects for our wind farm benefit funds.	Project progress, funds available to local community projects and groups through the Group's fund mechanisms.
<b>Internal Auditors</b>	Energia Group's Internal Auditors	Internal Audit engagements, identification of risks for Energia Group and internal control
<b>External Auditors</b>	Energia Group's engagement with External Auditors	External Audit engagements, identification of risks for Energia group, remedied by internal control and procedures.



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### Chapter 2

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4. The-net-zero-transition-what-it-would-cost-and-what-it-could-bring-final.pdf
5. Climate action faces key tests in 2026

#### 2.2.1 Republic of Ireland Policy Update

6. Programme for Government 2025 - Securing Ireland's Future
7. Climate Action Plan 2025
8. Ireland's Provisional Greenhouse Gas Emissions
9. Ireland's Provisional Greenhouse Gas Emissions

#### 2.2.2 Northern Ireland Policy Update

10. Mid-term Review of the Energy Strategy - The Path to Net Zero Energy
11. Why 2026 matters for Northern Ireland's energy transition | Belfast Telegraph
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13. Northern Ireland's energy transition: Progress being made but challenges remain
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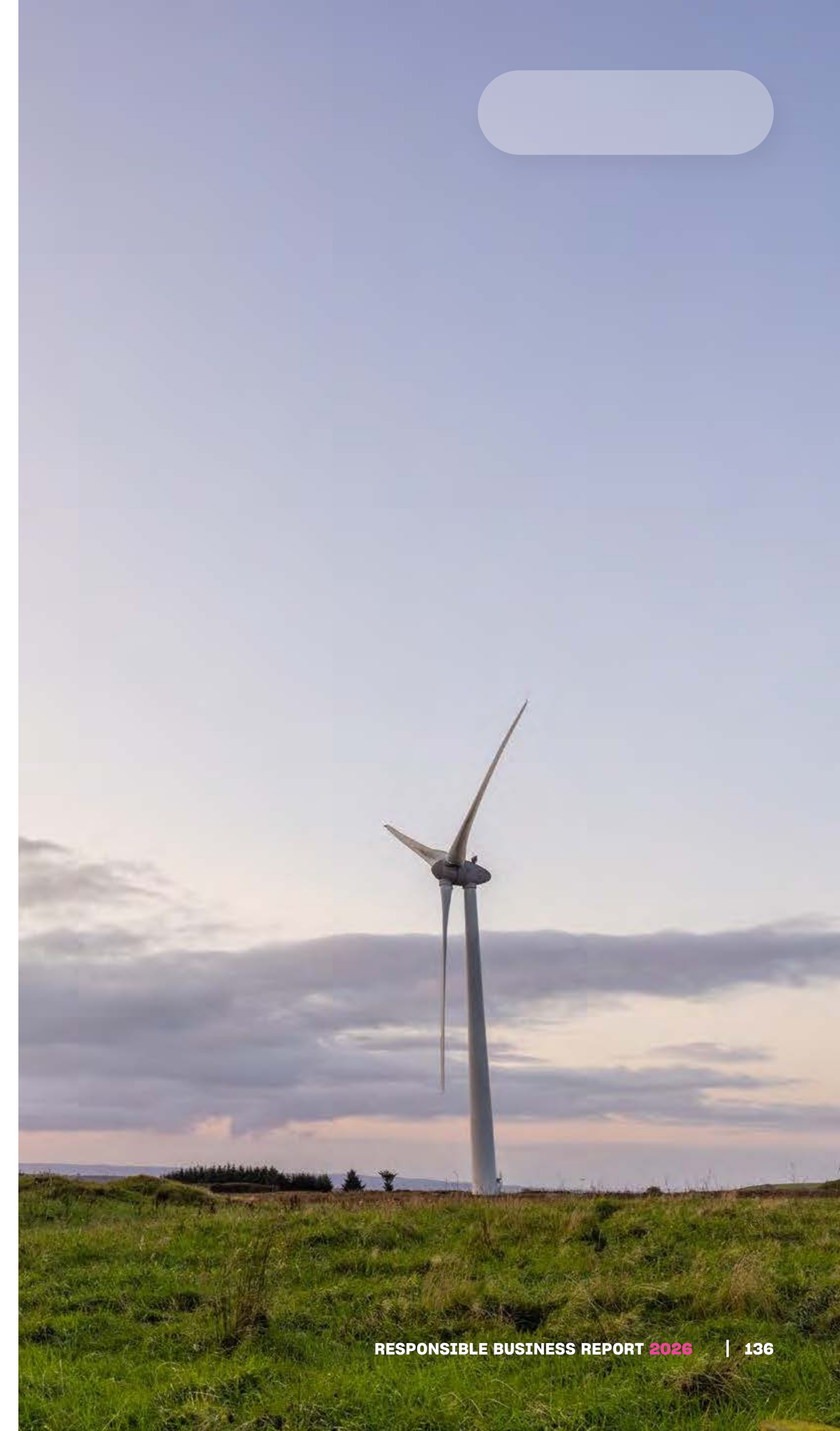
#### 2.3 Security of Supply

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### Chapter 3

#### 3.1 Empowering Our Customers

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The Generali Building,  
Blanchardstown Retail Park,  
Dublin 15,  
D15 YT2H,  
Ireland.