

**enÉrgia group**

# **Powering Change: Energised for a Better World**

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**RESPONSIBLE BUSINESS REPORT 2025**





# Foreword

At the beginning of FY25, the year was being heralded as ‘the year of elections’. These elections have undoubtedly brought change both at home and abroad, and in the context of our business, with new governments in Dublin and London we have seen a reset in Ireland-UK relations and commitment from both jurisdictions to work together on areas of climate and energy,, a restatement of Ireland’s energy and climate targets and policies; and a renewed commitment to ensuring Ireland transitions to a sustainable, modern economy.

Encouragingly, our strategy and commitment to powering the energy transition across the island of Ireland are reinforced by these changes, as well as the renewed focus on the traditional energy trilemma – security of supply, affordability or competitiveness and decarbonisation. As a modern, integrated energy utility, we understand the challenges of the energy transition but we also have the solutions that will enable us to grow and that will facilitate the achievement of policy goals and targets across the island.

In the areas of sustainability, this year has also brought significant change in the form of the EU Commission’s Omnibus Proposals. Intended to reduce the regulatory burden of sustainability reporting on businesses across the block, the proposals have extended timelines for reporting and propose to remove many small to medium sized businesses from scope. Once finalised, we expect to remain in scope of the Corporate Sustainability Reporting Directive and we continue to progress preparatory work in line with the revised reporting requirements.

Despite the changes observed over the course of FY25, our business model remains resilient and our focus on the energy transition is undeterred. We have continued to assist customers in their energy transition journey with product and services that inform and engage them in their use of energy. Our Huntstown campus has continued to provide

critical security of supply to the grid and to support the increasing role renewables play in meeting our energy needs.

FY25 also saw continued investment and milestone achievements by our renewables business across a number of new projects. Our 49 MW Drumlins Park Wind Farm commenced commercial operation during the year; this is the first renewable project we have constructed under a CPPA framework agreement with Microsoft. The delivery and successful installation of turbines at our 25.2 MW Crossmore Wind Farm in Co Clare was completed, also under the Microsoft CPPA, as was the completion of the turbine foundations at our 25.2 MW Ballylongford Wind Farm in Co. Kerry, which has since completed the installation of all turbines.

We have also continued to deliver against our ongoing commitment to the communities within which we operate and we continue to support them through the many different initiatives outlined in this report.

Underpinning our overall strategic pillars is an emphasis on sustainability, aligned to not only our own Environmental, Social and Governance principles but also our commitment to the UN Global Sustainable Development Goals. In FY25, we won the ESG Team of the Year in the Business and Finance ESG Awards, and the Group also retained a B rating in the annual CDP disclosure, an important achievement given our focus on climate-related disclosures through the CDP platform. Furthermore, we continued our support for the All-Ireland Pollinator Plan which is an important programme for the Group given the breadth of our operations.

Our objectives and their achievement in the short, medium and longer term, are enabled by our people, across our entire business. In FY25, we continued to build on established programmes and processes with an employee value proposition that is anchored by reward, opportunity, connection and impact. Programmes and activities such as our Engineering Academy, Energia Graduate Programme and Allyship in the Workplace are ongoing tangible measures to support and nurture our colleagues. Overall, the Group supports a diverse and inclusive workforce and holds the Business Working Responsibly Mark, has retained the Bronze Diversity Charter Mark, and we are signatories of the Business in the Community Elevate Pledge.

We have honed our ability to adapt and respond to change over recent years and our business has proven itself to be resilient to it. Our strategy, focussed on the energy transition, seeks to bring about

significant change across the island of Ireland and our actions demonstrate considerable progress in this regard. I believe we are the archetype of a modern energy utility and, as such, we are uniquely placed to grow to meet the rising demands of a modern, successful and sustainable Ireland.

“ As a modern, integrated energy utility, we understand the challenges of the energy transition but we also have the solutions that will enable us to grow and that will facilitate the achievement of policy goals and targets across the island.

Ian Thom,  
Energia Group’s CEO

**IAN THOM, CEO**  
Energia Group





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# 1

## Introduction

Energia Group is a leading integrated and innovative energy company that believes in the importance of a just transition to Net Zero and providing a secure supply of affordable and clean energy to homes, businesses and communities. We are committed to playing a key role in the decarbonisation of the energy system across the island of Ireland.

### 1.1 ENERGIA GROUP INTRODUCTION

We currently supply approximately 17% of the island of Ireland's total electricity requirements and are responsible for approximately 20% of wind power capacity installed on the island. Our plans for the future will transform how we supply clean energy including the future development of over 2.4 GW of renewable energy projects which will be capable of supplying green electricity to more than 1 million homes.

In order to meet the current and future needs of our business and those that we serve, our Group primarily operates through three business units; Renewables; Flexible Generation; and Customer Solutions (via the brands Energia in the Republic of Ireland (ROI) and Power NI in Northern Ireland (NI)). Our Renewables business owns and operates 358 MW of wind assets and purchases electricity from 1,173 MW of renewable generation capacity throughout Ireland. Furthermore, we deliver, and are in the process of developing, large-scale renewable energy projects in the areas of onshore and offshore wind farms, solar farms, battery storage and green hydrogen production facilities.

While we are focused on renewable energy now and in the future, we also have a responsibility to meet current energy needs and security of supply across the island of Ireland. As such, our Flexible Generation business owns and operates 747 MW of conventional generation assets in the ROI, a 50 MW battery storage facility in Belfast and a 50 MW emergency gas generation plant at the Huntstown campus in Dublin. The Flexible Generation business is also progressing the development of a proposed highly efficient data centre powered by renewable electricity at our Huntstown campus.

Sustainability in everything we do and a commitment to ESG is a strategic priority for Energia Group. For example, we are aligned to the UN Sustainable Development Goals (SDGs) and we have set a near-term target to reduce the carbon intensity of our electricity generation by 50% by 2030.

# 1

## Introduction





Drumlin Park Wind Farm

As of 31 March 2025, we employed 1,135 staff across the Group. As a company, we are focused on providing them with a safe and dynamic work environment that offers the opportunity to excel and make a positive impact. This commitment is built on the principle of sustainability for current and future employees and is delivered via our People Strategy.

Our sustainability and broader ESG efforts stretch beyond our business and people. We believe that we have a responsibility to the communities that we operate in, and we proactively engage to collaborate with community groups, NGOs and education programmes. This has been achieved through various partnerships, our employee volunteering programmes, charitable initiatives and wind farm Community Benefit funds.

This emphasis on community is also evident in our focus on culture and sports. We are proud to be able to provide ongoing support to the Wexford Opera Festival, be the national sponsors of Seachtain na Gaeilge le Energia, and the Official Energy Partner of the Irish Rugby Football Union and sponsor of the Energia All-Ireland Leagues. We also support a broader range of local and regional activities and understand that we can make a valuable contribution to the vibrancy and sustainability of communities across Ireland.

We are embedding our sustainability agenda across the Group and were proud to win the ESG Team of the Year in the Business and Finance ESG Awards in FY25. The Group also retained a B rating in CDP and remains committed to continuing to further develop our climate-related disclosures through the CDP platform. The Group is a Business Supporter of the All-Ireland Pollinator Plan and we are implementing a range of biodiversity measures. The Group holds the Business Working Responsibly Mark and as part of our broader sustainability agenda, we support an inclusive and diverse workforce and are signatories of Business in the Community's Elevate Pledge and hold the Bronze Diversity Mark.

## 1.2 RESPONSIBLE BUSINESS HIGHLIGHTS



Employs 1,135 people



Target to reduce carbon intensity of electricity generation by 50% by 2030



Ambition to increase onshore wind and solar threefold by 2030



The first green hydrogen production facility on the island of Ireland



50 MW emergency gas generation plant now operational



B in our third CDP disclosure



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



880,700 customer sites



€825,000 annual community benefit fund



4 organisations awarded Greener Possibilities funds totalling €200,000 over 2 years



Employees spent 2,000+ hours volunteering



Offshore Joint Venture with Vårgrønn



1.3 OUR PURPOSE

To play a leading role in the decarbonisation of the energy system across the island of Ireland through the investment in innovative renewable energy projects, whilst continuing to provide critical security of supply and excellent service to our residential and commercial customers during the energy transition.

We are fully committed to making a positive impact in the communities in which we operate, and to being an organisation that recognises the value of diversity among its staff where all staff feel included and valued, irrespective and indeed because of, their uniqueness.

OUR OBJECTIVES

1	TO DECARBONISE THE ENERGY SYSTEM	<ul style="list-style-type: none"><li>We are committed to reducing the carbon intensity of our electricity generation by 50% by 2030 compared to FY20.</li></ul>	<div>7</div> <div>APPROPRIATE AND CLEAN ENERGY</div> <div>13</div> <div>CLIMATE ACTION</div>
2	TO INVEST IN RENEWABLE ENERGY INFRASTRUCTURE	<ul style="list-style-type: none"><li>We will increase the volume of onshore renewable electricity threefold by 2030 compared to FY20.</li><li>We will progress with the delivery our solar farm portfolio.</li><li>We will continue to develop up to 2 GW of new offshore wind projects off the coast of Ireland in partnership with Vårgrønn and explore further opportunities beyond 2030.</li></ul>	<div>7</div> <div>APPROPRIATE AND CLEAN ENERGY</div> <div>11</div> <div>SUSTAINABLE CONSUMPTION AND PRODUCTION</div>
3	TO EMPOWER OUR CUSTOMERS	<ul style="list-style-type: none"><li>We will support our residential and business customers on their energy transition journey, providing a range of innovative energy efficiency products and services, and through education and awareness campaigns for a smart and just energy transition.</li></ul>	<div>9</div> <div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>13</div> <div>CLIMATE ACTION</div>
4	TO EMPOWER OUR PEOPLE	<ul style="list-style-type: none"><li>We believe diversity and inclusion are essential elements for building a successful workplace where uniqueness is celebrated, and everyone feels they belong.</li><li>By fostering an inclusive culture, we continue to create a more innovative, productive, and fulfilling work environment for all.</li></ul>	<div>5</div> <div>GENDER EQUALITY</div> <div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> <div>13</div> <div>CLIMATE ACTION</div>
5	TO SUPPORT COMMUNITIES	<ul style="list-style-type: none"><li>We are fully committed to making a positive impact in the communities in which we operate and serve.</li></ul>	<div>9</div> <div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>13</div> <div>CLIMATE ACTION</div>

UNDERPINNED BY OUR VALUES

  
Trustworthy

  
Dynamic

  
Resourceful

  
Community Focused



### 1.4 OUR VALUES

Our ambition is to remain a leading force for positive change within the energy industry and society in Ireland. Our values are the essence of our organisation and integral to everything we do. Having the right values at the heart of Energia Group is central to our 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

At Energia Group, we are continuing to integrate our ESG strategy into all that we do. We have made environmental, social and governance disclosures on a voluntary basis for a number of years, and will continue to evolve our ESG reporting in the coming years in line with the Corporate Sustainability Reporting Directive (CSRD), Corporate Sustainability Due Diligence Directive (CSDDD), UK Mandatory Climate-related Financial Disclosures (CFD) and other relevant frameworks.

In alignment with evolving European sustainability reporting standards, we have closely monitored the development of the CSRD Omnibus proposals. This legislative initiative, introduced by the European Commission, aims to streamline the implementation timeline for the CSRD, particularly the European Sustainability Reporting Standards (ESRS). The proposal seeks to provide companies with additional time to prepare disclosures while ensuring alignment with international frameworks. We are continuing to prepare our disclosures in line with these requirements.

#### 1.6 ALIGNING OUR BUSINESS ACTIVITIES TO THE UN SDGS

The UN SDGs provide a roadmap for governments, businesses, and society to work together to address a multitude of global challenges including the climate crisis for people and the planet, now and into the future. Energia Group contributes to many of the 17 SDGs but has identified six goals with which we believe our purpose most closely aligns.

These goals are: Gender Equality; Affordable and Clean Energy; Decent Work and Economic Growth; Industry, Innovation and Infrastructure, Sustainable Cities and Communities, and Climate Action.



Throughout this report we disclose our targets, activities, and performance in relation to our contribution to progressing our priority SDGs. We have provided our UN SDGs Alignment Report in Appendix 1.

### 1.7 STAKEHOLDER ENGAGEMENT

As a Group, we are committed to the principle of stakeholder engagement and believe in the necessity and value of collaboration and partnership to advance climate action and the broader sustainability agenda.

Each year, we continue to engage with a broad range of internal and external stakeholders, employees, commercial and residential customers, communities, regulators, industry groups, investors, NGOs, academia, rating agencies, and other organisations that affect, or could be affected by, our activities, products and services.

Seeking the views of our stakeholders is an important component of the development and implementation of our ESG Strategy, in particular those issues considered to be most important, or material, as determined through our first Double Materiality Assessment (DMA) which we conducted in FY25. A summary of our comprehensive stakeholder matrix can be found in Appendix 2.



## 1.8 MATERIALITY ASSESSMENT

Materiality Assessment is a core component of our overall ESG strategic and programme planning activity to ensure the needs of our stakeholders are being met by our sustainability efforts and investments. Following previous engagements with stakeholders, the most important ESG issues noted with respect to our business were identified as follows; 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 and Community Liaison.



Offshore Wind Farm

## 1.9 DOUBLE MATERIALITY ASSESSMENT

During the year, we developed our approach to Materiality Assessment further by conducting our first DMA. We carried out a desktop research and sector review exercise, using internal and external sources to obtain a list of potential sustainability topics relevant to Energia Group across our entire value chain. From this research, we compiled a longlist of Impacts, Risks and Opportunities (IROs) covering a wide range of ESG topics.

This was followed by a series of workshops with key internal stakeholders across Renewables, Flexible Generation, Customer Solutions and Energia Group to discuss and score the impacts, risks, and opportunities associated with these topics to determine what they deem as material to our business. The IROs were scored from an impact 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 EFRAG guidance.

We are progressing engagement with a representative group of external stakeholders in the form of a survey to validate the internal results of the DMA and garner additional feedback which will be incorporated into our final DMA report.

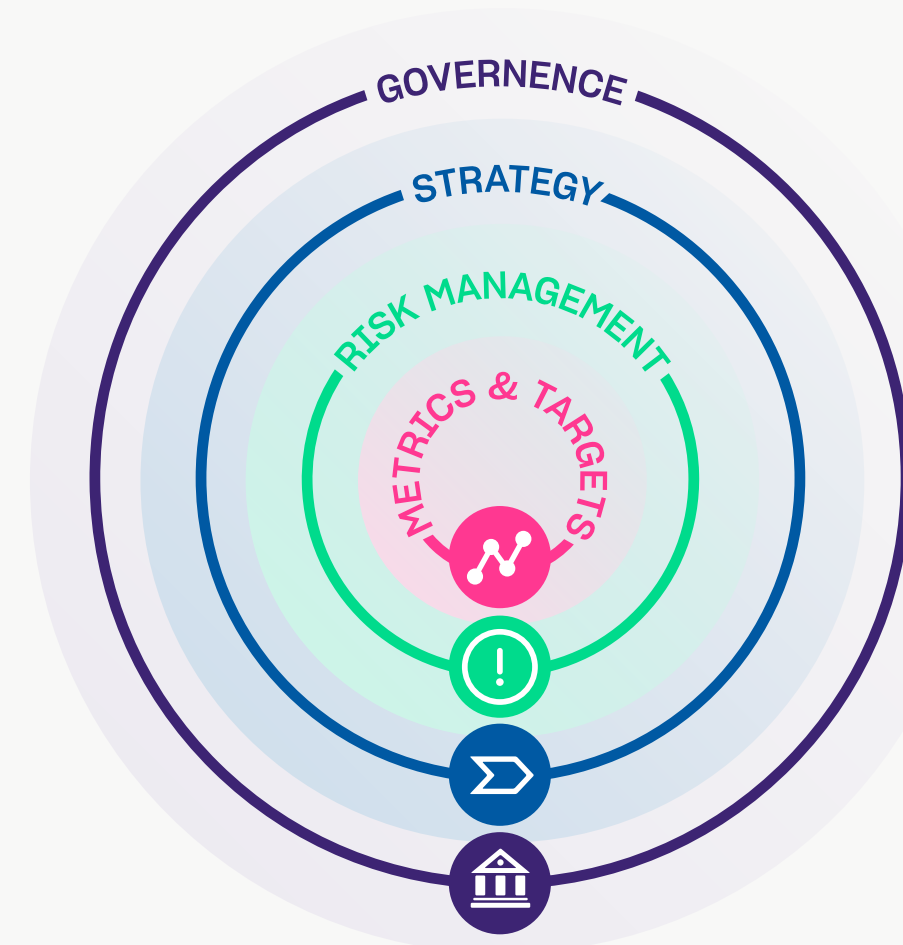
As our approach to DMA develops over time, we will be seeking further input from our key stakeholders to inform and validate the IROs that are material to Energia Group.

### 1.10 CLIMATE RISK & OPPORTUNITY ANALYSIS

Climate-related risks and opportunities are core material issues for Energia Group across our entire business. As such, we place a significant emphasis on the identification and understanding of these risks and issues, and we continue to support the Task Force on Climate-related Financial Disclosures (TCFD). We are committed to reporting annually in our Responsible Business Report on physical and transition climate-related risks and opportunities using the four TCFD thematic areas: governance, strategy, risk management, and metrics and targets, which are illustrated on the following page.



### CORE ELEMENTS OF RECOMMENDED CLIMATE-RELATED FINANCIAL DISCLOSURES



#### GOVERNANCE

The organisation's governance around climate-related risks and opportunities.

#### STRATEGY

The actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.

#### RISK MANAGEMENT

The processes used by the organisation to identify, assess, and manage climate-related risks.

#### METRICS & TARGETS

The metrics and targets used to assess and manage relevant climate-related risks and opportunities.

We have reported on climate risks and opportunities over the past three years and this process is evolving aligned to Climate-Related Financial Disclosures (CFD) legislation in the UK and future CSRD requirements.

In FY22 and 23, we actively explored and considered the issue of climate risk and opportunity via a series of workshops involving representatives from across Energia Group. In FY24, this evolved to include climate scenario analysis and alignment to the UK mandatory CFD in preparation for climate-related reporting requirements.

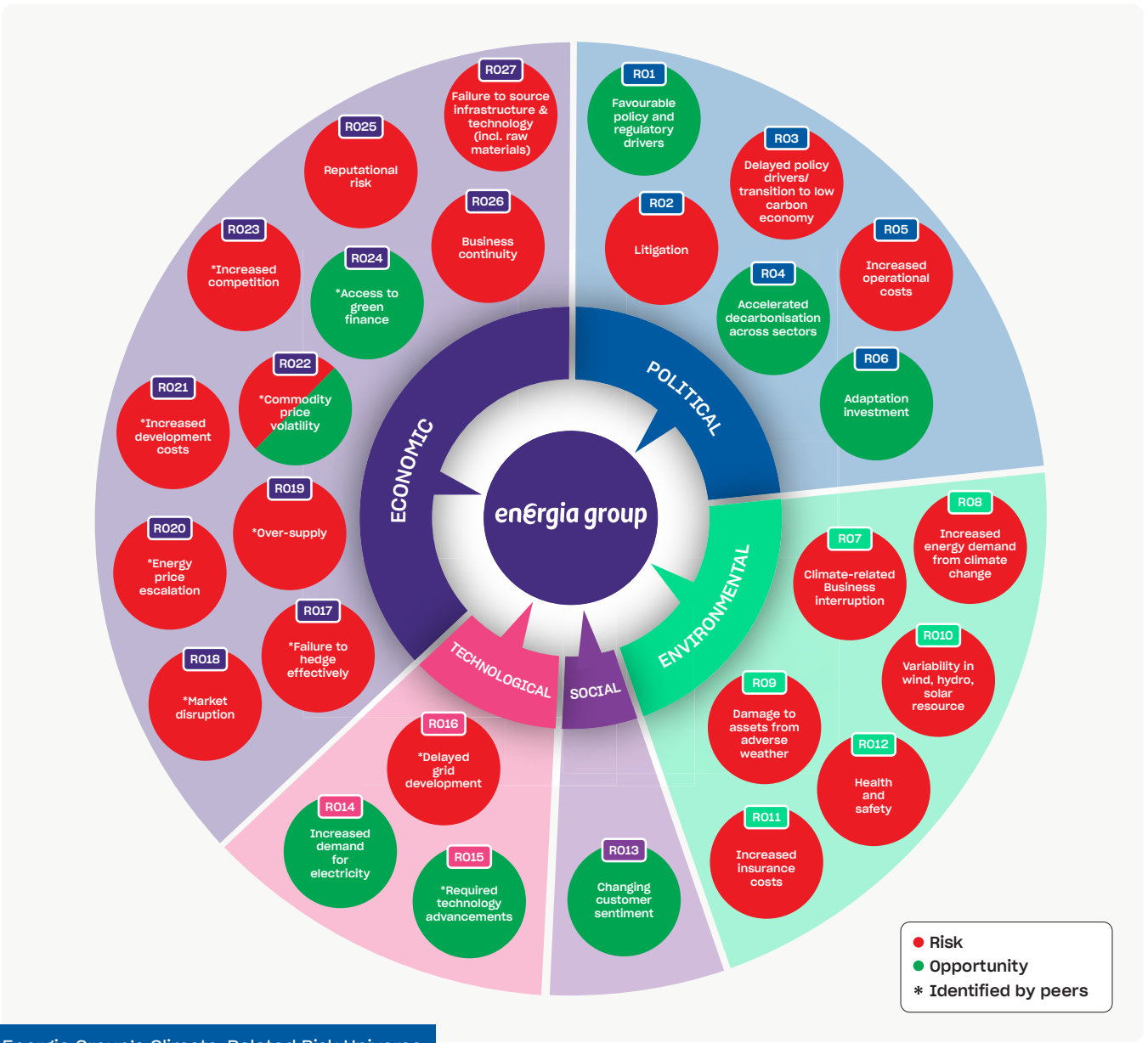
As part of this process, members of Group Senior Management, Power NI, ESG, Risk & Governance and Finance teams assessed climate risks and opportunities relevant to the Group using two plausible Intergovernmental Panel on Climate Change (IPCC) climate scenario pathways; a lower emissions pathway RCP 2.6 (below 2°C) and a higher emissions pathway RCP 8.5 (4°C). Both scenarios were considered over the short, medium and long-term corresponding to 2025, 2030 and 2050.





The time horizons are considered appropriate as they are aligned to our enterprise risk management approach, our current carbon intensity reduction target, our assessment of Net Zero pathways, Government policy and covers the expected lifetime of the majority of our assets. The longlist of climate-related risks and opportunities are provided in the Group’s Climate-Related Risk & Opportunity Universe below.

In FY25, the Group detailed its climate-related IROs as part of the Group’s robust DMA approach.



A sample of the results of this assessment are provided in the Group’s Climate Risks and Opportunities table.

The risk identification process is reviewed and refreshed every three years.

The Group’s governance of and approach to climate-related risks and opportunities is evolving and developing in recognition of the growing significance in society and our increasing understanding of its impact on our business and of our impact on climate change and the world around us.



Summary of Enérgia Group's  
Climate Risks & Opportunities

IMPACT X LIKELIHOOD RESIDUAL SCORE

●

 LOWER
 

●

 MEDIUM
 

●

 HIGHER

PESTEL CLASSIFICATION	DETAILS		MATERIALITY			MITIGATION / STRATEGIC RESPONSE
			Now	2030	2050	
LEGAL	<b>Risk 2:</b> Legal risks related to not meeting the required climate change mitigation/adaptation disclosures and related litigation or penalties affect operations, such as CFD for Power NI & EI Ventures, CSRD & EU Taxonomy for Enérgia Group.	Lower emissions pathway (RCP 2.6) (below 2C)	●	●	●	Continued integration of ESG into all parts of the business. ESG team established. Established ESG governance structure. Ongoing review and update of relevant ESG relevant legislation. Participation in BWR Mark and CDP as frameworks to aid compliance with CSRD / CFD.
		Higher emissions pathway (RCP 8.5) (4C)	●	●	●	
POLICY	<b>Risk 5:</b> Increased operational cost. Regulatory changes demanding higher energy efficiency may increase capital expenditure costs.	Lower emissions pathway	●	●	●	Rigorous budget and business planning process with strategic investment projects monitored by the senior management team. Dedicated economic regulation and policy staff supporting on market design, energy policy and market reforms. Stakeholder engagement through industry groups and, engaging with regulators, and policy makers, banks and system operators on an ongoing basis.
		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	●	●	●	

CLIMATE TRANSITION PLAN

Enérgia Group is currently devising its Climate Transition Plan in line with the recommendations of the Transition Plan Taskforce as part of our ongoing efforts to align with global sustainability goals. This plan will outline our strategy to develop renewable energy generation whilst ensuring security of supply, as well as our plans to reduce emissions, increase energy efficiency and transition to a more sustainable future for all.

EU TAXONOMY

The EU Taxonomy (EUT) is a framework developed to promote sustainable finance and responsible investments by classifying environmentally sustainable economic activities in line with EU green objectives. Enérgia Group is currently carrying out an assessment to identify Taxonomy-Eligible and Taxonomy-Aligned activities across the businesses. This EUT assessment will provide a standardised means to communicate our sustainability efforts to investors, as well as a wide range of stakeholders, including consumers.

1.11 CDP CLIMATE CHANGE DISCLOSURE

In 2024, Enérgia Group retained a B score in what was our third year disclosing to the CDP, demonstrating our continued commitment to climate action and the progressive decarbonisation of the energy system across the island of Ireland. Overall, the Group is placed in the “Management” band as taking coordinated action on climate issues, and our work in this regard will remain a strategic priority across all of our operations.

CLIMATE CHANGE  
 enÉrgia group **B**



Drumlins Park Wind Farm



# 2

## Climate Action & Biodiversity

Energia Group is committed to playing a leading role in the energy transition through innovation. This strategically driven approach is evidenced by the ongoing operation and delivery of renewable energy infrastructure and ensuring energy security, in parallel with our commitment to sustainability.

### 2.1 POWERING CLIMATE ACTION

As a leading energy provider across the island of Ireland, we have a responsibility to lead in the decarbonisation of our energy system. Our ambition to meet this responsibility is underpinned by two of our five-year targets - to reduce the carbon intensity of our electricity generation by 50% by 2030 when compared to FY20 levels and increase the volume of our onshore renewable electricity threefold by the end of the decade. Focused on decarbonisation, these targets also recognise the ongoing need for energy security and an overall just transition.



While framed within our business, these objectives also align closely to the UN SDGs, specifically SDG 13 Climate Action, whereby we have a science-based carbon intensity reduction target (target 13.2) and we are proactive in raising awareness around climate change (target 13.3) via our ongoing industry, community and stakeholder partnerships and engagement activities.

Furthermore, we are actively addressing SDG 7 Affordable and Clean Energy and SDG 9 Industry, Innovation and Infrastructure through our ongoing efforts. Our planned investments in renewable electricity will facilitate the achievement of ambitious targets across the island (Target 7.2) and through these substantial infrastructure investments, will enable industries to accelerate their electrification and decarbonisation objectives. (Target 9.4).

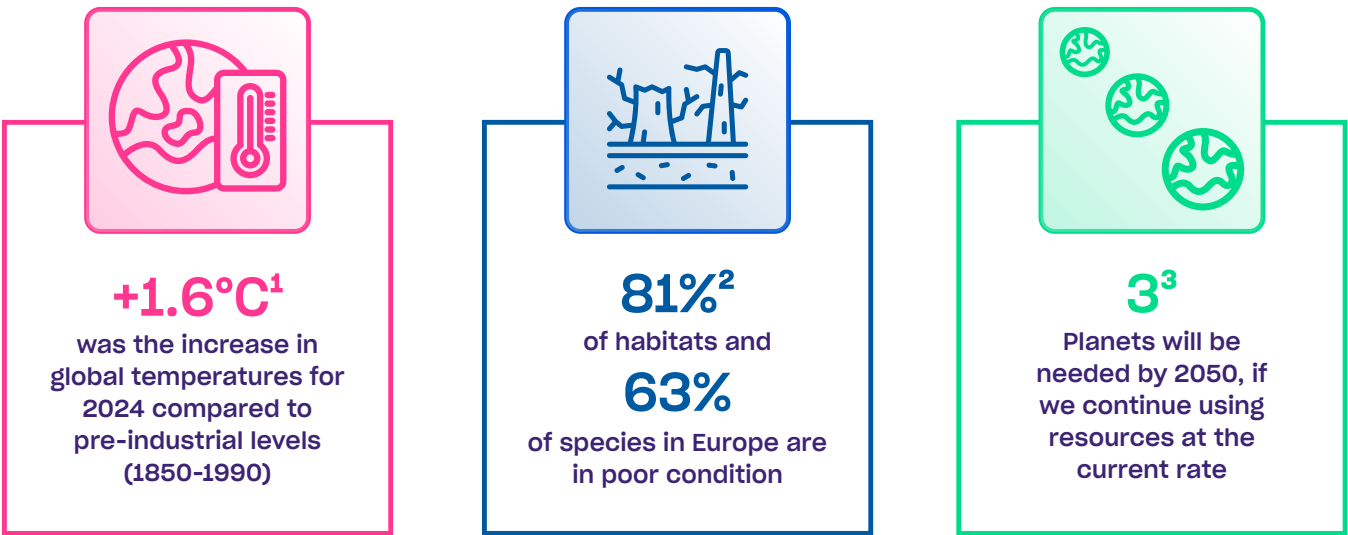
Detailed in this section are Energia Group’s carbon emissions, information on our extensive portfolio of renewable climate action projects, the responsible management of transition assets and our commitment to the protection and enhancement of biodiversity.

# 2

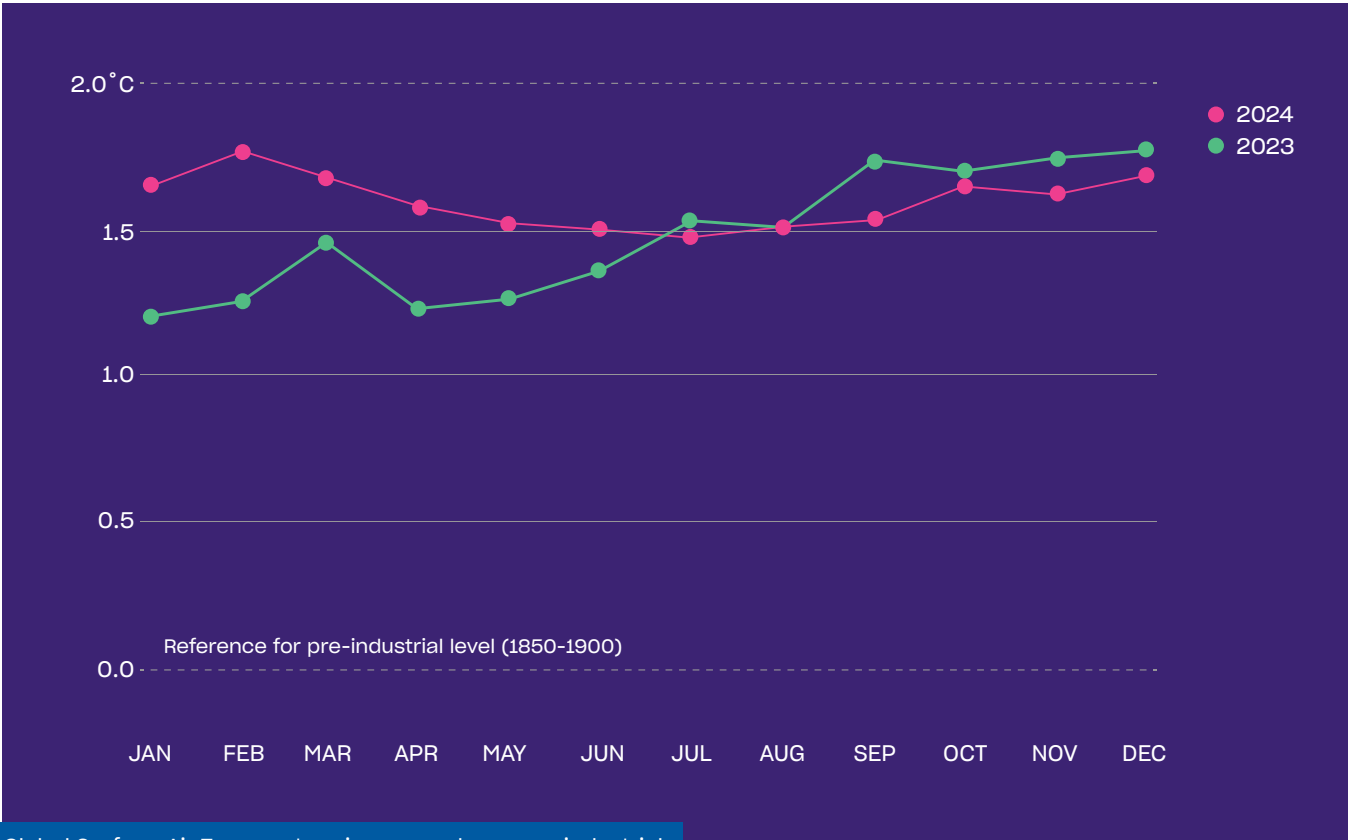
## Climate Action & Biodiversity



## 2.2 ENERGY & CLIMATE – THE INTERNATIONAL POLICY LANDSCAPE



Since the UN Secretary General António Guterres’ words “step up, pick up the pace, and deliver” reverberated at the 29<sup>th</sup> Conference of the Parties (COP29), in Baku, Azerbaijan, in November 2024, the planet has entered a “climate breakdown”<sup>4</sup>. The European Copernicus Climate Service, indicated at the start of 2025, that in 2024 global average temperatures for the year were around 1.6°C above pre-industrial levels for the first calendar year on record.



Global Surface Air Temperature increase above pre-industrial (1850-1990), Copernicus Climate Change Service C3S<sup>5</sup>.

This has also been confirmed by NASA<sup>6</sup>, the MET Office<sup>7</sup> and World Meteorological Organization among others<sup>8</sup>. It is well known that an estimated \$2.3 trillion a year by 2030 is needed to achieve ambitious climate goals<sup>9</sup>, yet COP29 concluded with annual pledges amounting to only \$300 billion per year.

There have also been changes in the political sentiment towards climate change in the last year. In the United States, President Trump has withdrawn from the 2015 Paris Agreement and has signed an Executive Order seeking to limit the United States’ financial contributions to other countries, removing \$4 billion in US pledges to the UN’s Climate Fund. Within the United States, there is some more positive news with states like California expected to continue to decarbonise at a local level, thus maintaining some momentum in climate mitigation measures.

The EU Commission was also very clear in relation to their Omnibus proposals that these were not a dilution of the EU’s commitment on climate and instead one of a number of initiatives they were taking to address competitiveness challenges and find the right balance for regulation.

The European sentiment towards climate change and action exhibits a more positive outlook which focuses on progressing and implementing the goals set out under the European Green Deal rather than increasing ambitions<sup>12</sup>. The focus will be to achieve climate neutrality by 2050, push for more sustainability and energy efficiency across industries, restore nature and strive for zero pollution and ensure a just and fair transition<sup>13</sup>.

Achieving climate targets at both European and global levels is complex and requires large investments from both the public and private sectors to ensure robust mechanisms are in place to achieve success. Missing climate targets may mean that if Ireland does not fully implement the measures under Climate Action Plan 2024<sup>14</sup>, the country may be faced with compliance costs of up to €12 billion.

While this leaves Ireland in an unfavourable position, it also emphasises the need to think innovatively, invest in technology and people and work collectively and collaboratively to achieve future climate targets.



Drumlins Park Wind Farm



## Overview of National Policy Developments

### Republic of Ireland Policy Update

From an ROI policy perspective, despite delays with publishing Climate Action Plan 2025 due to the 2024 Irish general election, the new government has published its Programme for Government for 2025<sup>15</sup> with a focus on driving renewable energy generation, prioritising investment in the national electricity grid, ensuring planning processes are streamlined, and supporting an interconnected energy market with the UK and EU.

FY25 has been a significant year in the development of policies to support Ireland's road to Net Zero by 2050. According to the latest 2024 report from Ireland's Environmental Protection Agency (EPA) – Ireland's Provisional Greenhouse Gas Emissions 1990-2023<sup>16</sup>, Ireland's emissions in 2023 were below the 1990 baseline for the first time in 30 years. The largest annual reduction in emissions

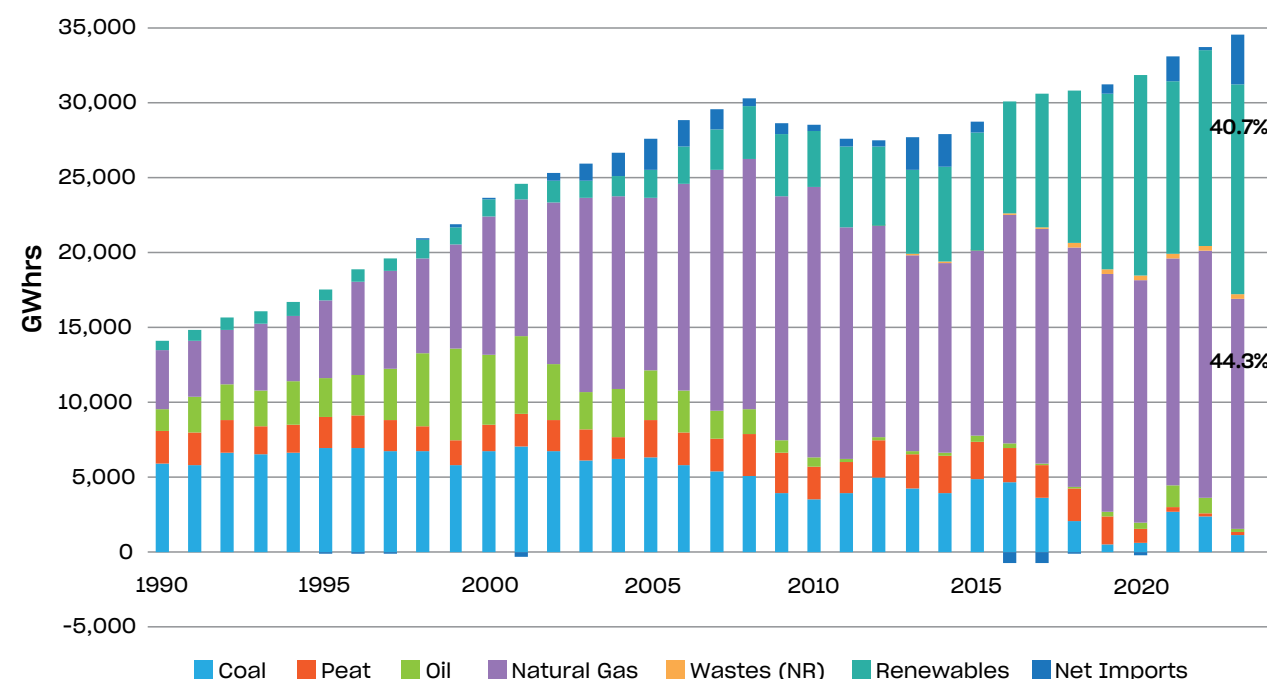
came from electricity generation, where an overall reduction in emissions amounted to 21.6% in 2023. This was mainly due to imported electricity accounting for 9.5% of the electricity supply in 2023, but also due to the increase of renewable energy on the Irish system which accounted for 40.7% in 2023, with wind making up 33.7% of electricity supply.



Findings presented in the same report also indicate that the amount of the sectoral budget used up in the case of the electricity sector for sectoral emissions ceilings 2021-2025 accounts for 67.9%. While the overall emissions reductions are welcomed, more ambitious strategies and transformational changes need to be implemented across the various sectors to ensure national and EU targets are achieved. The reliance on imported electricity

is also having an adverse impact on renewables across the island and must be considered if we are to maintain progress towards 2030 targets.

Electricity Generated by Fuel 1990-2023, EPA (2024)  
Ireland's Provisional Greenhouse Gas Emissions 1990-2023.



Upwards view inside a wind turbine tower

### Northern Ireland Policy Update

The Northern Ireland policy landscape is also heavily orientated towards decarbonisation. The Northern Ireland Executive recently published a Programme for Government 2024-2027 Our Plan: Doing what matters most, which supports the targets set out in both the 2024 Energy Action Plan Path to Net Zero and the Climate Change Act (2022). The target for 2027 will be to support industry to increase renewable electricity capacity by a further 40%, with the main goal of supporting the delivery of the 80% renewable electricity by 2030. The Programme also indicates ongoing support for decarbonisation and energy security via clean and affordable energy produced nationally with the likes of wind, biomethane and geothermal called out as key components in achieving such goals<sup>17</sup>.

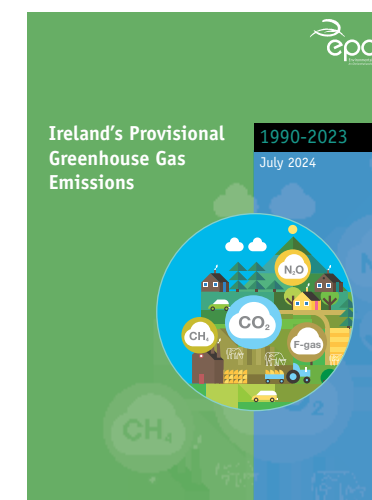
The latest Northern Ireland Greenhouse Gas Emissions Inventory<sup>18</sup> figures published in June 2024 by the Northern Ireland Statistics and Research Agency (NISRA), highlighted a 3% decrease in total greenhouse gas emissions in 2022 when compared to 2021 levels. This constitutes a 26% decrease in total greenhouse gas emissions in 2022 relative to 1990 levels. While this downward trend aligns to the decarbonisation pathway, further action is

required to comply with the carbon budgets set out in national legislation.

In terms of electricity consumption from renewable sources, the Department for the Economy's (DfE) latest figures indicate that for the year 2024, 43.5% of the electricity consumption in NI was generated from renewable sources. This represents a 2.3% decrease relative to 2023<sup>19</sup> and similar to ROI, renewable generation levels in NI have been adversely impacted by imports over the interconnector.

Overall, the work done over the last two years has created a foundation for the achievement of the respective targets. It is imperative that continued focus is given to accelerating the delivery of the projects and policies necessary to drive the energy transition and Net Zero ambitions. Driving the energy transition will need

action from a range of different stakeholders, including government and businesses, but also consumers. Consumer choices will play an important role in combatting the negative effects of climate change. Commitments made by businesses and governments can only be successfully realised if consumer behaviours shift to accommodate the necessary changes being implemented in the form of policy and offered in the form of products and services<sup>20</sup>.





## 2.3 SECURITY OF SUPPLY

Security of supply is a critical component in terms of meeting existing and future demand across Ireland, and as part of the ongoing decarbonisation of the energy system. Projected electricity demand in Ireland to 2032 is estimated to increase between 42% up to 53% (i.e. in a low versus a high demand scenario respectively)<sup>21</sup>. Key to meeting this future demand will be the development of sufficient renewable capacity and grid infrastructure, to meet the needs of communities and the Government's 80% renewable electricity target for 2030.

### System Alert (Amber Alerts)

Security of supply continues to be a risk in the all-island electricity market. In FY25, there were a total of 9 system alerts and 3 margin notifications on the Irish system. Such warnings indicate the potential interruption to supply and request an immediate response from available generators. Energia Group's Huntstown power station is a vital component and showcases the importance of flexible gas-fired generation to the wider economy, particularly the Dublin area, which faces high constraint demands.



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.

### FY25 Huntstown Generation

The Single Electricity Market (SEM) operates as a "Gross Mandatory Pool", where units' generation levels are determined by the Transmission System Operator (TSO) through consideration of both the relevant markets and system requirements.

In FY25, Huntstown generated over 3.27 TWh of electricity. Approximately 28% of this generation and 30.6% of the units' emissions are related to increased running, instructed by the TSO, to meet system requirements i.e. constraints.

### Capacity Auctions

Capacity auctions play an important role in terms of national energy security. Looking to existing needs and anticipated future demands, there is a requirement for dispatchable demand that will ultimately support overall energy sustainability efforts. A notable recent challenge that may have future impacts is the withdrawal of previously awarded capacity.

While there are risks to supply, work is ongoing on several projects to mitigate potential impacts. These include:

- EirGrid's procurement of 653 MW of emergency generation units, of which 50 MW has been developed and constructed by Energia Group at our Huntstown Campus in Dublin, to operate in times of System Alerts.
- The driving and incentivisation of demand flexibility for certain consumer cohorts like Extra Large Energy Users (XLEUs).
- Optimisation of the battery fleet in Ireland to ensure additional support is available in times of system tightness.

### The Role of Renewables

In FY25, Energia Group generated 690 GWh of renewable electricity, from 16 owned and operated onshore wind farms across the island of Ireland and construction of two further onshore wind farms, totalling 50 MW, was progressed.

In addition to the renewable electricity that was provided to the grid and the ongoing grid support provided by our battery storage unit, a further 20.5% of potential output was "turned down" due to system constraints and curtailment. This loss was for several reasons, including the inability of the local grid



Huntstown emergency generation units

to transfer power, system wide limitations, and the continuation of the activity of "turning down" of available renewable generation on the island of Ireland in favour of imports from Great Britain via interconnectors, which we saw emerge over the last number of years.

## 2.4 OUR CLIMATE ACTION TARGETS

At Energia Group, we remain committed to playing our part in powering the energy transition on the island of Ireland through our Renewables, Flexible Generation and Customer Solutions businesses. Aligned to our overall sustainability and a core part of our ESG strategy, we have set a medium-term target to reduce the carbon intensity of our electricity generation by 50%.

This target translates to a decrease in our target intensity from 332 gCO<sub>2</sub> /kWh in FY20 to 165 gCO<sub>2</sub> /kWh in 2030 and is an important aspect of defining a tangible pathway to Net Zero for our business in the longer term. While we have done our very best to ensure we meet our targets, ongoing grid challenges and the continuous grid stability offered by Huntstown in support of Ireland's wider decarbonisation targets have resulted in a carbon intensity of 346 gCO<sub>2</sub> /kWh for FY23 and FY24. In FY25, we welcomed a slight decrease resulting in 343

gCO<sub>2</sub> /kWh. This decrease is attributable to the additional renewable infrastructure build out. The 50% target is also accompanied by our ambition to increase threefold the amount of onshore renewable electricity we generate through the development of our significant onshore wind and solar portfolios by 2030.

## 2.5 OUR EMISSIONS DATA

Data capture and analysis are an important ongoing process at Energia Group as part of our climate action efforts. The ability to accurately identify, measure and quantify greenhouse gas emissions across Scope 1, 2 and 3 is crucial for a large, all-island and multi-functional business, such as ours, in identifying current usage and developing future sustainability strategies.

This is crucial for enabling the planning and implementation of decarbonisation strategies. Over the past number of years, Energia Group has been on a journey to fully understand our emissions profile, both from within our organisational boundaries and across our value chain. We recognise the importance of accurately accounting for these emissions and being transparent with all stakeholders as we refine this ongoing process.



SCOPE	ACTIVITY	FY20	FY21	FY22	FY23	FY24	FY25
		TCO <sub>2</sub> E	TCO <sub>2</sub> E	TCO <sub>2</sub> E	TCO <sub>2</sub> E	TCO <sub>2</sub> E	TCO <sub>2</sub> E
Scope 1	Huntstown Electricity Generation	1,181,064	1,196,162	1,049,493	1,607,641	1,270,849	1,360,533
	NQ <sub>x</sub> ***	269,827	239,935	153,667	244,105	187,040	187,491
	Company Vehicles	79	75	69	99	160	115
	Office Heating***	21	20	34	41	45	56
	F-Gas					112	90
Scope 2	Energy Use*	266	3	5	5	5	5
	<b>Total Scope 1 + 2</b>	<b>1,451,257</b>	<b>1,436,195</b>	<b>1,203,268</b>	<b>1,851,891</b>	<b>1,458,211</b>	<b>1,548,290</b>
Scope 3**							
Cat 1	Purchased Goods & Services					13,912	14,225
Cat 2	Capital Goods & Services***						37,570
Cat 3	Fuel and Energy (well to tank), sold electricity and Scope 2 electricity and gas used in offices)					1,841,334	1,293,716
Cat 4	Upstream Transportation						384
Cat 5	Waste (to Landfill pre FY24)		0.3	0.1	26.6	39	11
Cat 6	Business Travel	156	23	44	145	246	247
Cat 7	Employee Commute**	1,272			593	622	603
Cat 11	Use of Sold Product	567,106	553,477	540,440	479,493	389,807	288,893
Cat 17	Homeworking				314	373	387
	<b>Total</b>	<b>2,019,791</b>	<b>1,989,695</b>	<b>1,743,752</b>	<b>2,332,463</b>	<b>3,704,544</b>	<b>3,184,326</b>
Key Climate Metrics							
	Carbon Intensity of Generation gCO <sub>2</sub> /kWh	332	330	330	346	346	343
	Renewable Generation GWh	672	691	644	695	646	690

Energia Group's Scope 1, 2 & 3 Emissions Table

\* Market rate used for Scope 2 electricity  
 \*\* Baseline year FY20 total amended to include employee commute  
 \*\* Scope 3 emissions are calculated in line with methodologies set out by the Greenhouse Gas Protocol and UK Government greenhouse gas conversion factors. The Group's scope 3 reporting is expected to continue to evolve in future years  
 \*\*\* Capital Goods and Services added for first time- includes emissions from projects commissioned in reporting year of FY25  
 \*\*\* Recalculation of Scope 1 for previous years to include emissions from NOX not previously accounted for  
 \*\*\* Gas and oil for office heating moved to scope 1 from scope 2

SCOPE 1:

The Group’s Scope 1 emissions are the GHG emissions directly attributable to the activities of our organisation. The vast majority of the Group’s Scope 1 emissions are from gas-fired electricity generation at Huntstown. The Huntstown power station operates 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 FY25 reflects an increase in operating hours which the Huntstown plants were required to run to ensure the security of supply for the greater Dublin area.

SCOPE 2:

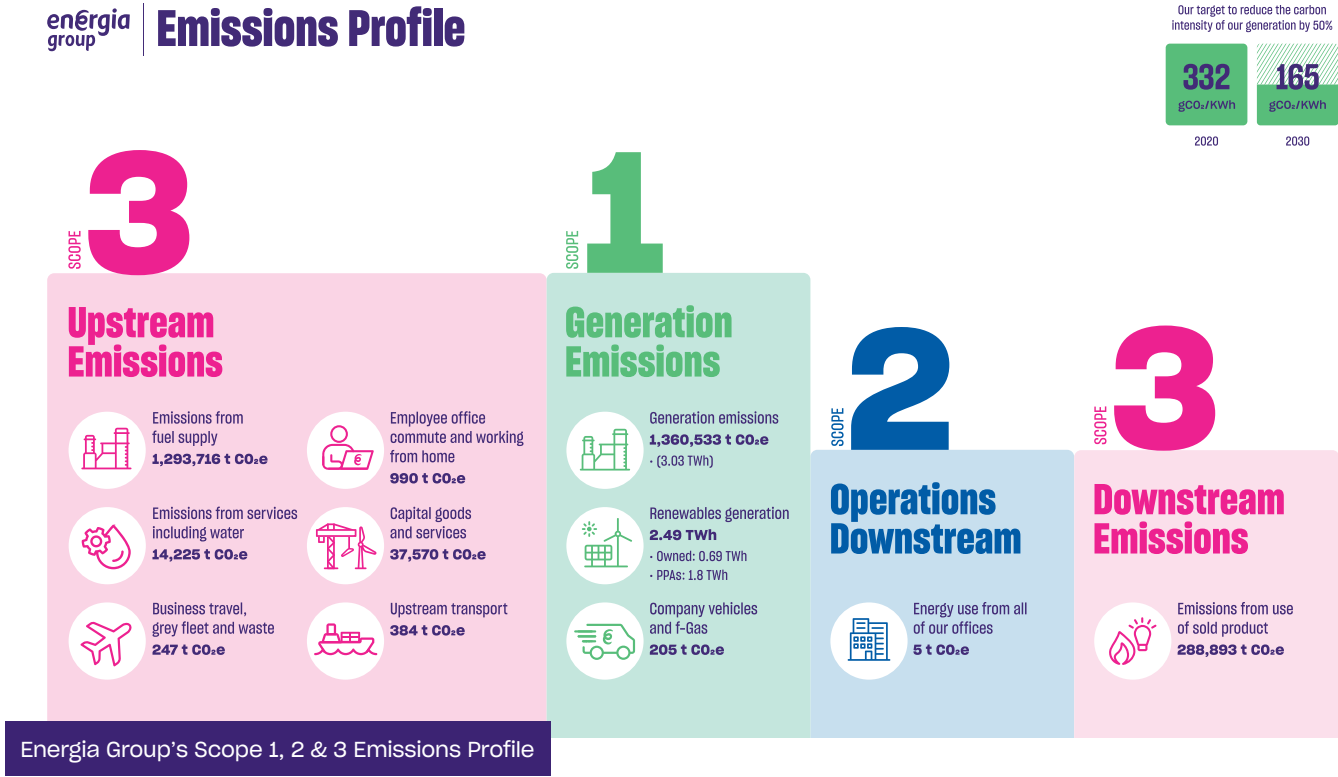
The Group’s Scope 2 emissions are calculated in accordance with the market-based approach in the GHG Protocol. These emissions are primarily associated with the use of electricity in our office buildings. Initial reductions in our Scope 2 emissions were achieved through the transition to green electricity tariffs and these have remained relatively stable in recent years with movements primarily reflecting changes in

working habits brought about by the Covid-19 pandemic and increases in employee numbers. In FY25, we made an amendment to our Scope 2 emissions by moving emissions from gas heating of offices to Scope 1.

SCOPE 3:

In FY25, Energia Group continued to expand our assessment of Scope 3 emissions further adding Category 2 – Capital Goods and Category 4 – Upstream Transportation and distribution. This further evolution of our Scope 3 analysis is in line with the GHG Protocol.

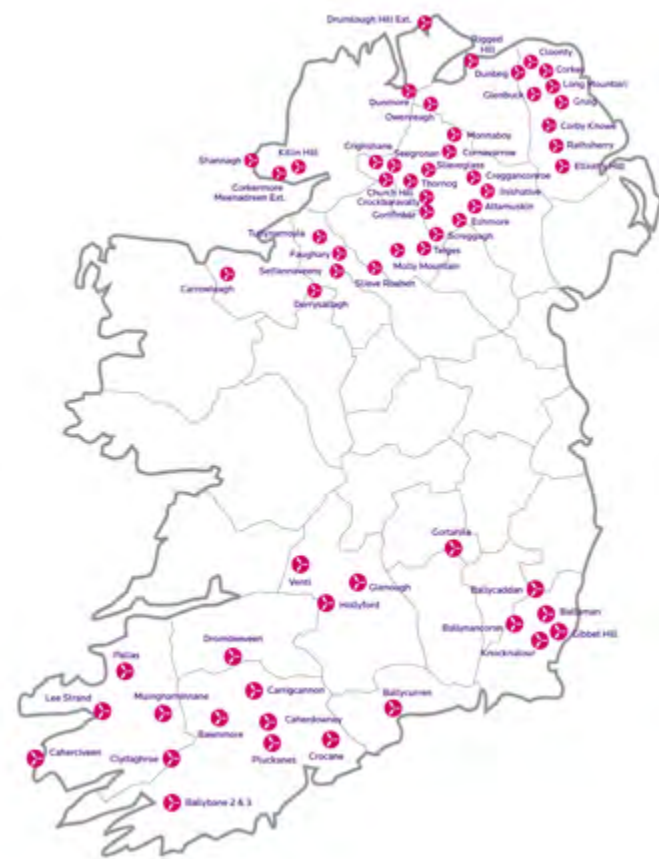
The Scope 3 screening work was carried out to enhance our understanding of these emissions and has led to an expansion of our reportable emissions. Scope 3 emissions are outside of the Group’s operational control, and achieving a reduction in them will require further engagement with key stakeholders in the value chain. The Group’s Scope 3 reporting may evolve in the coming years as we remain committed to profiling our emissions.





## 2.6 OUR CLIMATE ACTION PROJECTS

Energia Group currently supplies approximately 17% of the island of Ireland's total electricity requirements and is responsible for approximately 20% of wind power capacity installed on the island. The Renewables business owns and operates a portfolio of 16 operational wind farms with a total generation capacity of 358 MW. We have extensive experience of delivering large-scale renewable energy projects and we are progressing a significant pipeline of new renewable projects in Ireland. This pipeline includes further onshore wind farms with a capacity of 352 MW and 1,227 MW of solar projects in development, as well as offshore wind, battery storage and green hydrogen production projects.



## Energia Wind Farm locations



## Launch event Drumlins

## Harnessing the Power of Wind – Delivering onshore wind farms

## The Drumlins Park Wind Farm

Drumlin's Park Wind Farm is a 49 MW onshore wind farm in Co. Monaghan comprising eight wind turbines that are capable of generating enough clean energy to power 34,000 homes. The wind farm entered commercial operation in August 2024 and was developed as part of the Corporate Power Purchase Agreement (CPPA) framework signed with Microsoft to build new onshore wind and solar projects providing renewable electricity to the national grid. The project represents an investment of €90 million in terms of direct development and associated community and infrastructure investment and is a significant commitment to Ireland's energy transition.



Crossmore turbine delivery, August 2024

## Crossmore Wind Farm

Crossmore Wind Farm in Co. Clare will be our 17<sup>th</sup> operational wind farm on the island of Ireland. Construction of the 25 MW wind farm began in 2023 and turbine components were delivered and installed in 2024. The project represents an investment of almost €50 million and will generate enough renewable electricity to meet the annual needs of around 15,000 Irish households. Commissioning of the Crossmore Wind Farm is expected by the end of the second quarter 2026.



Crossmore turbines installed, October 2024



### Ballylongford Wind Farm

Construction of our Ballylongford Wind Farm in Co. Kerry is well underway with turbine deliveries completed in late Spring. The Enercon turbine components were transported to Foynes Port by the state-of-the-art Enercon E-Ship 1, which uses rotating cylinder towers to harness wind energy, reducing fuel consumption and CO<sub>2</sub> emissions. Commercial operation of the 6-turbine Ballylongford Wind Farm is due to commence by the end of FY26. The 25 MW wind farm will connect into the national grid via a 38 kV substation, which is an extension of the newly constructed ESB Drombeg 110 kV substation in the townland of Tullamore, near Ballylongford in North Kerry.



Ballylongford Wind Farm turbine base construction

### Offshore wind partnership

Energia Group is making continued progress on the delivery of offshore wind in the South East of Ireland under the new state-led system known as ORESS 2.1. Energia Group entered a joint venture partnership in mid-2023 with Vårgrønn, a Norway-based offshore wind company powering the energy transition through development, construction, operation, and ownership of offshore wind projects and related infrastructure.



Offshore Wind Event at Leinster House with panel of speakers and Chair of Waterford Chamber

In addition to Ireland, Vårgrønn's current pipeline of projects and prospective projects spans England, Scotland, and Norway, while it is also involved in early-stage initiatives in the Baltics. Vårgrønn holds a 20% share in Dogger Bank, the world's largest wind farm under construction in the North Sea off the coast of England. In September 2024, Vårgrønn with their joint venture, Flotation Energy, were successful in winning a UK Government Contract for Difference for their pioneering floating offshore wind project, Green Volt, located off the coast of northern Scotland.

Our partnership combines Energia's extensive Irish energy expertise with Vårgrønn's international experience. During the year, the project team continued to prepare for the upcoming ORESS 2.1 Tonn Nua bid for the development of 900 MW of offshore wind energy off the coast of Waterford, in



Vårgrønn CEO Stephen Bull speaking at the Engineering Academy

line with the partnership's commitment to co-develop 2 GW of offshore wind projects in Ireland by 2030. Alongside Energia Renewables' extensive development work completed over the last four years on the North Celtic Sea site (largely overlapping with the State's Tonn Nua site), three new marine instruments were launched off Dunmore East Harbour in Waterford, including the FLIDAR, WaveRider and ADCP buoys which will gather over 12 months of marine survey data. This comprehensive understanding of the offshore environment off the coast of Waterford makes us best placed to offer an expedited timeline for delivery of offshore in the Southeast.

Both Energia and Vårgrønn are committed to meaningful engagement with communities and stakeholders. In 2024, both companies continued their support as Energy Partners with Waterford Chamber, which included a series of events over the course of the year. This included an event in Leinster House in June 2024 featuring Government and political stakeholders engaging with the industry regarding offshore wind development in the Southeast and broader issues related to renewable energy development projects. A second larger event was held in January 2025 at the Port of Waterford for industry, public sector and business stakeholders to discuss offshore wind development in the Southeast and actions required to derisk the sector beyond ORESS 2.1.

During Energia Group's Engineering Academy in November 2024, Energia Group CEO, Ian Thom, and Vårgrønn CEO, Stephen Bull, met

for the first time following Stephen's guest presentation on Vårgrønn's current frontline, innovative projects within its portfolio.

Our complementarity of expertise means this partnership between Energia Group and Vårgrønn is best placed to optimise delivery of exemplary offshore wind projects across the island of Ireland.

Together, we continue to work towards ORESS 2.1 Tonn Nua site bid due to take place in 2025.



Peter Bailie (Managing Director of Energia Renewables) and Stephen Bull (CEO of Vårgrønn) were featured on the front of Waterford Chamber's Network Magazine





Solar Farm

### Solar Power

We are currently developing four large-scale solar projects with a consented capacity of over 600 MW in Meath and Dublin and have a further 635 MW in early-stage development. This is part of our ongoing Positive Energy renewable energy investment programme and demonstrates the potential we see in solar energy. Once operational, our consented projects will be capable of powering up to 175,000 homes and businesses, in addition to providing emissions savings of around 200,000 tonnes of carbon per year.

### Battery Storage

Battery storage systems are an important component in decarbonising our energy system, absorbing and releasing energy as required, and at Enérgia Group we are actively investing in this technology to provide greater certainty for the grid and communities we serve. As such, we have developed the Castlereagh Battery Storage facility outside Belfast and have a further pipeline of battery storage projects under development across the island of Ireland.

The 50 MW Castlereagh facility is the business' first grid-connected battery energy storage system (BESS) and helps to match intermittent generation from renewable energy sources, such as wind and solar, with the peaks and troughs of real-time electricity demand.

Furthermore, as the site has matured, in line with our commitment to biodiversity and to the All-Ireland Pollinator Plan, we have incorporated a pollinator hedge into the facility, and also begun planting young native oak trees.



Castlereagh Battery Storage facility

## Leading Innovation

### Green Hydrogen Production

Enérgia is a leader in the emerging green hydrogen economy on the island of Ireland. Green hydrogen is expected to play a key role in enabling harder-to-abate sectors, such as heavy industry and transport, to decarbonise, in addition to providing renewable energy storage and grid balancing potential. We have been actively developing the hydrogen opportunity, with our Long Mountain Wind Farm in Co. Antrim, the first commercial wind farm in both the UK or Ireland to enter into green hydrogen production. Long Mountain uses excess wind energy that would normally be curtailed.

Renewable electricity generation is sometimes curtailed when wind energy supply exceeds demand on the electricity grid. At Long Mountain, our turbines can continue to spin in times of curtailment so that the renewable



Hydrogen Energy explained by Enérgia Group

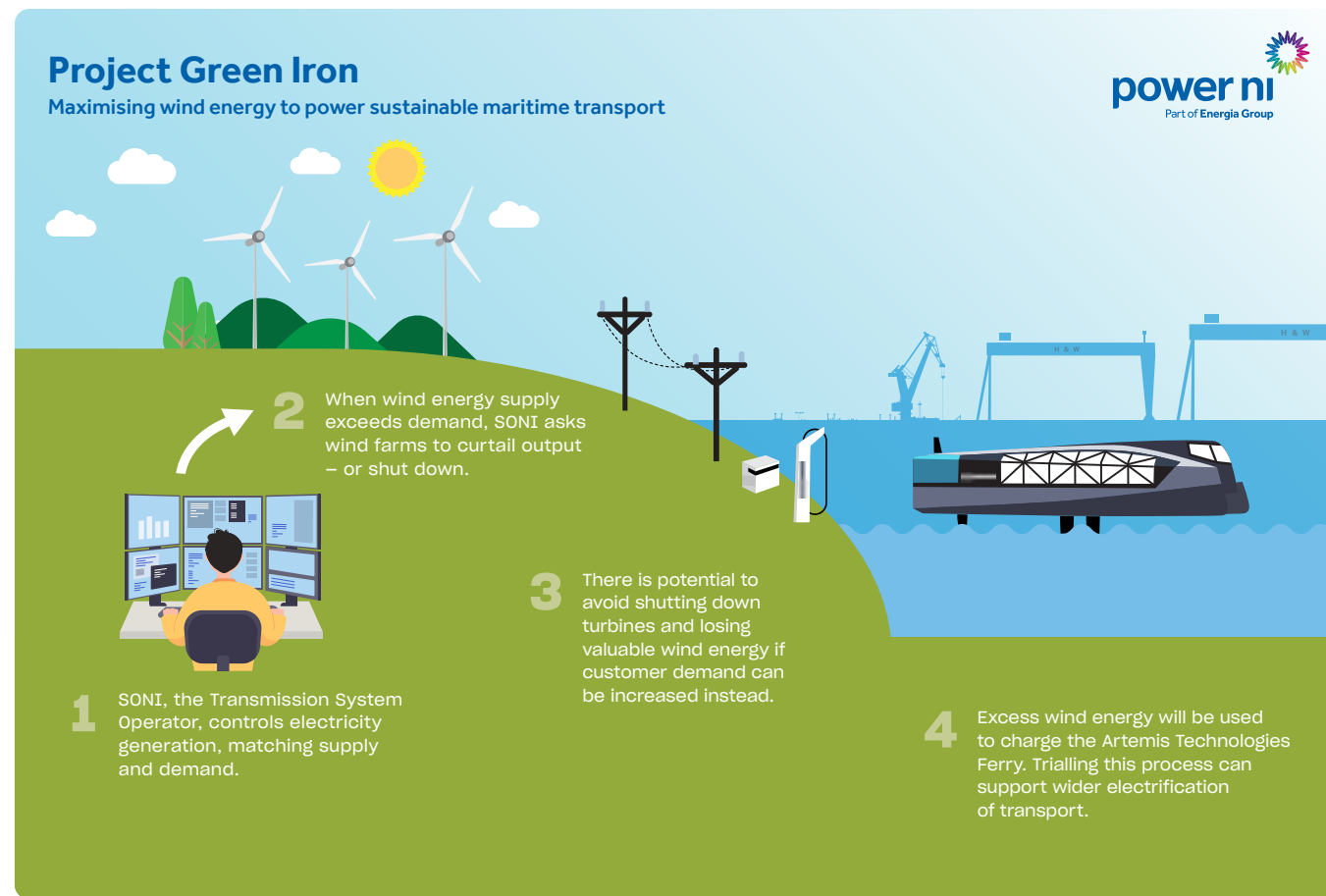
energy they produce can be converted to green hydrogen, using an on-site electrolyser.

Building on the success of Long Mountain, we are also developing another hydrogen generation project at Rathsherry Wind Farm, which has planning permission for an electrolyser of up to 5 MW.



Electrolyser at our Long Mountain Wind Farm in Co. Antrim





### Sustainable Maritime Transport

Energia Group has partnered with Artemis Technologies on Project Green Iron, which will trial capturing green electricity from the Group's Long Mountain Wind Farm in Co. Antrim to operate the Artemis EF-24 Passenger ferry's Belfast to Bangor route. This innovative green energy pilot project is part of the work of the Belfast Maritime Consortium, which was established to launch the world's most advanced high-speed zero-emission passenger ferry and develop the technical and operational requirements for a maritime transport system of the future.

The consortium is led by Artemis Technologies and brings together 14 partners from across industry, academia, and local government, including Power NI. It is funded by UK Research and Innovation's Strength in Places Fund. The ferry will reduce congestion, noise and air pollution along the A2 route connecting both cities, and is aligned to Energia Group's

commitment to SDG 11 Sustainable Cities and Communities.

In developing a green charging solution in collaboration with Energia Group, the electric foiling ferry operated by Condor Ferries can use 100% renewable electricity – another step forward on the global mission to decarbonise the maritime industry and is aligned to Energia Group's commitments to SDG 13 Climate Action and SDG 9 Industry, Innovation and Infrastructure.



Artemis EF-24 Passenger ferry concept

## 2.8 BIODIVERSITY AT ENERGIA GROUP

Biodiversity is an important element of our overall sustainability focus. We are aware that we have a responsibility to not only our own locations and operations, but also those we are developing, as well as broader communities. This awareness informs how we develop and run our renewable energy infrastructure. In support of this focus, we have incorporated nature and biodiversity training into our programmes for staff, including Biodiversity @ Energia Group, where employees learn about being responsible and how to enhance biodiversity.

### Business supporters of the All-Ireland Pollinator Plan

Since becoming official business supporters of the All-Ireland Pollinator Plan in 2023, we have been actively implementing actions 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.

### Case-study: Teiges Wind Farm and protecting the Marsh Fritillary Butterfly

At Teiges Wind Farm in Co. Fermanagh, we have ringfenced an area to protect the habitat necessary for the breeding of the Marsh Fritillary butterfly, Ireland's only legally protected insect, which is also protected in Northern Ireland and listed as "vulnerable to extinction" within the International Union for Conservation of Nature (IUCN) Red List. In FY25, preliminary results from ongoing site monitoring found an increase of over 100% of larval webs of this species, based on the previous highest count in 2023.

Since 2024, we have also ringfenced areas at our Eshmore and Cornavarrow Wind Farms. Starting in summer 2025, site monitoring will commence at both these wind farms which will help us understand how our conservation efforts are impacting the butterfly species at these locations.



The Marsh Fritillary butterfly



Business for Biodiversity and NATURE+

Energia Group continues to be an active member of the Business for Biodiversity Ireland platform, a not-for-profit 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. As part of their work, Nature+Energy are in the process of developing a Sectoral Biodiversity Action Plan for onshore wind farm sites. The final version of the Action Plan is expected to be published in June 2025.

This Action Plan will formalise new ways of measuring and accounting for the value of nature on wind farms and ensure the establishment of a status quo.



Nature+Energy

Hollyford Wind Farm

Biodiversity at our Wind Farm Sites

In FY25, Energia Group conducted a number of biodiversity actions at several of our wind farm sites, which looked at restoring and preserving habitats and species.

Across Thornog, Gortfinbar, Cornavarrow and Long Mountain Wind Farms, Energia Group initiated invasive species removal programmes which are linked to negative effects on peatland quality.

BEFORE



AFTER



In terms of restoration, we have also created ponds across Slieveglass, Cornavarrow, Thornog and Gortfinbar Wind Farms. These ponds provide a suitable habitat for damselflies and dragonflies, but they also enhance local biodiversity. Species-specific surveys were also carried out for Irish damselfly at our Gortfinbar pond.

BEFORE



AFTER







Birdbox at Rathsherry Wind Farm



Birdbox planting at Long Mountain Wind Farm

Our Rathsherry Wind Farm area holds important breeding populations of Curlew. This bird species is a Red-listed species in Ireland and is considered vulnerable to extinction. We have set up a Curlew Management Plan with the aim of protecting high value habitats beneficial to the Curlew and minimise any impact our activity in the area may cause. Nest boxes have also been installed across our Eshmore and Long Mountain Wind Farm areas to protect and enhance biodiversity at the sites.



Curlew at Rathsherry Wind Farm

**Biodiversity at our Huntstown Campus**

In 2022, Energia Group conducted a biodiversity study and on-site survey at our Huntstown site, which found that the site hosts four different species of endangered flora, as well as an endangered species of damselflies.

Based on these findings, biodiversity at the site has been under constant monitoring and is protected and enhanced through the installation of insect hotels and bird boxes, planting native flora and various herbs for pollinators, planting native hedge and wildflowers, planting bare root fruit trees like cherry and pear and native apple trees, installing wildlife cameras, continuing the responsible grassland management regime that was already in place, reviewing the populations of rodenticides, and the creation of hibernacula for mammals. Additionally, an ecologist study was commissioned to inform future biodiversity initiatives through to 2028.



Damselfly at Huntstown Campus



# 3

## Empowering our Customers

We are empowering our customers in their energy transition and enabling them to transition to sustainable energy consumption.

Energia Group is committed to a future where our customers have access to affordable clean energy with a security of supply.

### 3.1 EMPOWERING OUR CUSTOMERS ON THEIR ENERGY TRANSITION JOURNEY

As a leading energy provider in Ireland, Energia Group plays a vital role in advancing the country's transition to a low-carbon energy system. This is achieved through both direct investment in renewable energy infrastructure and by supporting customers in adopting more sustainable energy practices.

Our efforts align with the UN SDGs, particularly SDG 7 Affordable and Clean Energy. We contribute to ensuring access to energy solutions for all customers (Target 7.1), making substantial investments in renewable electricity and electrification initiatives (Target 7.2), and offering a variety of innovative energy efficiency products and services (Target 7.3).

Additionally, Energia Group supports SDG 9 Industry, Innovation, and Infrastructure by investing in renewable energy infrastructure and providing services that help industries enhance their energy and resource efficiency (Target 9.4). Through continuous engagement and communication, we also contribute to SDG 13 Climate Action by raising awareness and promoting adaptation and mitigation strategies in response to climate change (Target 13.3).

Our drive for citizen empowerment is further bolstered by the current European trajectory of a just transition and implementation of current EU regulatory frameworks under the Citizens Energy Package<sup>22</sup> currently worked on by the European Commission, which looks to facilitate citizens' participation in the transition towards an energy system that is affordable, decarbonised and decentralised further bolstering Energia Group's citizen empowerment initiatives.

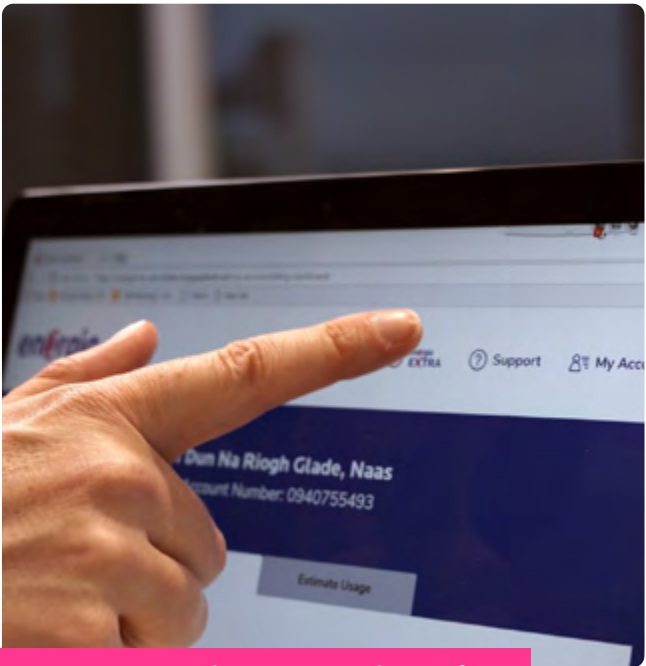


Empowering our Customers



Our efforts to empower our customers is Group wide, with our Customer Solutions division playing a central role. This division operates under two main brands, Energía and Power NI, with Power NI being the largest electricity provider in Northern Ireland. As of 31 March 2025, Energía Group had 880,700 customer sites and supplied homes and business with 7.2 TWh of electricity and 48.3 million therms of gas in FY25.

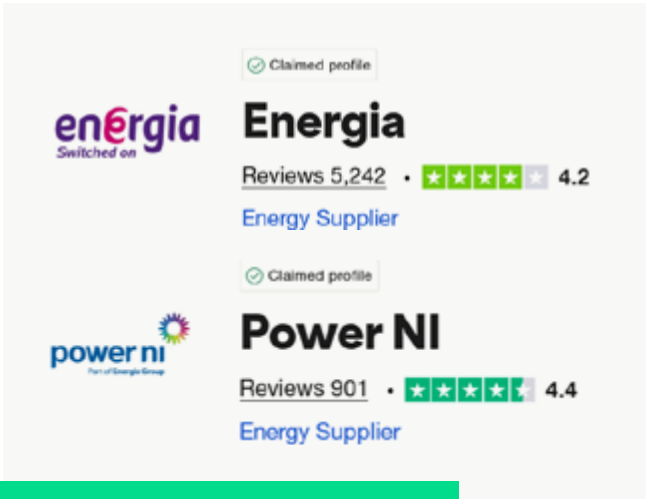
This section of the report highlights key initiatives aimed at helping our customers navigate their energy transition. Energía Group is committed to delivering energy efficiency solutions, supporting energy services, and assisting vulnerable communities.



Our Customer Solutions Energy Online Platform

### 3.2 CUSTOMER EXPERIENCE

We strive to empower our customers, making it a strategic priority as one of our five overall objectives. This is supported by a focus on positive customer experience when engaging with us. In FY25, we were very proud to receive ratings of “Great” (4.2/5 stars) and “Excellent” (4.4/5 stars) for Energía and Power NI respectively from Trustpilot, the international independent digital platform.



Energía and Power NI's Trustpilot scores

While we are focused on excellence, we are equally conscious of continuous improvement. In FY25, the Group received 1 complaint which was referred to the Commission of Regulation of Utilities (CRU) and 2 complaints which were referred to the Consumer Council for Northern Ireland (CCNI).

Also in FY25, we continued our work with government and regulators to deliver measures to support customers who continued to be impacted with the effects of the energy crisis. This proactive engagement yielded several outputs including our work with the Electricity Association of Ireland (EAI) to develop a Vulnerable Customer Registers in Ireland Paper, which was presented to the CRU and Department of Enterprise, Climate and Communications (DECC).

### 3.3 POSITIVE ENERGY STRATEGY: EMPOWERING SUSTAINABLE CHANGE

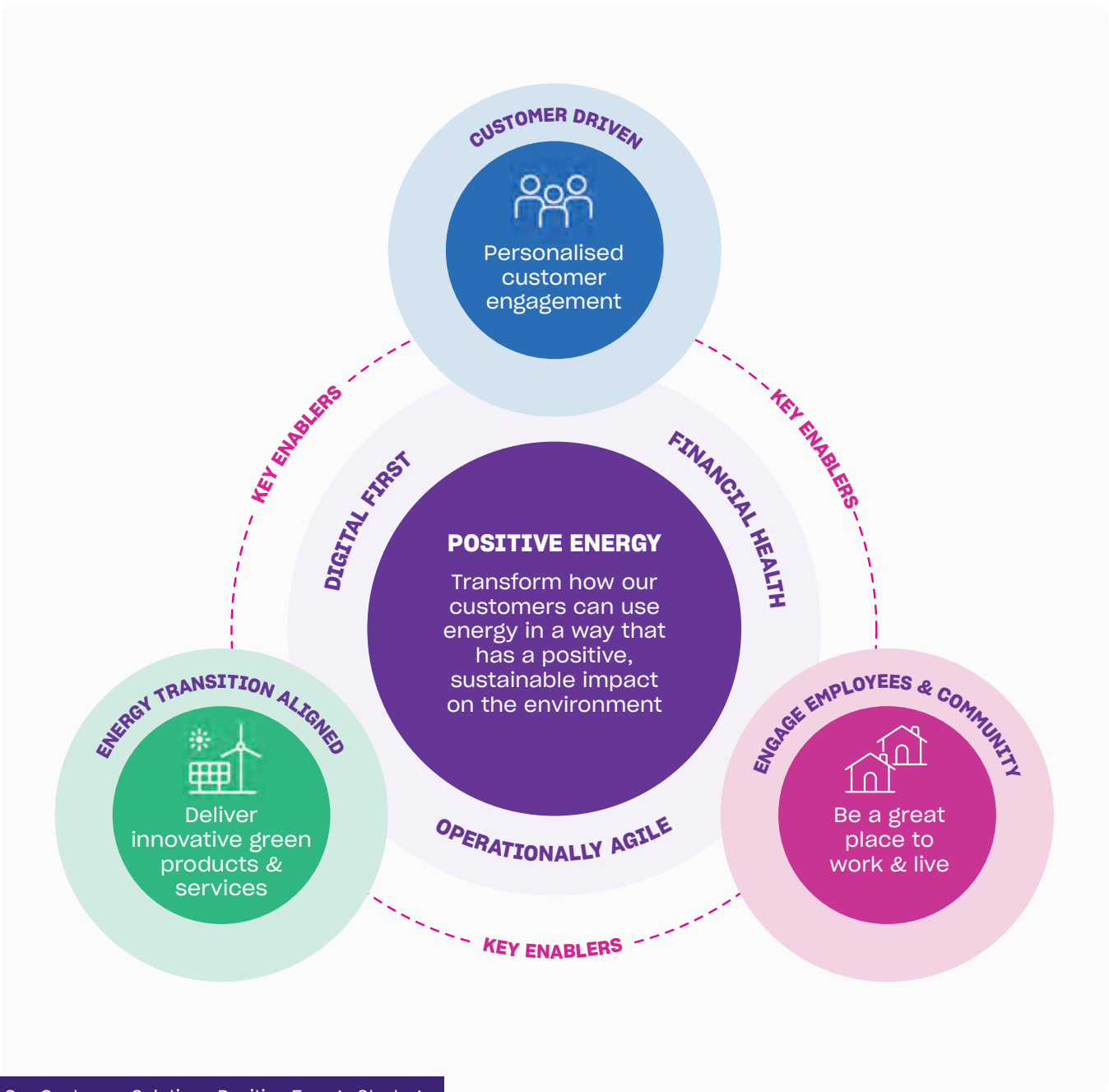
Our vision is centred on transforming how energy is used, ensuring a more sustainable future through our Positive Energy Strategy. This strategy is built on three key pillars: **Customer-Centric Innovation, Energy Transition Alignment, and Community & Employee Engagement.** By leveraging data-driven insights, a digital-first mindset, and operational flexibility, we are driving meaningful change in the energy landscape.

As part of our long-term commitment, we have mapped out a 2030 roadmap outlining our role in helping customers navigate the energy transition. Our goal is to shift customers from being passive energy consumers to active participants — empowered to generate and use energy more sustainably.

#### AdNetZero

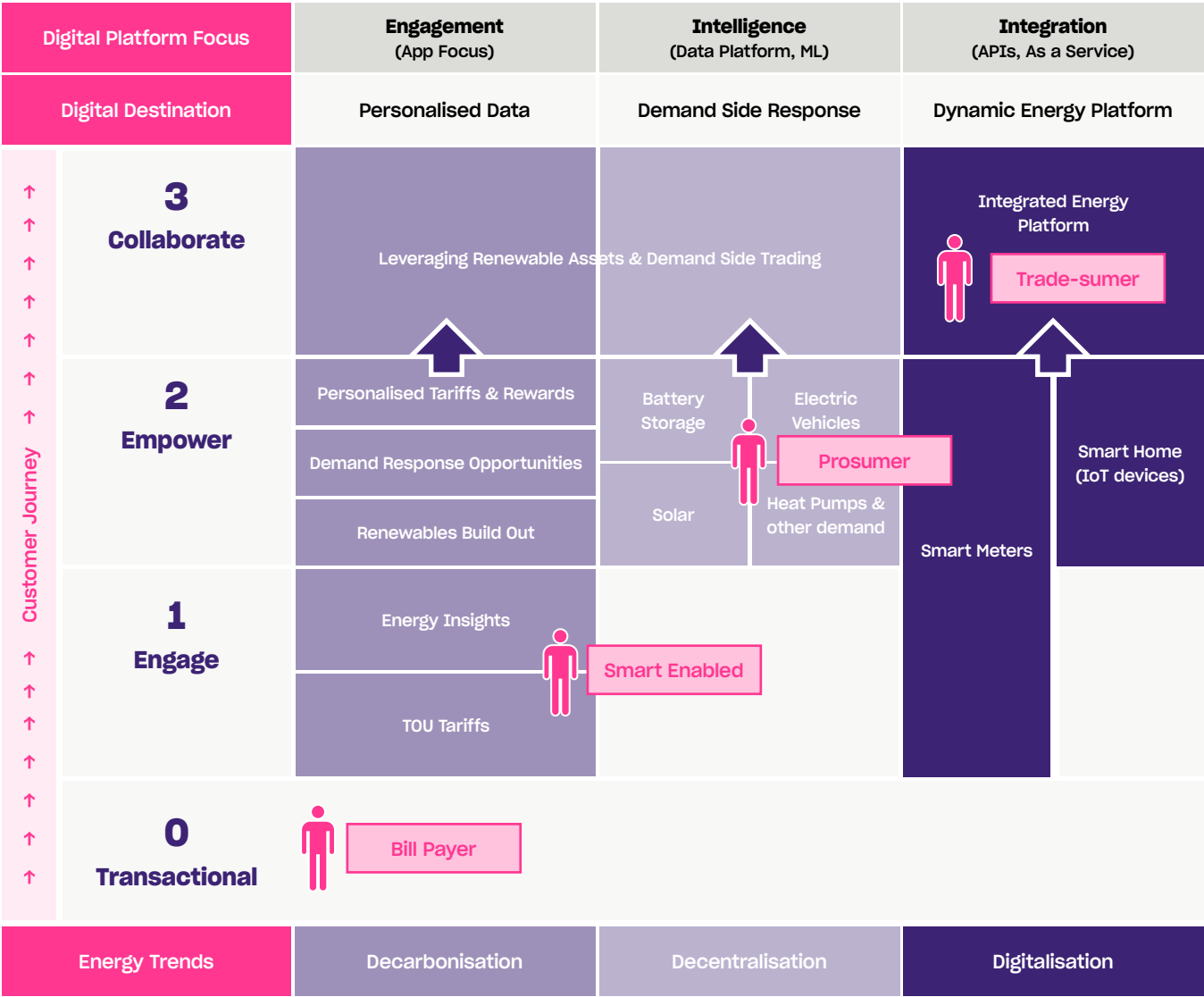
AdNetZero, part of IAPI (Institute of Advertising Practitioners of Ireland), has been set up to support the advertising industry navigate

the net zero transition. Energía has begun its journey on the Foundational Pathway, a 5-step programme covering a variety of marketing aspects including advertising production, media buying and supporting sustainable customer behaviour.



Our Customer Solutions Positive Energy Strategy





Pathway to 2030: Engaging, Empowering and Collaborating with our customers

To accelerate this transformation, we launched the Positive Energy Hub in FY24—a dedicated platform for fostering collaboration, developing innovative energy solutions, and driving progress toward our 2030 vision. Additionally, we introduced a specialised Energy Experts team in 2024 within our frontline contact centre. These experts provide tailored guidance on key areas such as smart metering, microgeneration, electric vehicles, and heat pumps, ensuring customers have the knowledge and support they need to make informed energy choices.

Energia “Energy Insights”

In 2024, the company rolled out “Energy Insights,” a digital tool designed to give

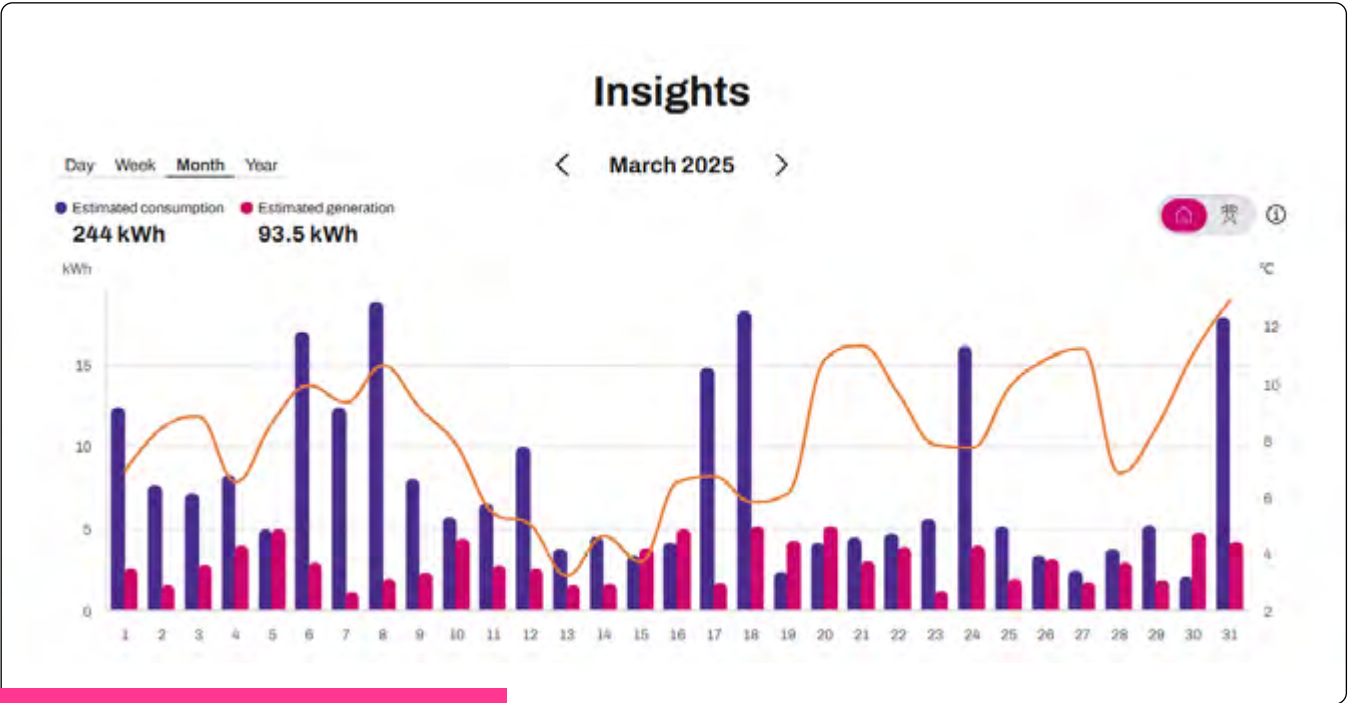
smart tariff customers a clearer picture of their electricity usage. Accessible via the online platform, the tool breaks down energy consumption by categories, helping users identify where they can become more energy efficient. Customers can use the budgeting tool, allowing them to set weekly and monthly targets. It also enables customers to compare their usage with similar households and offers tailored tips and notifications when usage patterns change. Microgeneration customers can also view their import and export figures in almost real time. Since its launch in February 2024, Energy Insights has continued to be popular with almost 50% of smart tariff customers currently using the tool to help inform their energy use.

The feedback we have received to date has been positive. Highlights include that; the tool is clear, accurate, precise, and timely; a great idea; easy to see usage and read; displays excellent graphics data; and is factual.

The graphs below are a visual representation of what our customers see when they sign up to Energy Insights. They can see their consumption patterns or usage on an annual basis and monthly basis depending on what view option they choose. They can also view their consumption information on a daily and weekly basis which helps them use their energy more efficiently.



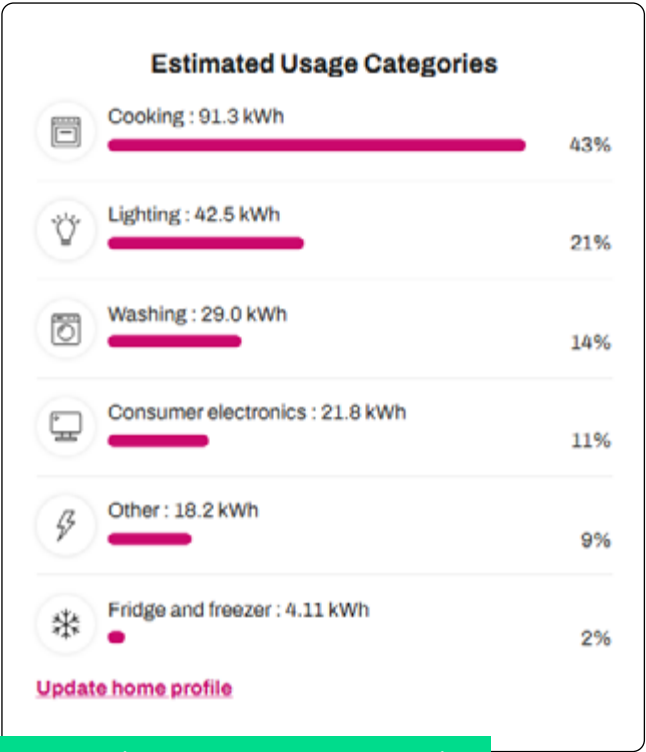
Sample of annual energy consumption data



Sample of monthly energy consumption data



To help consumers adopt energy-efficient behaviours, they are also presented with estimated appliance usage. Here, they can see what appliances use the most energy around the home. This, along with usage change notifications, further support customers to make meaningful changes to their energy consumption patterns.



Sample estimated energy usage categories

### Smart Tariffs & Recommender

Energia is actively supporting Ireland’s national Smart Metering initiative by successfully introducing innovative “Time-of-Use” tariffs to customers. As the nationwide rollout aims to equip all homes and small businesses with smart meters by the end of 2025, Energia continues to promote smart tariff adoption, enabling customers to gain valuable energy insights from their usage data. We introduced a ‘Smart Tariff Recommender’ service, enabling us to ensure we direct our existing customers to the best smart tariff for them. These flexible pricing structures encourage shifting energy consumption away from peak demand periods, aligning with the objectives of the National Energy Demand Strategy and creating a more

efficient energy system. Our continued focus on “smart first” and our positive customer engagement is reflected in our high customer base that have signed up to a smart tariff.

As part of the ‘Smart First’ initiative, aimed at supporting customers on their transition to smart tariffs, in FY25 Energia partnered with the Economic and Social Research Institute (ESRI) to carry out research looking at the relationships between demographic factors, knowledge, attitudes, and barriers towards smart energy tariffs and consumer willingness to switch to smart. This piece of research will allow us to better understand customer behaviour, which will help us enhance and facilitate a smoother energy transition experience.

### Microgeneration

The combination of higher bills when compared to the levels before the energy crisis and growing environmentally conscious consumer attitudes have led to a notable rise in customer-led microgeneration across the island of Ireland, particularly through renewable technologies like solar PV panels. Both Power NI and Energia provide customers with the option to sell excess electricity that is not used in their homes. In ROI, the introduction of the Clean Export Guarantee allows home microgenerators to receive payments for surplus power exported to the grid—bringing Energia’s ROI customers in line with Power NI users, who have had access to this service since 2006. Power NI currently supports around 16,700 microgeneration customers in Northern Ireland, with Energia supporting around 26,500 microgeneration customers in ROI.

Looking to the future, we are actively evolving our offering to support customers who want to benefit from the cost and environmental benefits of microgeneration. For example, Power NI is collaborating with Refresh NI to offer a new solar panel and battery installation service to customers across Northern Ireland.

“ Our new solar panel and battery installation service guarantees an affordable and eco-friendly solution for homeowners looking to reduce their carbon footprint and energy bills, while also benefiting from seamless installation and comprehensive support.

Mark Wiggins, Power NI Product Innovation Manager



### Electric Vehicles

As an energy supplier, we play a key role in supporting the adoption of electric vehicles by offering tailored EV tariffs that meet the specific needs of EV owners. Our tariffs are designed to promote sustainable transportation by making EV charging more affordable, while helping to lower carbon emissions, contributing to a cleaner environment.

To encourage efficient energy use, we offer reduced rates during off-peak hours, incentivising EV owners to charge their vehicles overnight when demand is lower, and electricity is typically cheaper. This approach not only eases pressure on the electricity grid but also maximises the integration of renewable energy sources.

Currently, almost 11,000 customers benefit from our EV tariffs, with approximately 7,000 from Energia and 4,000 from Power NI. For Power NI customers, these tariffs are backed by renewable energy through Renewable Energy Guarantees of Origin (REGOs). Power NI was also a pioneer in the Northern Ireland market, becoming the first electricity supplier to introduce a home charging product. Today, it continues to support EV adoption by offering both dedicated EV Tariff and EV Charger products.

In FY25, we partnered with an additional three car brands to assist customers to transition to electric vehicles, bringing our EV charging infrastructure partnerships to eight.



Through these partnerships, we are providing EV home charging infrastructure and renewable electricity residential tariffs for customers who purchase an electric vehicle. The partnerships provide EV owners with an easy and seamless way to obtain their home charging infrastructure to accompany the renewable electricity residential tariffs.



### 3.4 DIGITALISATION AND THE ENERGY TRANSITION

As part of our ongoing digital transformation and commitment to a low-carbon future, Energia Group has invested in the development of the Digital IQ platform to support Ireland's transition to a zero-carbon energy system. This cloud-based platform enhances the Group's ability to deliver more efficient, tailored services—from advanced billing solutions to smart electric vehicle charging. In addition to improving customer engagement and reducing operational costs, the platform plays a key role in supporting decarbonisation through the adoption of smart, low-carbon energy technologies.



Customer engagement continues to be developed through our developing product offerings. These products include:

- Smart Home Store featuring product and installation services for Google and Netatmo smart thermostats and doorbells, residential EV charge points and home security systems;
- Keypad Plus is a Bluetooth enabled meter top up system now mainstreamed in our NI residential prepayment market, with close to 35,000 customers;
- Real time data solution products, e.g. Connect 360, have been developed and offered to 35 commercial customers.

### 3.5 ENERGY EFFICIENCY – DOMESTIC CUSTOMERS

#### The Energy Efficiency Obligation Scheme

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. EEOS is separated into Commercial, Domestic and Fuel Poor.

In FY25, through the EEOS in Ireland, and approved by the Sustainable Energy Authority of Ireland (SEAI), the Energia Services team provided funding to non-residential projects with estimated annual energy savings of 76.6 GWh, up significantly from 17.9 GWh in the previous year. This represented an estimated annual saving of 12,625 t/CO<sub>2</sub>e (FY24: 9,674 t/CO<sub>2</sub>e) and annual customer benefits of over €5.2 million (FY24: €5 million).

Through the Residential EEOS in Ireland, and approved by the SEAI, in FY25 Energia provided almost €1.3 million (FY24: €1 million) in funding for energy efficiency projects, implementing a total of 373 retrofits (FY24: 206) delivering annual energy savings of 7.6 GWh (FY24: 3.8 GWh), almost a 100% increase year on year.

This represents estimated annual savings of 1,936 t/CO<sub>2</sub>e (FY24: 1302 t/CO<sub>2</sub>e). In addition, there were 167 retrofits in Local Authority or Approved Housing Bodies, across three different county councils and two housing associations, totalling savings of 2.2 GWh in the Energy Poverty sector. This represents estimated annual savings of 561 t/CO<sub>2</sub>e.

#### Supporting Ireland's National Retrofitting Scheme

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.

Given the national emphasis on energy efficiency and climate, as a Group, we are committed to providing support to households who wish to upgrade, via our Energia Cosy Homes Scheme. The scheme is a one-stop-shop for deep retrofits and home energy upgrades, and in 2024 Energia met and exceeded the domestic target achieving savings of over 7,665,541 kWh/yr, against a target of 3,262,114 kWh/yr. This was achieved exclusively through the support of deep retrofit projects, as per the updated Statutory Instrument in 2023 setting out the requirements.

#### 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; those especially impacted by the recent energy crisis. The 2024 target was 1,840,806 kWh/yr, and Energia achieved 122% of this target, submitting 2,248,126 kWh/yr in savings and coming in under budget.



Our Customer Solutions Energy Online Platform





## CASE STUDY

### Monaghan County Council and Energia partnership

As part of our ongoing commitment and playing our part in ensuring a just energy transition, Energia partnered with Monaghan County Council to assist low-income households to increase the energy efficiency of their homes – helping to improve quality of life and reduce both their energy bills and carbon footprint. The partnership is part of our long-term commitment to provide affordable clean energy and to assist and protect the more vulnerable in society.

In FY25, we retrofitted 121 low-income houses, and have another 135 retrofits in the pipeline for FY26 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 electric heat pumps,

upgrading windows to triple glazing, and adding air-tight sealed doors. 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 a warmer, more comfortable, energy efficient home and with a single and reduced energy bill.

As part of our project commitments, Energia provided various forms of support to Monaghan County Council including pre- and post-BERs, technical assessments, post-works quality audits, and air tightness tests. Our expertise and prior experience were also leveraged in the form of consultation and guidance along the way, making sure the Council selected the most optimal solutions and the tenants were satisfied.

## Heat Pumps

An active partner to the Northern Ireland Housing Executive (NIHE), Power NI has been working with NIHE on the next phase of low carbon heat pump installations in homes, guiding in terms of an appropriate electricity tariff for households. This follows on from the successful Rural-Led Energy Transition (RULET) programme which trialled heat pump installations in social tenants' homes.

These tariffs incentivise heat pump owners to use their heat pumps when demand is low during the night by offering reduced rates at specific time periods. This helps to reduce the strain on the grid and maximises the use of renewable energy sources.

## 3.6 ENERGY EFFICIENCY - COMMERCIAL CUSTOMERS

Under the EEOS, large energy suppliers must achieve annual energy efficiency targets, with the majority of credits required to meet our targets coming from our commercial business. In 2024, the target was set at 32.9 GWh, which Energia Group surpassed with 43.7 GWh.

## Cash for Kilowatts

Cash for Kilowatts is a well-established Energia Group scheme which incentivises businesses to make energy efficiency upgrades.

Suitable for companies in a range of industries including manufacturing, pharmaceuticals and retail, upgrades include new energy efficient heating, ventilation and air conditioning technology.

Under the scheme, once the upgrade is completed and the energy savings verified, a payment grant of up to 20% is made to the business based on annual savings.

In FY25, Energia supported businesses through the provision of funding totalling over €5 million, a significant increase on the €3.6 million provided in the previous year.

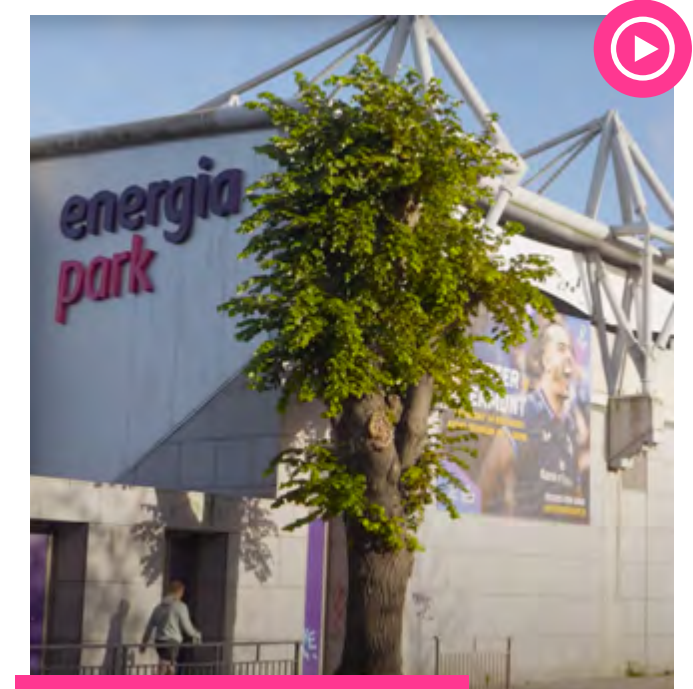
This reflects the increased demand and uptake in this important area as more companies seek to decarbonise their businesses and contribute to achieving Ireland's carbon reduction goals.

## Connect 360

With a view to offering businesses the capacity to take control of their energy consumption, reduce wastage and make decisions that suit their needs, the Energia Connect 360 app provides businesses with real-time energy and environmental monitoring. The web portal solution is suitable for businesses of all sizes and covers a range of operational processes.

## Energia Lighting Solutions

The Energia Lighting Solutions service programme is designed to upgrade current lighting systems with high quality, energy efficient LEDs. Funded through the newly installed LED lighting savings, and with no upfront costs, the upgrade reduces the customer's carbon footprint by using less electricity while producing a higher light quality. An example of the impact and success of this service is evidenced by the upgrade works carried out at Energia Park in Dublin.



Energia Park Energy Efficiency lighting upgrade with Leinster Rugby



### 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.

The scheme offers grant funding for energy improvement technologies which include LED lighting; intelligent heating controls, variable speed technology, solar, boiler replacement, voltage optimisation, infrared heating, heat recovery, steam or heated regeneration dryer and turbo blower.

In FY25, approximately £463,000 of funding was allocated across 76 projects from various commercial sectors including leisure, hospitality, offices, retail, and manufacturing, resulting in lifetime savings of over 70 GWh and 14,000 t/CO<sub>2</sub>e. Power NI provides grant funding under NISEP with 20% funding towards cost and installation.



Tullyglass House Hotel installs solar panels with Power NI and NISEP funding

### 3.7 VULNERABLE CUSTOMERS

At Energia Group we are committed to all of our customers and are cognisant of our role in protecting those that are vulnerable, as part of our strategic objective to Empower our Customers through our commitment to a just energy transition that ensures no one is left behind.

This is an ongoing commitment and process, informed by learning what our customers need. As part of our Materiality Assessment conducted in FY22, our stakeholders placed 'clean and affordable energy' as one of our top 10 ESG items to consider. This was furthered added to in our first DMA which was conducted in FY25, where 'social inclusion' and 'personal safety of customers' as well as 'information-related impacts for customers' were cited as three ESG matters that are material to Energia Group from both an impact and financial perspective.

Overall, to ensure we abide by our commitment of protecting vulnerable customers, Energia and Power NI offer several services to vulnerable customers that are promoted through their respective Codes of Practice and through various advice providers. We also assist customers with special needs through these services and we actively maintain registers of customers with specific or priority needs.

Where a vulnerable customer may fall behind in their payments, both companies offer a wide range of payment options and debt prevention measures. Both companies have committed to never disconnect an engaged customer and through the EAI, the Group worked with other suppliers to develop the Energy Engage Code for the Irish market.

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



Customer Care Team

The FYB service is currently a combined offering between Age NI and Advice NI. Over 500 benefit checks were completed for customers, and positive outcomes were delivered by way of income maximisation. The customers who availed of the service were referred by Power NI's frontline staff from the customer contact centres and the Payment and Accounts Resolution (PAR) team. The relationship with Advice NI continued to grow from strength to strength and the online referral system was expanded to also include business customers who were struggling with their finances and increasing debts. 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 Support Team that helps triage and support customers in 'at risk' situations. Support Team members from within Power NI and Energia receive specialised training around dealing with potential suicide cases and step in when our frontline agents are dealing with particularly complex customer calls.

In November 2024, 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.

Our Power NI and Energia websites include the ReachDeck Accessibility toolbar, which is used by some customers to translate the text into different languages, to read the website aloud and to assist those who are visually impaired to increase the size of the text or to mask the screen. 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.

Reachdeck is also available on our Group website. 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.





# 4

## Empowering our People

Our people are central to our corporate sustainability.

Energia Group strives to create a workplace where employees feel valued and empowered to give their best and feel a sense of achievement and belonging.

### 4.1 OUR PEOPLE STRATEGY

Our approach to our people, their development and the contribution that they make to our business and the communities we serve is guided by several values and principles.

Our overarching objective is to provide an environment where people can thrive, and this is driven by the values of our People Strategy which is based on being Trustworthy, Dynamic, Resourceful and Community Focused.

By reflecting these values in our work, we aim to foster a positive, inclusive and safe work environment that enables people to develop and realise their potential.

Aligned to these values, our People Strategy is rooted in principles of responsibility and sustainability, both in terms of our work, and with regard to attracting, fostering and retaining the best talent.

These principles are reflected in our alignment to the UN SDGs, specifically SDG 5 (Gender Equality) and SDG 8 (Decent Work and Economic Growth), in relation to our People Strategy.

Achieving gender equality and providing a working environment for female colleagues to thrive in is a business priority for the Group, and one which has been ongoing for several years and will continue.



# 4

## Empowering our People



Regarding SDG 8, through a continued focus on health and safety and wider labour rights (Target 8.8) and policies for our operation and procurement that protect workers (Target 8.7), we provide for safe and decent work.

A significant amount of the Group’s activity in this area is also focused on ensuring an inclusive approach across all activities (Target 8.5) and utilising new services and technology to promote higher levels of economic activity (Target 8.2).

Overall, the considered approach that underlines our People Strategy, their support and positive development is reflective of a modern and forward-facing large business. In this section, we detail some of our ongoing work in this regard, highlighting some of our most impactful efforts and point to future ongoing initiatives.

### 4.2 OUR TEAM

At 31 March 2025, we employed 1,135 talented employees working across the Group, with 220 employees based in ROI and 915 based in



Rachel O'Boyle, Operations Engineer, at Cornavarrow Wind Farm

Northern Ireland. A total of 176 new employees, of which 47% were female, joined the Group in FY25.

The Energia 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.

#### Energia Group’s employee numbers

AT 31 MARCH	2025		2024	
	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER
Energia Group Limited Board <sup>1</sup>	1	-	1	-
Energia Group NI Holdings Limited Board <sup>2</sup>	10	1	10	1
Senior Management <sup>3</sup>	7	4	8	5
Other Employees	607	517	605	496

<sup>1</sup> Directors appointed to the Board of the Company are not employed by the Group and are not included in the employee numbers shown in note 9 to the financial statements  
<sup>2</sup> The Board of Energia 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. Three Executive directors of EGNIHL (two males and one female) are also members of the Energia Group Management Board (EGMB) and included in the employee numbers for Senior Management  
<sup>3</sup> Senior Management comprises members of the EGMB

### 4.3 OUR EMPLOYEE VALUE PROPOSITION

We believe that having an inclusive employee value proposition allows employees to feel recognised and rewarded, enabling them to grow and thrive in their roles.

We have continued to embed our unique employee value proposition, ‘Energised for Better’, which was established in 2023. This framework has been designed to tangibly benefit our employees and is based on four pillars – Reward, Opportunity, Connection and Impact.



**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.

The work of the framework is a collective effort, involving all employees in collaboration and spans the entirety of the Energia Group. One notable example of the activities undertaken over the past year include the hosting of a Noontime Knowledge session with a panel of employees sharing their experience

with their colleagues on how they have benefited from Energised for Better.

As part of our Milestone Moments, we held a long service lunch to celebrate employees with over 20 years’ service. We also launched our Energised for Better email campaign at the beginning of 2025 to provide insights into how we support employees’ professional growth, wellbeing and work-life balance. As part of the campaign, we heard from our colleagues on how they used their Wellbeing Fund, how they celebrated their Milestone Moments, their experience being part of the Women’s Network and our Allyship@Work Programme.

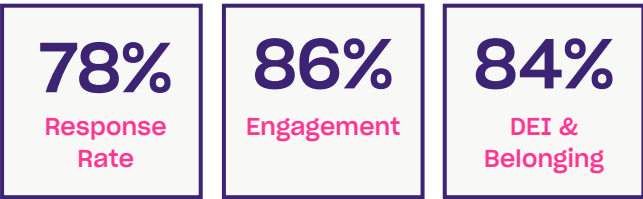




### Employee Listening

In June 2024, we once again conducted our annual pulse employee engagement survey to gain insight into the issues that matter to them and views on their experience with Energia Group.

There was a strong engagement by employees. Highlights from the 2024 survey include:



### 4.4 THE WAY WE WORK

In response to the needs of our business and employees, we continue to evolve our ways of working.

We see this agility as fundamental to our success in terms of employee welfare and wellbeing, as well as attraction and retention. We have maintained our hybrid work approach for office based employees and offer certain operational roles as fully remote.



In our most recent employee satisfaction survey, 84% of employees stated that they can maintain a reasonable balance between their personal life and work life.

### 4.5 WELLBEING

Wellbeing is at the heart of our approach to our employees, and as a strategic business priority, we firmly believe that investing in and supporting them makes us better as a company overall. Our approach to wellbeing consists of three pillars – Mind, Body and Life. This has long been a focus across Energia Group, and this emphasis continued in FY25. For example, we have continued to encourage the use of our wellbeing initiative: Energising You – Wellbeing Fund which was launched in FY25, with 619 of employees benefiting in the period from January to December 2024. The fund provides a dedicated resource aimed at empowering our employees to invest in their health and wellbeing. Each employee is eligible for a payment of £200 / €250 to contribute to their wellbeing. Employees have used the fund for gym membership, exercise equipment, pilates/yoga and fitness trackers.



Another example was the launch of our Wellbeing App – Thrive Mental Wellbeing for NI employees in May 2024, as part of Mental Health Awareness Week. The app gives employees the opportunity to prioritise their mental health through various methods such as computerised cognitive behavioural therapy, deep muscle relaxation, calm breathing, meditation and many more.

### Wellbeing Calendar

An important part of our wellbeing commitment is to provide employees with a calendar of events and activities. Building on the previous year's activities, in FY25 the calendar included webinars focused on topics such as a financial detox session, nutrition for immunity and gut health, beating burnout, virtual gym sessions and an outdoor 5k walking challenge. In total, there was strong engagement from employees with 398 colleagues participating in various activities. In addition, our weekly Wellness Wednesday reminds employees of our Employee Assistance Programme.

### 4.6 LEARNING AND DEVELOPMENT

Continuous learning is an important part of the employee experience at Energia Group, and something we are focused on as an

evolving business. We encourage growth and eagerness to continuously develop to enhance adaptability and skills. As such, we invest in our people through a range of Learning and Development opportunities and a commitment to support our employees in further training and upskilling. Our learning areas include:

- A complete onboarding process for new employees that covers a range of topics including company purpose and values, sustainability culture and several others of relevance
- Tailored line manager programme for all new managers
- Tailored future leaders and future directors programmes
- A learning and development calendar for all employees across the Group
- High potential programmes focused on modules to enhance progression, including 360 EI and psychometrics, coaching, mentoring and on-the-job challenges
- Customised management capability and skills training to enhance leadership skills for all employees
- A Manager's toolkit to support employee career conversations, coaching on career opportunities and mentoring programmes to support career growth



These learning areas are complemented by several distinct measures and programmes designed to enhance the skills and competencies of employees.

Such measures include:

- An L&D calendar that is open to all employees to ensure accountability for Personal and Business Impact and the use of individual learner perspective shifts to embed a Community of Practice throughout the organisation. As part of this ongoing process, we involve Line Managers, supporting a shared language and a culture of Growth Mindset.
- Many of our programmes incorporate a Triad Buddy System where learners are grouped together in threes. Each group holds a short accountability meeting after the conclusion of a project, and in our experience, we have found a high level of engagement on the part of team members with their triad.
- A Mastermind session is a feature incorporated into the design of many of our programmes. This is a collaborative mentoring session, one hour in duration, where learners come together in small groups of up to 8 people. They acknowledge successes and as peers, identify solutions to challenges. Masterminds are a powerful social-learning device binding emotional support, peer learning, practical knowledge and facilitator experience. As part of this process, participants develop a Future Self Email, an accountability and motivation device based on design thinking principles. At the end of each programme, learners are asked to identify an action that they will take, a habit they will develop, or an intention they will set. They write an email to their future self, based on this action, which is scheduled at a defined time.



Every Role Powers Change poster

#### 4.7 ENERGISED FOR A BETTER WORLD

Energised for a Better World is an internal ESG engagement campaign, launched as part of SDG week. The campaign highlights how everyone in the Group contributes to our ESG efforts, irrespective of their role in the organisation.

As part of the campaign, a series of panel discussions is being delivered across the Group demonstrating how everyday we all contribute to a more sustainable future for all whether we are providing advice on green tariffs to our customers, working on projects to finance renewable energy projects, supporting the Group's volunteering initiatives or supporting the collection of ESG data for reporting purposes. Every role powers change.

#### Sustainability @ Energja Group

Sustainability @ Energja Group is a very important part of our approach to training across the organisation

In September 2024, the Group continued its partnership with Vyra, a sustainability education provider, with the launch of the Sustainability @ Energy Group training programme through which all Energja Group employees have access to a range of lessons that will further their understanding on climate action, social responsibility and our impact in the community. Programme participants received a training certificate upon completion to go alongside the previous Biodiversity Awareness certificate.

An overview of our approach to sustainability as a company and the work of our Sustainability @ Energja Group can be viewed below. The video also showcases the modules offered by the programme and the great work of our staff to empower change while also developing a deep understanding on ESG issues and environmental resilience.



Energja Group Testimonial from Vyra

#### 4.8 TALENT DEVELOPMENT

In FY25, 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 and 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 established Talent Strategy is designed to not only provide current training but also develop emerging talent across the Group. Underpinned by bi-annual Talent Forums, our internal Talent Steering Group supports those on our High Potential Programme to ensure employees are supported and challenged to meet their potential in their current role or via new opportunities across the organisation.

As part of our Talent Strategy and to ensure continuous progress in this area, we implemented a strategic and well-structured system for identifying high-potential employees. Using the Talent Identification checker and a step-by-step guide, managers can make informed decisions while distinguishing between potential and performance.

Using clear indicators to define behaviours was especially effective as it provides objectivity and transparency in the process. This helps foster fairness and trust among employees, while supporting the identification of those with the greatest growth opportunities. All high potential employees and successors have access to a suite of learning interventions to ensure they are equipped to grow and meet their development goals. Tailored support like this can make a significant difference in helping employees realise their potential and confidently step into future roles.

#### 4.9 ENERGIA GROUP'S GRADUATE PROGRAMME

Energja Group's Graduate Programme is a cornerstone of our overall talent attraction and development approach. Our business, the services we provide, the energy sector and the needs of our customers are evolving and as such, we believe strongly that our talent should evolve and lead change. Our Graduate Programme is well established and has been highly successful in providing support, training, experience, and mentoring to enable those in the early stages of their career to



build a successful pathway at Energia Group. Our approach involves a bespoke graduate programme where we partner with Learning and Development experts to help fast track the careers of graduates and retain them within our business.

Graduates are offered a two-year programme, which includes a tailored onboarding and induction plan, rotations across different businesses and departments to broaden their commercial awareness, an assigned mentor, a specific L&D programme tailored to their development needs, and exposure to high-profile projects and management.



Graduate Programme workshop

Launched in 2019, 23 graduates who have completed the programme have secured permanent roles across the Group. There are currently 23 graduates participating in the programme across Customer Solutions, Engineering, ESG, Finance, HR, Regulation, Technology and Trading.

This year we also collaborated with Queen's University Belfast on a spotlight piece focusing on our Graduate Programme featuring one of our current graduates.

### Engineering Academy

In FY25 Energia Group launched the Engineering Academy. The Academy aims to foster innovation and excellence in

engineering across the Group. The Academy aims to provide professional development and continuous learning opportunities for engineers within the company, equipping them with the skills, knowledge, and tools necessary to excel in their roles and drive cutting-edge solutions.

Playing a leading role in powering the energy transition across the island of Ireland and to doing so sustainably through innovative engineering is important to us. We have extensive experience of delivering large-scale projects and we are progressing a large pipeline of new renewable projects in Ireland. These include onshore and offshore wind farms, solar farms, battery storage and green hydrogen production facilities. 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.

Drawing on the expertise and work of Energia Group, the Academy also blends external experience and perspectives to provide a comprehensive examination of the current and future trends that are impacting engineering. The Academy has featured insights from Bernie Collins, a former McLaren F1 and Force India performance and strategy engineer, Iain Percy, CEO of Artemis Technologies, Neil Henderson, Account Director for HS2 and Stephen Bull, CEO of Vårgrønn.

Commenting on the work of the Engineering Academy, David Macartney, Director of Corporate Development at Energia Group, commented; "The Academy is an important part of our overall efforts to nurture and develop talent in the ever-expanding field of engineering. The work of the Academy today is very much built on the excellence of our teams over the past twenty years, and recognition of the important role engineering will play in our business in the future."

"Covering a broad range of topics, such as critical thinking, innovation and leadership, through to energy policy and ESG, to name a few examples, the learning activities



David Macartney, Corporate Development Director, Paula McBrien, Talent and Development Business Partner, and Tony McGaharan from People's Place

are designed to provide a pathway to chartership. Fundamentally, we are striving to provide a structured and supportive learning environment where participants can explore the challenges that face us today and future opportunities."

### Technology Employment Academy

In 2024, Energia Group sponsored a Technology Employment Academy, funded by Belfast City Council, which was open to anyone interested in a career in technology. The 16-week Academy provided 12 participants with the fundamental skills in Software Development and included a week's placement in Energia Group. Through the ongoing work of the Academy, Energia Group has recruited 4 new employees to the company's technology team.

## 4.10 INCLUSIVE WORKPLACE

At Energia Group, inclusivity is at the heart of our organisation. A fair and inclusive workplace environment supports our people and the excellence of our offering to those we serve. Our approach is reflected in the policies and structures that underpin our recruitment, mentoring, development and reward activities that are open to all, and discriminate against none. We see inclusivity as essential to how we operate our business.

For the past number of years, Energia Group has retained the Bronze Diversity Charter Mark from Diversity Mark NI in recognition of the Group's commitment to diversity and inclusion. We will be actively seeking to apply for the silver award in April 2025.



## Allyship in the workplace



This year we continued to drive our AllyShip@Work Strategy which is designed to inform, support and promote, and to enable people to be themselves and succeed.

Underpinned by a tangible plan of action and supported by resources across the Group, the strategy also included partnerships with external organisations.

In FY25 we renewed our partnership with Pride@Work who are dedicated to raising awareness of the discrimination faced by LGBTQI+ people, promoting diversity and inclusion in society and championing quality for all people. Through this partnership, we supported employees with training and

seminars on topics such as Gender 101 and How to be an Ally.

In June and July 2024, we supported both the Dublin and Belfast Pride Events, with employees participating in the Pride March through Belfast, and we are actively planning to build on this again next year.

Also, in 2024 we launched the LGBTQI+ peer to peer support group at Energia Group with the aim to create a safe, inclusive, and supportive space where employees can come together with their peers, share experiences, and overcome challenges. The objective of this initiative is to foster an environment where individuals can:

- Express themselves freely
- Feel accepted without judgment
- Find companionship in navigating life's experiences



PRIDE parade in Belfast

## 4.11 GENDER PAY GAP

As part of our focus on inclusivity and equality across our organisation, we are focused on equality in pay and our Gender Pay Gap (GPG). In FY25, we published our gender pay gap report based on the ROI GPG methodology on a snapshot date of 30 June 2024, which saw a median pay gap of 20.6%.

While in FY25 44% of the Energia Group Top Talent pool is made up of females and we had a 52% female representation on our Line Manager Programme, we recognise that sustained progress is continuously required to address the GPG overall.

### Women in Energy Network

Established in 2021, 'Women in Energy' is a network of colleagues from across the organisation who collaborate to celebrate and champion women at Energia Group by:

- Connecting women and allies, creating an environment of belonging
- Supporting personal and professional development of women
- Influencing positive change and providing a voice for women

Women in Energy has built a community for women returning from long-term leave, including maternity support, created an open and welcoming network where new employees can forge connections and people in the early stages of their career can access advice and mentoring.

In Energia Group we pride ourselves on supporting women in the workplace and creating an inclusive culture where women can thrive. Our women's health policies, Pregnancy Loss and Fertility Treatment and the Manager's guidance document to support women through menopause continue to form part of the company's broader strategy of supporting all employees through every life stage and fostering a culture of inclusion.

## International Women's Day

The acknowledgment and celebration of International Women's Day is an important annual activity of the Women in Energy Network. On 7 March 2025, the network held a Rise and Shine event to celebrate International Women's Day 2025 focusing on inclusion. Attendees heard from Energia Group's female senior leaders and listened to powerful insights from guests MEP Maria Walsh, and former Irish rugby international and Ireland women's most capped player, Lynne Cantwell.



Maria Walsh, MEP, at Energia Group's International Women's Day celebration

### Partnership with Riley

In FY25, Energia Group continued its partnership with Riley to provide free period care products to employees across the Group. Riley is a female-founded Irish business which supplies eco-friendly period-care products delivered directly to the customer. The award-winning products are made with 100% organic cotton and zero toxins, bleach or harmful chemicals benefitting the user and the environment. This partnership is part of a Group-wide focus on gender related policies that are aligned to the UN SDGs, specifically SDG 5 Gender Equality and SDG 8 Decent Work and Economic Growth.



## 4.12 THE GREEN TEAM

Aligned to the Group's focus on sustainability, the Green Team drives sustainability awareness and initiatives at Energia.

In FY25, activities included:

- Education and awareness through the Green Team Quarterly newsletter with information on office audits, ESG reporting, biodiversity, staff reviews of eco-friendly products, interviews with senior management, shocking facts, environmental headlines and plant-based recipe ideas along with information on in-season fruit and vegetables and tips on reducing food waste.
- A photo competition celebrated World Earth Day in April. Staff were encouraged to capture the beauty of nature and tell us why it is important to them.
- Green Talks delivered throughout the year included Solar PV, Sustainable Travel, Boosting Biodiversity and Veganuary.
- Bike Repair days took place at the offices in June and July encouraging staff to cycle more.
- The Sustainable September initiative included a Style Meets Sustainability Talk, Pre-loved Clothes event and charity collection.
- The business signed up to Veganuary with Vegan sausage rolls for World Vegan Day.
- In October, staff in NI went Red Squirrel spotting and took part in a competition by logging their squirrel sightings on the Ulster Wildlife website.
- In November, an electricity conservation competition with smart plugs as prizes encouraged all employees to reduce usage in their offices. Light switches were labelled and Green Team members along with other staff kept a close check on lights, screens and air conditioning with 8 out of 13 of the offices reducing consumption compared to November last year.
- Promoted participation in the RSPB Big Garden Birdwatch.



Green Team - Squirrel Safari

## 4.13 HEALTH AND SAFETY

Given the services we provide to customers and requirements of our employees, health and safety is paramount at Energia Group. Working in a highly regulated industry, we are absolutely committed to the highest standards of health, safety and 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 our 2022 Materiality Assessment, our stakeholders cited Health & Safety as near to the top of our 10 most important ESG issues to consider. In our first DMA, carried out in FY25, Health and Safety came out as one of the top material matters from an impact and financial perspective to Energia Group.

### 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 recertification audit for both ISO standards was completed in Spring of 2024. This involved meetings to review documentation and included three site visits at our Newforge Lane offices in Belfast, the Generali Building offices in Blanchardstown and the Meenadreen Wind Farm.



Castlereagh Battery Storage facility





Neil McKenna, Electrical & Battery Storage Manager at Castlereagh Battery Storage facility

### Safety Performance

During FY25, Energia 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 Energia Group energy consumption, efficiency and waste output through internal environmental awareness.

### Health & Safety Newsletter

A quarterly Health and Safety newsletter is issued on Energia Group’s internal website, The VOLT. Well established across the Group, the newsletter is a valuable source of information for employees concerning ongoing and new initiatives and fostering engagement across all teams.

Alongside the health & safety newsletter, topical safety bulletins are available to all staff. Covering a wide variety of topics, they focus on issues such as incident prevention, seasonal safety and feedback from the safety representatives. In FY25, we released 5 safety bulletins: choking awareness, anaphylaxis, working with display screen equipment, car parking safety and driving for work safely.



### Bespoke training courses

In FY25, we continued our emphasis on first aid and fire warden training and supports, and completed two bespoke first aid scenario courses. These provided practical examples on choking awareness and anaphylaxis, as well as a refresher on what to do in a typical first aid at work emergency.

### Safety Representative Meetings

As part of our commitment to maintaining a safe working environment, safety representative meetings are held quarterly and attended by representatives from each

of the Group’s office locations. There are currently 24 safety representatives across all office locations. These meetings are important for maintaining standards across our organisation, giving the participants an opportunity to discuss any recent incidents, raise concerns from staff, share any required updates and learnings, and to take part in relevant training.

### Lost Time Incidents

In FY25, Energia Group had five lost time incidents reported. This is a decrease from the seven reported in FY24.

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

LOST TIME INCIDENTS (LTIS)	FY24	FY25
Employee LTIs	3	0
3rd Party Contractor LTIs	4	5
Total LTIs	7	5

Energia Group's Lost Time Incidents





# 5

## Community

As part of our commitment to make a positive impact in the communities that we serve, we invest in green energy and jobs, provide care for people in need, and empower clubs and teams across the country.

### 5.1 SUPPORTING COMMUNITIES

Supporting the communities in which our business operates is a key strategic objective of Energia Group. We believe that being involved in local communities adds economic and social value to those that we serve and will fundamentally enhance our business across our organisation while staying true to one of our core values of being Community Focused.

We build sustainable partnerships with communities, listening to their needs and investing in their success. Our track record of emphasis on community is illustrated by the diversity of our close collaborations across the island of Ireland, working with a range of community groups, charities, sports clubs, educational bodies and local projects.

Our work with communities is framed by our commitment to the UN SDGs, including SDG 11 Sustainable Cities and Communities and SDG 13 Climate Action. Our support of SDG 11 includes the promotion of sustainable transport solutions (Target 11.2), cleaner and more sustainable cities (Target 11.3 and 11.6), and we work to ensure the protection of nature in all we do (Target 11.4).

We support SDG 13 in partnership with communities by seeking to improve education and awareness of climate change and the action required to mitigate and adapt to minimise its adverse impacts (Target 13.3).



5

Community



Fundamentally, through our alignment to the SDGs, we look for ways in which we can support and enhance communities. Our efforts to this effect are detailed in this chapter, and include examples of education and awareness, charitable giving, volunteering and sponsorship and all are designed to tangibly benefit communities and their environments.

## 5.2 ENERGIA GROUP'S GREENER POSSIBILITIES FUND

Supporting communities across the island of Ireland in their efforts to address climate action, Energia Group's Greener Possibilities Fund has to date supported 15 projects and awarded over €300,000.



Aligned to UN SDG 11 Sustainable Communities and SDG 13 Climate Action, the Fund supports projects related to climate crisis, climate resilience, biodiversity protection, or are community focused. An established platform, the Fund is an opportunity for us to engage and support those impacted by climate change,



Age NI Seeds for Bees

involved in climate action and organisations looking to enhance their sustainability focus.

In its second year, four charities were supported by our Greener Possibilities Fund namely, Global Action Plan Ireland and FoodCloud in ROI and Grow NI and Keep NI Beautiful in NI. Each charity has been awarded €50,000 over a period of two years, ending in 2025. Not only have these charities delivered specific projects aligned to SDG 11 Sustainable Cities and Communities and SDG 13 Climate Action, but they have had an immense impact on those involved. The funds were administered by Community Foundation Ireland, an independent philanthropic body that provides external governance and oversight.



Beragh Development Association Sensory Garden



### REPUBLIC OF IRELAND

#### Global Action Plan Ireland, Dublin

Global Action Plan Ireland is dedicated to fostering sustainable communities throughout Ireland. With the support of the Greener Possibilities Fund, they successfully launched a community garden in Blanchardstown, attracting over 4,800 visits to both of their locations. Additionally, they have hosted 42 local community groups, including disability services, youth groups, and recovery programs.

**GG** At GAP Ireland, we believe in the power of community-led environmental action, and the support from Energia Group's Greener Possibilities Fund has helped us scale up our programmes supporting local initiatives. With their backing, we are enhancing our GLAS community gardens as spaces for learning, inclusion and sustainability, so that more people, regardless of background, can come together to create positive change.





## REPUBLIC OF IRELAND

### FoodCloud

FoodCloud's mission is to transform surplus food into opportunities to make the world a kinder place. Their project is to carry out an update to their ordering and stock utilisation process which will reduce food wastage. With the help of the Greener Possibilities Fund, they have provided 2,000 tonnes of surplus food to various community groups. They have extended their support to 664 charities, offering them the resources they need to make a

difference. 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. Their improved warehouse management system has streamlined operations, making the user experience more efficient and effective.



## NORTHERN IRELAND

### Grow NI

Grow offers opportunities for people of all ages and abilities to get involved in growing food and connecting with their community. Through the Greener Possibilities Fund over 4,500 people have benefited. They have collaborated with five local schools, involving three primary classes from each, with one school starting its own garden. Grow has conducted 85 weekly sessions focused on food growing, rewilding, and biodiversity. Additionally, they have planted 240 native trees on Black Mountain in Belfast. Their efforts have also extended internationally, connecting with three groups from Peru, the Amazon, and a Kurdish women's group from Scotland.

**CC** Working with EnÉrgia Group and the Greener Possibilities grant has far exceeded our expectations and plans. We have found the EnÉrgia Group volunteer teams to be a great addition to our regular volunteers, enabling us to handle bigger events and making large pieces of work go like a breeze. They have brought with them a positive culture, values and craic which fits seamlessly into our work. The grant administration, while thorough, has not been unduly burdensome which is so essential for small organisations like ours. The ripple effects from this project continue to grow out into other spaces and groups - made possible by consistent resourcing from this funding and from the energy and goodwill of volunteers and the local community.





## NORTHERN IRELAND

### Keep Northern Ireland Beautiful

Keep Northern Ireland Beautiful is an environmental charity dedicated to creating a world where people and nature thrive. Their project focuses on an education and climate action empowerment program for young people not in the traditional education system. They have trained 140 future teachers in environmental education, and their Generation Nature initiative has become a model for sustainability education worldwide. Over 80% of participants believe that nature-based learning is essential for young minds. The charity has partnered with Stranmillis University College and Eco-Schools to further their mission. Looking ahead to their use of the Fund for 2025, they are establishing a nature demonstration site to bring environmental education to life.

“Energia Group have shown great interest and support in Generation Nature, not only through providing funding, but also through their promotion of the work we are doing as a part of this project. With regular check-ins on how the project is progressing, they continue to show their interest in developing the environmental knowledge and skills of educational professionals. The Nature Demonstration Site at Stranmillis is nearly complete and soon there will be groups of student teachers in the garden learning about nature through practical demonstrations and shared lessons. Keep Northern Ireland Beautiful are very grateful for the support Energia Group have provided and will continue to provide for the lifespan of this project.”



Pupils from St Ernan's National School with Jason Doherty Meenadreen Wind Farm Site Manager, inside wind turbine

### 5.3 ENERGIA GROUP'S COMMUNITY WIND FARM FUNDS

#### Investing in our communities

Energia Group has a well-established commitment to community, through investing in the green economy and operating in local areas, which has been underpinned by a genuine engagement with all stakeholders.

Our approach to these relationships is informed by active listening. In our 2022 Materiality Assessment, our stakeholders placed Community Engagement and Community Liaison in our top 10 ESG issues, there was a clear ask of us as a company to engage proactively. Building on this, in our first DMA conducted in FY25, 'communities' civil and political rights', and 'communities' economic, social and cultural rights' came out as two ESG matters that are material to Energia Group from both an impact and financial perspective.

As well as our community focused engagement and programmes in the areas where we develop, construct and operate our wind farms and other renewable energy developments, we seek to support the energy transition in these communities through investments facilitated

by our Wind Farm Community Benefit Funds, sponsorships and Local Electricity Discount Schemes (LEDs), or near neighbour payments.

In FY25, we provided over €825,000 to support a range of activities and projects in the communities where we operate across the island of Ireland. So far, through our benefit funds, sponsorships and household payment schemes, we have invested over €5 million in local communities, a level of support we are very proud of.

We are also in the process of setting up a new community benefit fund for our newest wind farm Drumlins Park Wind Farm in Co. Monaghan, which will be our largest fund. The allocation of the first round of funds will begin later this year.

#### Community benefit funds

Our community benefit funds are well established in the communities we operate. Designed to enable local communities to benefit from the construction and operation of our wind farms, we partner with Community Foundation Ireland, Community Foundation NI and the Fermanagh Trust, who administer our funds on our behalf.



With a focus on impact, in FY25, our funds supported over 120 community projects with an estimated reach of over 80,000 participants and service users.

The supported projects cover a wide spectrum, focused on specific local community needs. They support community groups, voluntary organisations and environmental projects situated near our operational wind energy developments. The grants prioritise energy

efficiency and sustainability goals, and in many cases support valuable and tangible initiatives that otherwise might not be viable.

The success and impact of the funds are evidenced by the fact that most are fully subscribed, however where funding is not fully allocated in any one year, it ‘rolls over’ to the following year with grant sizes and fund areas reviewed in conjunction with the local community.

Breakdown of Energia Group's Community Benefit Funds

COMMUNITY BENEFIT FUND	ANNUAL FUND	ABOUT THE FUND
Meenadreen Wind Farm Benefit Fund	€90,000	8 community project grants with an estimated reach of around 9,500 beneficiaries
Derrysallagh Wind Farm Benefit Fund	€34,000	7 community project grants with an estimated reach of around 2,750 beneficiaries
Long Mountain (and Glenbuck) Wind Farm Combined Benefit Fund	€86,000	22 community project grants with an estimated reach of around 2,750 beneficiaries
Rathsherry Wind Farm Benefit Fund	€55,000	14 community project grants with an estimated reach of around 3,500 beneficiaries
Thornog Wind Farm Benefit Fund	€64,000	12 community project grants with an estimated reach of around 2,500 beneficiaries
Tyrone 3 Combined Wind Farm Fund (Altamuskin, Gortfinbar and Eshmore County Tyrone Wind Farms)	€128,000	19 community project grants with an estimated reach of around 55, 500 beneficiaries
Cornavarrow and Slieveglass Combined Wind Farm Fund	€161,000	16 community project grants with an estimated reach of around 3,200 beneficiaries
Teiges Wind Farm Fund	€85,000	19 community project grants with an estimated reach of around 2,250 beneficiaries

CASE STUDY

Meenadreen Wind Farm, Co. Donegal

The Meenadreen Community Benefit Fund, like all our funds, is tailored to the needs of the local community living in the immediate area around the South Donegal wind farm near Leghowney. The fund offers grants up to €10,000 for projects which promote sustainability, through energy efficiency schemes, biodiversity initiatives or services and facilities which help build community resilience in this rural area.

The annual €90,000 fund also operates a higher education bursary scheme, which was set up in 2020 following a local community group workshop. The bursary covers the cost of tuition fees for higher-level education courses and prioritises renewable energy, environmental and sustainability studies.

To date, the wind farm has awarded 19 bursaries, and Anna Mitchell counts herself both lucky and proud to be one of our Meenadreen students. She is studying for a degree in Environmental Management at Queen’s University in Belfast and says: “The bursary award is great to have on my CV and helps me focus on my studies. I do have a part-time job back home at weekends, but I have friends on my course who have two jobs and are working evenings and weekends, which can be tough. I know two of the other students who’ve been awarded bursaries by the wind farm scheme which is rewarding our choice of environmental and sustainability studies.”







## CASE STUDY

### Teiges Wind Farm, Co. Fermanagh

Teiges Wind Farm operates a community benefit fund, which now totals over €85,000 a year. The annual fund is administered by the Fermanagh Trust on behalf of Energia and allocates grants to community groups operating within a 5-kilometre radius of the wind farm.

Friends of St Mary's Primary School in Brookeborough applied for €2,400 grant from the Teiges fund to clear an overgrown

pond area, put in a new liner and create an on-site nature observation enclosure. When we visited the school, Méabh, Annie, Cahir, Aoibhinn and Evie jumped at the chance to don their waterproofs and show off their very own school nature reserve. This project reflects the school's commitment to encourage their young pupils to develop an early interest in science and biodiversity.



## CASE STUDY

### Thornog Wind Farm, Co. Tyrone

Community groups operating within up to 10 kilometres of our Thornog Wind Farm, near Drumquin, Ederney and Lack, can apply for grants up to €3,500 from the Thornog benefit fund.

Drumquin Women's Group used their grant to host a series of craft classes, which are popular with both members and non-members. Mary O'Kane helped set the group up 25 years ago and says, back then, there were no activities for local women: "We started with IT classes and

health and wellbeing talks but the ideas come from our members and arts and crafts classes are a big pull. We're so grateful to Energia's Thornog Wind Farm fund, which has given us a number of grants over the past few years."

Theresa Poyntz says the group activities are helping to fight social isolation, which is a problem that has gotten worse since the Covid pandemic, particularly for older age groups in rural areas.





## CASE STUDY

### Cornavarrow Wind Farm, Co. Tyrone

It can get very noisy at the Drumquin Men's Shed when all 15 members get together and it's not always the lathe or the drills that are raising the decibels. This local group meets at their workshop in the local enterprise centre once a week to share skills, stories and more than a few laughs. Tom Gormley, who's Secretary of the Men's Shed, says the members sell what they make and use the funds to buy more materials but they're always on the lookout for new tools to improve the expanding workshop. Now, thanks to a grant of over €3,500 from the Cornavarrow Wind Farm

community benefit fund, the group will be able to purchase a new band saw, planer thicknesser and woodturning lathe. Tom says the grant will make a big difference: "This funding will allow us to create a safer, more efficient workspace where our members can develop and share new skills. It's not just about what we make, though, because this workshop is a space where members can get together and really connect. Projects like these play an important role in reducing isolation, promoting wellbeing and building a real sense of community."

## 5.4 HELPING OUR COMMUNITIES

Our work is embedded in communities across the island of Ireland, and our contribution is driven by our staff. Working with a range of initiatives and programmes of varying sizes and focus, our support over the years has been consistent and will continue into the future to maximise our impact. Examples of formal initiatives supported include Brighter Communities and Helping Hands, in addition to partnering with charities and our Christmas campaigns.

Fundamentally, our community strategy is built on relevance and impact, offering our people and customers the opportunity to support programmes, initiatives and charities that relate to them. We choose initiatives that can be nominated and matched to staff efforts, with a focus on making a positive difference.

### Volunteering

Energia Group is built on the excellence, innovation and dedication of our people, which is reflected in the contribution they make to our volunteering efforts as an organisation.

During FY25, a Group Volunteering Policy was approved, giving all employees the opportunity to volunteer twice each financial year. A new

online volunteering platform, called Rosterfy, was also approved and a roll-out to all staff is expected in FY26.

Overall, in FY25, 416 volunteers from across the Group spent over 2,000 hours volunteering in their communities through over 60 opportunities. Volunteering efforts focused on helping local food banks, working 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, 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.

Volunteering with Age NI also continued in FY25 through "Check-in and Chat", a weekly telephone call to an older person which has proved to be an excellent way to help some older people to cope with the challenges of isolation and loneliness.

Some staff also have volunteered throughout the year by sharing their skills with some local charities. Microsoft Excel support has been offered to a local food bank and a social media audit and content plan have been valuable for a local charity who support children with visual impairments.



100 volunteers supported Cash for Kids over two days in their Mission Christmas





Brighter Communities recipient, Share Discovery Village Co. Fermanagh

### Brighter Communities

Brighter Communities is Power NI's community fund which was established to donate to groups across NI, contributing nearly €114,000 in financial support to date, while also helping new and innovative community organisations grow.

During FY25, 12 diverse groups each received €1,200 in funding through the Brighter Communities fund. These included Ulster Orchestra, Rosie's Trust pet charity, Newforge Taggers RFC, Clabby Community Group, and

St. Mary's Primary School on Rathlin Island, who produced a booklet to mark its 200<sup>th</sup> anniversary. To celebrate Random Act of Kindness Day in February 2025, an additional €1,200 was awarded to the Mae Murray Foundation, based in Larne, using their funding for all-ability surfing sessions.

### Helping Hands

Helping Hands is a scheme that enables staff to take a personal approach to their volunteering, enabling them to support local groups, sports teams and community initiatives that they have a connection with. Now available to all Energia Group employees, the scheme grants financial support towards purchasing new equipment or running events.

In FY25, under the Helping Hands scheme, 230 grants were awarded to community associations, charities, and clubs across the island of Ireland equating to over €24,000 in ROI and almost £51,000 in Northern Ireland of financial support. Helping Hands has been going far and wide from Belfast to Wexford, to the Glens of Antrim and to the Mid-West of Ireland. A diverse range of groups were



Helping Hands recipient, Templepatrick Cricket Club, nominated by employee David Caldwell



Helping Hands recipient, Tiny Tots Nursery, Toome, nominated by employee Paul Russell

supported including the Kjoujin Lurgan Brazilian Jiu-jitsu, Loughmacrory Handball Club, Glens Coastal Rowing Club, Strandtown Primary School, as well as other sports clubs and a variety of children's education settings.

Last year, The Hygiene Bank in Moira received Helping Hands funding to purchase hygiene items to distribute in the local community. The Hygiene Bank is a charity operating in the UK and Ireland which aims to give people

access to the basics they need in an attempt to combat hygiene poverty which can lead to a lack of confidence and negatively affect their health and wellbeing.

Staff across Northern Ireland have been donating to the Hygiene Bank during the year and one of our Technology & Innovation team still is a regular volunteer at the Hygiene Bank in their own time. During the year staff donated over 53kg of products to the Hygiene Bank.



Brighter Communities recipient, the Mae Murray Foundation's all-ability surfing sessions



Helping Hands recipient, Knockbreda Football Club nominated by employee Saul Lockhart



The Hygiene Bank volunteer



In partnership with Capita, Energía Group repurposed preloved computers and donated them to local charities and communities. The computers went to Macmillan, Christians Against Poverty, Advice NI, Omagh Food Bank and Age NI. The computers found new homes both within the charities for their staff and also within the wider community.



Advice NI receiving their desktops donated by Energía Group

### Partnering with Charities

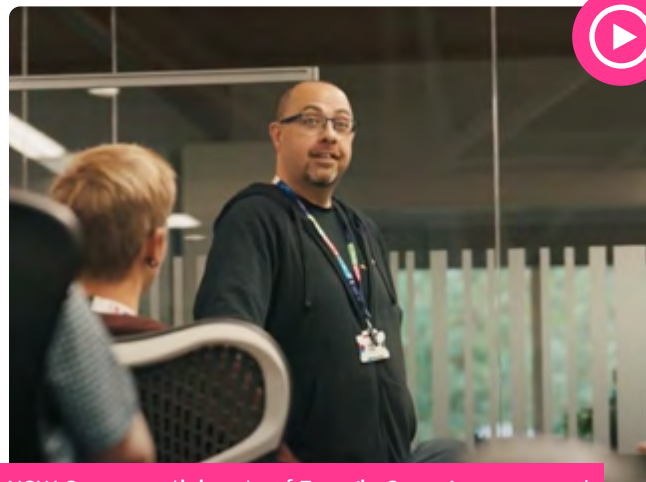
Partnering with charities active at a national and local level is an important element of Energía Group's commitment. Such partnerships bring our staff, customers and stakeholders together and enable us to make a positive contribution to worthy causes as an organisation.

We work with charities across the island of Ireland, and in FY25, some notable examples included the work of Power NI with Age NI to help educate older people on how to save energy at home. Our actions focused on the promotion of the Power NI Customer Care Register. Overall, this work involved a group of charities and older people to help co-design an information leaflet which promoted the benefits of being on the Customer Care Register. The final leaflets were printed and

distributed to several local charities along with a registration booklet for the Register.

Energía Group staff based in Northern Ireland also supported Age NI and St Vincent de Paul with a charity bag drive to help stock their charity shops. Over 100 bags were donated by staff – a very practical way of supporting our local charities. Energía also continued to develop a positive relationship with MABS, Alone and St Vincent de Paul, meeting regularly and supporting customers.

Building on the previous year, in FY25, Energía Group continued its strategic partnership with the NOW Group, a social enterprise that provides a range of services that support people with learning difficulties and autism, helping them to realise their full potential. Working with NOW across several areas, Energía Group focused on being JAM Card friendly, operating as a supply chain partner whilst using their catering service, LOAF, at our offices, and also using the NOW training services for our staff teams.



NOW Group participants of Energía Group's sponsored Data Analytics and Basic Coding Academy

Energía Group also continued its support for Co-Operation Ireland, particularly the Future Leaders programme. During the year Energía Group, through Power NI, also showed support for Belfast City Council's Belfast Business Promise initiative which seeks to improve the city through responsible and inclusive business practices.



Antrim Food Bank Christmas giving

### Christmas Campaigns

As part of our commitment to give back to our communities, there is a special focus around Christmas giving. For Christmas 2024, Energía Group donated €40,000 to help foodbanks in Antrim, Belfast, Omagh and Dublin. Food banks provide essential food support for families and individuals in need all year round, but the need is particularly greatest at Christmas. We supply energy to communities all over Ireland and so we believe that we have a role to play in supporting those that might be experiencing challenges in those communities.



Belfast Food Bank Christmas giving



Omagh Food Bank Christmas giving

Energía Group also donated €30,000 to the Black Santa appeals in Dublin and Belfast. The annual charity event has become known as the Black Santa appeal because of the long, heavy black cloaks worn by participating clergy. All of the money donated to the appeals goes directly to a variety of charities in both Belfast and Dublin supported by Black Santa with a focus in December 2024 on charities who catered for refugees.



Black Santa Appeal in Belfast





St Ernan's pupils at Meenadreen Wind Farm

## 5.5 COMMUNITY ENGAGEMENT IN OUR PROJECTS

Community Liaison Officers are a vital part of our team across all our operations. They are the first point of contact for individuals, residents, businesses, elected representatives and other community stakeholders, and anyone who wishes to engage with us.

They are consistent in their visibility and accessibility throughout the early development, planning, construction and operational stages of our renewable energy sites, and are committed to following wind industry engagement guidelines and best practice.

As a local focal point and connection between our company and communities that we are active in, they are constantly using new channels of communication to reach as many people as possible, so that local communities know what's happening in their area, who to contact and how to find out more and have their say on everything from development plans to benefit funds.

## 5.6 EDUCATION AND AWARENESS

### School visits to wind farms

Engagement with local communities and educational experiences that raise awareness of sustainability is an important part of the Energia Group outreach activities. It is also part of the Group's commitment to the UN SDGs, specifically SDG 13 Climate Action.

Once again, this year the Energia Renewables Operations team were delighted to facilitate school visits to wind farms and participate in classroom talks on renewable energy, to build awareness of the impact of renewable technology in transforming our power system.

In FY25, our wind farm site managers hosted tours for 12 schools, and over 250 school children and students. Over the past year, we collaborated with Monaghan Libraries to organise wind education events for Science

and Engineers Week on our Drumlins Park Wind Farm. We also worked with STEAM Education and Wind Energy Ireland to promote a new Wind Europe education programme with a special school visit to our Meenadreen Wind Farm in September.

### St Ernan's NS visit to Meenadreen Wind Farm, Co. Donegal

The Meenadreen Operations team hosted a wind farm visit for St Ernan's National School in Ballintra as part of a new Wind Europe education programme supported by Wind Energy Ireland and STEAM Education.

Pupils learned about wind energy, tried on a safety harness and got a look inside a turbine tower. Seeing bolts around the tower base, 12-year-old Ultan wanted to find out more about turbine foundations. Sophie and Michaela said they couldn't believe how tall the turbines were. The fifth and sixth class pupils got creative, drawing their own pictures of the 38-turbine site and created quite a gallery.

Commenting on the visits, Jason Doherty, Site Manager, said, "It's always a pleasure to host school visits. The Energia Renewables Operations team is committed to promoting wind energy education. You can tell that the school children are paying attention in class because when they arrive on site, they really keep us on our toes by asking lots of questions about everything they see around them. Who knows, we may have inspired some future wind energy engineers here today to work in wind."



St Ernan's National School visit to Meenadreen Wind Farm



**Gaelscoil Ultain visit to Drumlins Park Wind Farm, Co. Monaghan**

How do turbines generate electricity? Conas a ghineann turbíní gaoithe leictreachas? That's what third-class pupils from Gaelscoil Ultain in Monaghan Town wanted to know when they visited Drumlins Park Wind Farm, a short bus drive from their school. Eight-year-old Emily told Site Manager, David Gallagher, how she and her classmates are working together to build their own turbines - made from everything from Lego to toilet rolls. The whole class were excited about taking their project on wind energy to the upcoming Science Blast show. Thanks to David's talk about the wind farm and safety equipment demonstration - not to mention his guided tour inside one of the turbine towers - Drumlins Park played an important part in their final project presentation.



Gaelscoil Ultain visit to Drumlins Park Wind Farm



St Bernard's Primary School visit to Long Mountain Wind Farm

**St Bernard's Primary School visit to Long Mountain Wind Farm, Co. Antrim**

Our operations teams and wind farm site managers supported Wind Energy Ireland's 'Get Out in the Wind' campaign in 2024 by hosting a number of school wind farm visits. Pupils from St Bernard's Primary School in Glengormley took a tour of Long Mountain Wind Farm in North Antrim. The children had been learning about climate change, the Amazon rainforest and the need for different sources of renewable energy in the classroom. Teacher, Sarah Clements said: "The children were fascinated to hear about wind farm construction and maintenance and all the environmental surveys that have to be carried out before anything can be built. They've learned a lot and had a memorable day out."

11-year-old Finn was particularly impressed to hear that the Long Mountain Wind Farm produces enough green energy to power



St Scire's Primary School visit to Cornavarrow Wind Farm

more than 15,000 homes a year. He said: "I enjoyed looking all the way up inside the tower and would like to climb to the top. I now know how the electricity travels down the cable in the turbine tower and underground before it gets to the big substations and into our homes. Working on a wind farm would be an interesting job."

**St Scire's Primary School visit to Cornavarrow Wind Farm, Co. Tyrone**

Children from St Scire's Primary School in Trillick are still talking about their visit to Cornavarrow Wind Farm in Co. Tyrone.

**Engineers Week at Drumlins Park Wind Farm, March 2025**

Co. Monaghan transition-year students from Largy College in Clones, Ballybay Community College and St Aidan's Comprehensive in Cootehill learned about the recent construction of Drumlins Park and the day-to-day operation of the 8-turbine wind farm on a special educational tour organised for Engineers Week 2025. They also got to quiz the construction and operations team on all aspects of wind energy and watch a drone demonstration used to inspect the blades from the ground.



Drone demonstration at Drumlins Park Wind Farm



## Global Wind Day

Global Wind Day falls on June 15 and is an opportunity to celebrate wind energy, its power and potential to deliver a more sustainable energy future for all.

Our Meenadreen Operations team traditionally holds a community barbecue at the wind farm for Global Wind Day but had something special in store for guests in 2024 with the unveiling of a partially renovated family homestead on the wind farm, complete with signage about its history.

The team had been working on the project for over a year, repairing existing stonework, rebuilding walls where necessary and replacing the old roof to provide a shelter for walkers through the wind farm.

On the day, three generations of the family that used to live in the cottage came to unveil the site. Speaking about the renovated

homestead, Dr Ailish O'Boyle, once better known as one of the Quinn sisters, said, "I was born in this cottage and attending the unveiling is an emotional occasion, evoking feelings of nostalgia as I look back at my roots. The Energia Renewables Operations team have been instrumental in the conservation of the cottage. Not only is this historic occasion in recognition of the Quinn family, who lived here from the 1850s to 1960s, but it is also an example of the societal and cultural life of the community here in Meenadreen."



PODCAST: Co. Donegal sisters welcome renovation of old family home on Energia wind farm



Meenadreen Cottage opening



Meenadreen Cottage: Renovation project

Walkers on the Leghowney Loop trail through the wind farm can now stop off to see the original layout of the house and look inside. Signage about the history of the Quinn homestead and the family who lived there offers visitors a trip back in time.

Brian Mullen, Head of Energia Renewables Operations, who has overseen the project from

start to finish, said, "In advance of Global Wind Day, we are keen to highlight the power of wind and its role in the energy transition as we move towards a net-zero future.

"For Energia Renewables, it is important to see the wind farm bring tangible benefits to the local community. This project will improve the walking trails through the wind farm, preserving an important cultural link with its history and the local community.

"I'd like to thank my team who have worked tirelessly on this project, contacting the family and adding touches like the carved stone name plaque and the information boards with details kindly supplied by the Quinns. We couldn't have done this without the family's support."



Meenadreen Cottage: From Ruin to Renovation





“By working together, we can address the unique challenges that come with every project, ensuring that we deliver renewable assets that benefit both the environment and the communities that we are part of.”

Brendan McGarr,  
Energia Group's Asset  
Development Director

### Engineers Week

Engineers Week is coordinated by Engineers Ireland's STEPS programme, which promotes engineering as a career choice for young people in Ireland. This is an important date in our annual calendar and in recognition of the week and the excellence of our people, we take the opportunity to highlight our diverse engineering team and the work that they do, supporting our decarbonisation goals and advance the UN SDG 13 Climate Action.

This year, FY25, we highlighted the evolving role of engineering in shaping a more sustainable future for all. In a world increasingly focused on tackling climate change, few exemplify the progress of renewable energy quite like Brendan McGarr, Asset Development Director at Energia Group. Brendan has spent almost 20 years shaping the future of energy with a career that spans engineering, infrastructure delivery, leadership, and a steadfast commitment to creating a more sustainable future for all.

Speaking about his role, Brendan said, “As Asset Development Director, I am fortunate to lead a diverse talented team of engineers, planners, project managers, and community engagement specialists tasked with the development and construction of large-scale renewable energy infrastructure supporting our decarbonisation ambitions. Of course, collaboration is essential in the construction of wind and solar farms. It takes a coordinated effort between engineers, contractors, environmental teams, local authorities and the grid operators (ESBN & EirGrid) and local communities - every stakeholder plays an important role. By working together, we can address the unique challenges that come with every project, ensuring that we deliver renewable assets that benefit both the environment and the communities that we are part of.”

In addition, we hosted school visits to inspire our next generation of engineers (pg. 86).



Engineering Academy participants





Science Week at Drumlins Wind Farm

Science Week

Serving over 880,000 customer sites, the Group is a leader in wind, solar battery storage, delivering reliable clean energy to communities and is marked Science Week 2024, which ran from 10 – 17 November across Ireland. This year, the Group hosted an Open Day at its new state-of-the-art Drumlins Park Wind Farm, near Newbliss, Co. Monaghan to inspire and educate local communities about renewable energy harnessed from the wind. The Group partnered with Monaghan Libraries as part of the Cavan Monaghan Science Festival to organise the visit.

Families, student and science enthusiasts of all ages were invited to experience firsthand how wind energy can power homes. They enjoyed the rare opportunity to explore the inner workings of wind turbines and learn about renewable energy

technologies and interacted with Energia Group's science and engineering experts.

Visitors were also able to watch a drone demonstration, showing how turbine blades can be easily inspected from the ground as part of regular maintenance checks, reducing the need for engineers to climb to the top of the 100-metre-tall towers.

This event and other wind farm visits Energia accommodates across the island of Ireland every year, underscores our commitment to fostering community engagement, encouraging an interest in STEM and promoting a more sustainable energy future for all. Having welcomed hundreds of visitors to our wind farms over the course of the year, these tours offer unique experiences that will ignite curiosity and highlight the importance of renewable energy for the future.



Science Week at Drumlins Wind Farm



### Sustainable Development Goals Week

As a leading renewable energy company in Ireland, our sustainable strategic objectives and operations are closely aligned to the UN SDGs and the UN’s 2030 Agenda for Sustainable Development, and we were proud to once again participate in UN SDGs Week which took place from 20 to 29 September 2024. During the week, the Group launched an internal ESG engagement initiative called “Energised for a Better World” focused on highlighting the important contribution that we are making to the SDGs.

Speaking on the Group’s commitment to the UN SDGs, Head of Sustainability at Energía Group, Annabel FitzGerald said, “Energía Group



is committed to being a responsible corporate citizen. By aligning our efforts with the UN SDGs, we are not only shaping a better future for our planet and our people but also ensuring the long-term success and resilience of our company. By embracing the SDGs, together we are energised for a better world.”



Annabel FitzGerald, Head of Sustainability, Energía Group

### 5.7 CULTURE & SPORTS

#### Supporting the Arts

FY25 again saw Energía continue to support the Wexford Opera Festival, which saw the staging of The Elixir of Love by a mix of local amateur and professional actors.

The Group’s ongoing support of the festival is illustrative of our focus on sustainability that extends beyond the energy and engineering solutions our teams provide, but also our awareness of the role played by culture in maintaining thriving communities.



Community opera cast and crew with Artistic Director, Rosetta Cucchi, and Head of Sustainability at Energía Group, Annabel FitzGerald

### Seachtain na Gaeilge le Energía

Energía Group is an advocate for the Irish language in communities all across the island of Ireland, and has been a proud sponsor of the international language festival since 2017. Seachtain na Gaeilge le Energía is open to all, regardless of fluency, and is one of the largest celebrations of the Irish language .

Our support enables the festival to provide resources to schools across Ireland and to host events for families and adults. The theme of the FY25 festival was Funny Focail and encouraged people to engage with the Irish language through humour and fun. We also challenged Leinster Rugby players to a ‘Focail Off’ during their media day, in which they attempted to drop in as many Irish words as possible.



Seachtain na Gaeilge le Energía 2025



Ambassadors for Seachtain na Gaeilge le Energía 2025; Michael Fry, Julie Jay and Shane Daniel Byrne



## Supporting Sport

### Energia All-Ireland League

Sport has pride of place in communities all across Ireland, and we are proud to be recognised as the title sponsor of both the Men's and Women's All Ireland League (AIL) and All-Ireland Junior Cup, which we have held since 2019.

Our partnership with Irish Rugby enables us to not only support local communities but also actively engage with them, those young and old, of all backgrounds and interests, where grassroots teams and clubs are central. As such, we continue to work closely with Irish Rugby to facilitate development that recognises the contribution of AIL clubs across communities all over Ireland.

In FY25, we continued to support the growth and profile of AIL clubs in Ireland through our sponsorship of the live scoring app 'Anyscor',

and our partnership with the popular and engaging podcast, The Club Scene. In 2024, both the women's and men's final of the Energia All-Ireland League took place in the Aviva were televised by TG4 for the first time, a landmark moment that we were proud to have supported.

### Women's Rugby

At Energia, we're a proud sponsor of the Ireland Men's and Women's National Rugby Teams. An important part of this commitment is our emphasis on promoting the Ireland Women's team, to encourage greater participation and engagement that will benefit all. Built on the equal dedication, commitment and devotion to the game of rugby, shown by women, this will continue.

In FY25, to encourage attendance and support at Women's Provincial games, we sponsored a Family Fun Day in Energia



Players from St Mary's College RFC, Old Belvedere RFC, Cork Constitution FC and Blackrock College RFC at the launch of the 2024-25 Energia AIL Season



Half a Fan Campaign

Park for the Leinster v Connacht fixture. We focused our efforts on promoting the Women's Six Nations with our 'Half a Fan' Campaign, calling on Irish rugby fans to get behind our Women's team. We were proud to champion the team by sponsoring the coverage of the home games on Virgin Media.

We announced our new ambassador Aoife Wafer, as well as renewing previous ambassador Brittany Hogan for another year. We partnered with Belfast Live to visit a number of Women's Rugby teams across Northern Ireland, and Brittany chatted with them about the successes and challenges they face.

As well as showing our support externally, we encouraged all of our staff to get behind the team too and we commissioned sports journalist Sinead Kissane to write an article each week of the Women's Six Nation previewing that weekend's game.

### Rugby for All

As part of our overall commitment to rugby and the promotion of inclusivity, 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.

Working to this objective, we launched the 'Rugby for All' initiative in partnership with Leinster Rugby in 2023, to encourage those with physical or learning difficulties to 'Think of the Possibilities' and get involved in rugby in their local community.

With an ongoing focus on inclusivity, in FY25 we partnered with two local rugby clubs in Leinster to support their inclusion tag blitz. We supported the clubs through media partnerships with local radio stations promoting the events. We also arranged a 'Sensory Bus' at each event, for participants 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 also gathered a team of Energia Group staff to participate in the blitz.

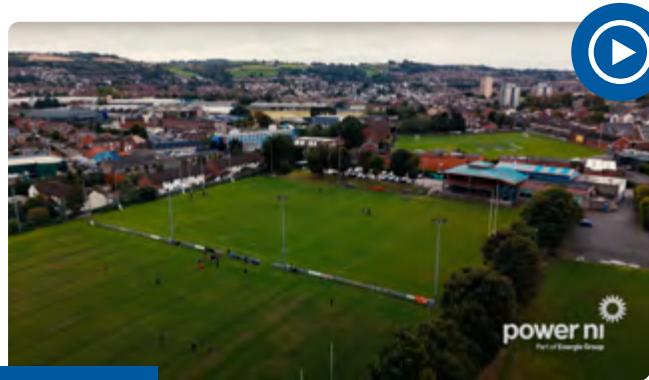
We worked with Leinster Rugby to continue the 'Culture Captain' initiative with Andrew McCarthy. We created a mini content series with Andrew and his brothers Paddy and Joe McCarthy to highlight what the game means to each of them and how it connects them.



Energia 'Culture Captain', Andrew McCarthy, alongside Leinster Rugby Head Coach, Leo Cullen

We worked with the IRFU to create portable sensory boxes, designed to support individuals, particularly those with sensory processing difficulties, who may find attending live sporting events overwhelming. These boxes will be available for Clubs to borrow from their provinces, offering tools and equipment to help manage sensory overload.





Rugby for All

We teamed up with Vision Sports Ireland to show some Leinster Rugby players what Vision Impaired Rugby is all about. The players got to experience what it would be like to play rugby with a visual impairment by wearing a variety of sim specs. These sim specs demonstrate a number of conditions such as retinal degeneration, loss of vision and reduced visual acuity.

As part of the 'Rugby for All' initiative, Power NI teamed up with ex-rugby player Ian McKinley, and visited 4 mixed ability/tag rugby clubs across Northern Ireland to find out a bit more about the sport itself, the people involved and what the future looks like for mixed ability and tag rugby not only in Northern Ireland, but across the island of Ireland. The clubs featured were: Newforge Taggers, Ballymoney Blue Jays, Portadown Panthers and Malone Tornadoes.

This year the IRFU, in partnership with Energia also became a member of the hidden disabilities sunflower network, a global network which supports people with any hidden disability or condition who may need a helping hand at work, on transport and/or in public spaces.

Without a visual cue, it can be difficult for others to identify, acknowledge or understand daily barriers faced by people living with a hidden disability. The Sunflower lanyard, pin badge or wristband is a simple tool to encourage understanding and inclusivity.

### Leinster & Connacht Rugby

Energia is proud to be the Official Energy Partner of Leinster Rugby. This is a 10-year partnership, launched in 2018 and including the naming rights of Energia Park, formerly Donnybrook Stadium. Energia Park is the host venue for all Leinster 'A' games in the British & Irish Cup, Leinster Women's inter-provincial games and is the home of schools rugby in Leinster

Energia have been long-standing proud supporters of Connacht Rugby as members of the Connacht Rugby Business Club and have now extended this relationship to becoming the Official Energy Partner to both the men's and women's teams.



Lorna Danaher and Cassie Tynan from Energia pictured alongside Connacht Rugby's Byron Ralston, Cian Prendergast, Cathal Forde, Grace Browne Moran, and Hannah Clarke at the launch of the partnership



Tyrone GAA launch with John Edgar, Power NI

### Tyrone GAA

Power NI is the Official Energy Partner of Tyrone GAA. Power NI supports Tyrone GAA's initiatives across community engagement, player development and sustainability, and together we are committed to energising local talent, investing in grassroots efforts and creating a brighter future for all in Tyrone GAA.

### Energia Group Small Sponsorships

At Energia, we are proud to sponsor local community groups and athletes. In FY25, we were delighted to continue our support for Holly Dunnion, a teenage racing driver from Co. Meath.

Energia is also proud to partner with HerSport, working with them to promote the Irish Rugby Women's Interpro's and Energia AIL competitions as well as sponsoring the HerSport Community Award, which recognises the 'unsung heroes' of grassroots sport.

Since 2023, Power NI has sponsored the Belfast YMCA Colour Run. This vibrant and fun-filled event brings the community together to promote health, well-being, and inclusivity in a joyful celebration. This aligns with our commitment to energising local communities and inspiring positive action

Power NI continues to support various community sponsorships including the Spirit of Northern Ireland Awards, Uberheroes NI Awards, Young Leaders NI Conference, Live

Here Love Here Community Awards, and the Cancer Fund For Children annual Candlelit Concert.

Power NI also holds a strong position in Northern Ireland's business and farm communities, being a long-term supporter and event sponsor of local Chambers of Commerce (Belfast, Newry, Omagh, Ballymena and Northern Ireland) as well as the HSENI Farm Safety Partnership Affiliate Scheme and Young Farmers' Clubs of Ulster (YFCU).

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



Coleraine Young Farmers Club wins the YFCU Choir Festival 2024 sponsored by Power NI





6

Governance

Powering the Energy Transition

6

## Governance

At Energia, we believe that a strong governance framework is critical to delivering our strategic objectives and achieving commercial success.

It supports good decision-making, robust risk management and long-term corporate sustainability.

### 6.1 ENERGIA GROUP GOVERNANCE STRUCTURE

Our Group governance structure reflects that Energia Group is a leading integrated Irish energy business with substantial businesses in 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).

The management of day-to-day operations of the Group is delegated to the EGMB. The EGMB meets monthly and comprises 13 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 with 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 FY25 Annual Report.



6.2 ESG GOVERNANCE

Energia Group has created and implemented an ESG Governance Framework that is reflective of the Groups position as an energy transition leader on the island of Ireland. This framework is integral to the integration of ESG across the Group at a strategic and operational level.

Underpinned by our ESG Governance structure, the Group’s CFO is responsible for the ongoing development of our ESG Strategy as well as its implementation. This includes the delivery of our DMA, our assessment of key climate risks and opportunities and compliance with ESG reporting requirements in both the EU and UK.

ESG Governance Structure



The ESG Steering Group, which is chaired by the CFO, meets four times a year at minimum and ensures that ESG-related matters are represented at Energia Group Board and Management Board. The ESG Steering Group provides oversight of the Group’s ESG Reporting Programme including CSRD, CSDDD, CFD and voluntary reporting such as CDP, All-Ireland Pollinator Plan and Business Working Responsibly Mark. Furthermore, the ESG Steering Group provides guidance to the ESG Working Groups, ensuring that ESG policies and initiatives remain effective and consistent with the broader Group strategy. The ESG Working Groups meet at a minimum on a quarterly basis, comprising relevant experts across the group.

As an organisation, we strive to maintain a highly ethical approach to regulatory responsibilities, obligations under licenses, public positioning and marketing of products and services. The Group is focused on being transparent and ethical in all its dealings with third parties, an objective that is supported by several policies to ensure consistency.

6.3 EQUAL OPPORTUNITIES

As an equal opportunities employer focused on providing a supportive workplace, Energia Group is fully committed to a working environment where all employees are supported. As such, we believe in treating people with dignity and ensuring that no employees feel threatened or intimidated because of their religious belief, political opinion, gender, marital or civil partnership status, disability, race, pregnancy or maternity, sexual orientation, age and gender reassignment.

As part of this overall commitment, it is Group policy to provide people with disabilities equal opportunities for employment, training, and career development, having regard to aptitude and ability. Furthermore, any member of staff who becomes disabled during employment is given assistance and re-training where possible.



Meenadreen Wind Farm



Our approach to the wellbeing of our people is proactive to ensure that our business operations and procedures are compliant with all relevant legislation. This adherence covers fair employment and treatment, sex discrimination, equal pay, disability discrimination, race discrimination, sexual orientation and age discrimination. The Group's equal opportunities policy commits us to providing equality of opportunity for all employees and job applicants. We regularly monitor to ensure that our actions are compliant with legislation and to ensure that we provide equality of opportunity across all employment practices. Equal opportunity measures and statistics are reported formally to the Equality Commission for Northern Ireland.

#### 6.4 REMUNERATION

At Energía Group, we externally benchmark remuneration to ensure that employees are paid a fair and appropriate salary for the work they undertake. Our approach to recognition and reward includes performance-driven compensation that is aligned to business and individual performance. Also, our people can avail of various reward schemes, such as bonus schemes, excellence awards and skills progression agreements.



Building on previous years, in FY25, staff were once again awarded non-consolidated payments in addition to a percentage increase on their base salary to reflect the increased cost of living. Furthermore, with a focus on rewarding the commitment of our people, employees continue to benefit from our enhanced long service award initiative which was launched in FY24. This policy entitles eligible staff to additional holidays and employer pension contributions as they reach certain milestones in their service.

#### 6.5 SUSTAINABLE PROCUREMENT

As a large all-island organisation, Energía Group is a major purchaser of good and services. We believe that in our role, we are in a position to encourage and influence our suppliers to adhere to best practice principles in terms of their environmental and safety performance, responsible practices towards their employees and the communities in which they operate.

We understand the impact of our operations and the procurement decisions that we make, taking account of our policy to source equipment, goods and services from a wide range of suppliers in accordance with commercial practices based on fairness and transparency. As such, where applicable, the

Group adheres to the required tender procedures of the Procurement Act 2023.

As part of our ongoing work in FY25, we have continued and progressed our review of our procurement policies and procedures with a view to emphasising and promoting sustainable criteria in future arrangements as we move towards building a sustainable supply chain.

In FY25, as a Group, we have focused on our value chain for the purpose of understanding our impacts, risks and opportunities. The deeper understanding of our value chain supported the identification of IROs in relation to our value chain as part of our DMA. The review included a supply chain mapping to highlight potential ESG IROs in the supply chain and support contingency planning.

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.

#### 6.6 SUPPLIER CODE OF CONDUCT

Recognising the crucial role of our suppliers in our overall sustainability, innovation and ESG commitments as a Group, we have put in place a Supplier Code of Conduct.

The purpose of this code is to inform our suppliers of their role in respecting and embracing our values framework, and it is underpinned by our core values of Trustworthy, Dynamic, Resourceful and Community Focused.

Fundamentally, it guides our suppliers on the minimum requirements, standards or actions which they must fulfil, and objectives we want them to work toward.



Rathsherry Wind Farm





Michele Hanley, Director of Human Resources

## 6.7 HUMAN RIGHTS, ANTI-BRIBERY AND CORRUPTION

As an organisation, Energia is aligned to the United Nations SDG 8 Decent Work and Economic Growth, and has a zero-tolerance approach to human rights abuses and modern slavery in all its forms. We are committed to taking appropriate measures to protect labour rights, promote safe working environments, eradicate forced labour and end modern slavery and human trafficking.

As part of this commitment, we respect internationally-recognised human rights, and we are in the process of aligning our activities to the UN Guiding Principles on Business and Human Rights (UNGPs). Furthermore, our recent DMA process identified human rights as a material issue for the business.

By aligning our activities to the UNGPs we have a responsibility to understand the risks within

our own business and supply chain and to take actions to reduce those risks.

This includes conducting human rights assessments, including modern slavery risks. In FY25, a Human Rights Working Group was established and 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.

The Group supports the aims of the UK's Modern Slavery Act 2015 ("the Act") which commits us to taking measures to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

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.

We encourage the reporting of concerns by our employees about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier to their line managers or the Company Secretary at the earliest stage possible. If employees are unsure whether to raise a concern or want confidential advice they can contact Unseen, an independent charity in the UK, so as to ensure an independent process. Details of Unseen's Modern Slavery Helpline and website information are included in the Group's Anti-Slavery and Human Trafficking Policy.

Our commitment to our people regarding human rights and associated issues, extends to our training policies. To improve the understanding of modern slavery risks within the procurement supply chain, selected staff members are encouraged to undertake refresher training on Ethical Procurement at the Chartered Institute of Procurement and Supply, a global professional body.

Furthermore, all Group staff receive online Anti-Bribery and Corruption training as part of the Group's compliance training programme and in-line with our Anti-Bribery and Corruption Policy.

## 6.8 INFORMATION SECURITY AND PRIVACY

In our FY25 DMA, Cyber Security was considered highly material from both an impact and financial perspective. Overall, the Group articulates its cyber risk appetite as "risk averse" which includes threats to data security, privacy breaches, and potential financial losses due to cyberattacks.

Given its importance, Energia Group adopts a proactive stance to cyber risk management which is reflected in our ongoing investment in security technologies and continuous employee security awareness training. Risk assessments and regular audits ensure that the Group continues to maintain leading 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 End User Security, Cloud Security and Supply Chain Cyber Risk Management. The governance of these policies are conducted through a number of internal forums including the Information Security Forum and the Risk Management Committee and are reviewed and updated at regular intervals.

Cyber security involves protecting Network and Information Systems (NIS), their users, and other affected individuals from cyber incidents and threats. To respond to the increased exposure of Europe to cyber threats, the European Commission has introduced the NIS2 Directive for which the Group has established a programme of work to ensure compliance. NIS2 aims to strengthen the resilience of essential and important entities across the European Union by addressing cybersecurity risks, placing greater emphasis on supply chain security, improving incident response, and ensuring accountability at the corporate level.

Energia Group is currently working with guidance from National Cyber Security Centre

(NCSC), the regulatory body for monitoring and enforcement of the NIS2 directive in Ireland, in order to align to the directive in readiness for when it is transposed into law which has been delayed from October 2024 and now expected in 2025.

The complexity of cyber threats is evolving, and we place a significant emphasis on responsibility across our organisation. As such, each of the Group's internal stakeholders have a responsibility to ensure that its systems, data and devices are secure. Failure to ensure privacy compliance could damage the value and trust in Energia Group's brand and reputation, adversely impact operational performance, lead to a loss of income and / or expose the Group to legal liability.

Energia Group collects and processes large volumes of data about its employees, customers and a range of other business partners, a portion of which is considered to be personal data. We treat our responsibility in handling such data with the utmost seriousness and align our approach with our core values of Dynamic, Trustworthy, Resourceful and Community Focused. Fundamentally, we respect the rights and freedoms of our employees, customers and others who trust us with their personal data.

Protecting the privacy and security of this information is a key priority for Energia Group. The Group's approach to data privacy applies to all information systems used by the Group and covers personal data in both electronic and paper-based forms.

All suspected or actual personal data breaches must be immediately reported in accordance with Energia Group's Data Incident Notification process where they are subject to investigation and reviewed in line with the governance structures of the organisation, including reporting to the Data Protection Forum, Risk Management Committee and Energia Group Management Board.

The company is subject to a wide range of governmental 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 AND CERTIFICATIONS

Energia Group believes in not only providing excellence and best practice in the services we offer to customers, but also in the way we run our business and the standards we apply. As such, achieving and maintaining the highest possible international standards is extremely important. Obtaining independent third-party certification and assurance enables us as a business and our people to ensure we are operating to best-in-class principles.

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 BWR mark is based on ISO 26000 and 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

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 update 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.



Hollyford Wind Farm





# 7 Awards

## 7 Awards

In FY25 Energía Group were shortlisted for and won a number of prestigious awards demonstrating our commitment to ESG, CSR, sports sponsorship, green technology and customer experience.

### 2025

**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): Energía Group – ESG Evolution  
**THE GREEN AWARDS**



All-Ireland Sustainability Awards





UK Vulnerability Awareness Gala

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

SHORTLISTED

Sustainable Business (Large category)

PWC BUSINESS POST SUSTAINABLE  
BUSINESS AWARDS

SHORTLISTED

Energy Moves Us Campaign  
(with Richards Dee)

EMPLOYER BRAND MANAGEMENT AWARDS

BRONZE AWARD

Best Employer Brand Management from  
the Energy and Utilities Sector

EMPLOYER BRAND MANAGEMENT AWARDS

HIGHLY COMMENDED

Best Communication of the Employer  
Brand to the external audience

EMPLOYER BRAND MANAGEMENT AWARDS

SHORTLISTED

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

NATIONAL DIVERSITY & INCLUSION AWARDS

SHORTLISTED

Best UX & Customer Experience -  
Power NI Move Out project

SPIDER AWARDS

SHORTLISTED

Sustainability Impact Award - Power  
NI's Green Guardians campaign

SPIDER AWARDS

SHORTLISTED

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

NI SOCIAL MEDIA AWARDS

2024

WINNER

Best Energy Achievement in Utilities

BUSINESS ENERGY ACHIEVEMENT AWARDS

SHORTLISTED

Overall Energy Achievement Award

BUSINESS ENERGY ACHIEVEMENT AWARDS

HIGHLY COMMENDED

Energia Group

ALL-IRELAND OCCUPATIONAL  
HEALTH & SAFETY AWARDS

SHORTLISTED

Sustainable Large Business of the Year

SUSTAINABLE BUSINESS AWARDS

WINNER

ESG Best Performer of the Year  
Award (1000+ employees)

THE GREEN AWARDS

SHORTLISTED

The Green Collaboration Award -  
Energia and Louth County Council

THE GREEN AWARDS

SHORTLISTED

The Green Technology Award  
- Energia Connect 360

THE GREEN AWARDS



Business Energy Achievement Awards



All-Ireland Occupational Health & Safety Awards





8

Partnerships

8

## Partnerships

In FY25 Energía Group continued our commitments to our partners through ongoing support in research, sponsorships, and partnerships.



IRFU Launch Hidden Disability Sunflower Lanyard in Partnership with Energía



NOW Group participants at Belfast celebration of Energía Group Academy



Whitepark Bay beach clean with Keep NI Beautiful



INDUSTRY PARTNERS & RESEARCH



MEMBERSHIPS





SPONSORSHIPS



GREENER POSSIBILITIES PARTNERSHIPS



POWERNI PARTNERSHIPS





APPENDIX 1: UN 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, economic and public life.
- 5.C 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 building an inclusive company culture that leverages diversity and supports professional development opportunities for women. The Group is a signatory of Business in the Community's Elevate pledge.



The Group has two women's health policies, Pregnancy Loss and Fertility Treatment and a Managers guidance document to support women through the Menopause forming part of the company's broader strategy of supporting all employees through every life stage and fostering a culture of inclusion.



We launched our women's in Energy Network as part of the Group's broader Diversity and Inclusion programme.



The Group continues to partner with Riley to provide free period care products to employees across all their offices. The partnerships between the two organisations align to Energia Group's commitment to provide a more inclusive working environment for women benefitting approximately 500 employees.



The Group is implementing gender-focused policies aligned with UN SDGs, especially SDG 5 and SDG 8, to promote workplace gender diversity and retain talented women.



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.a 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 through the expansion of our renewable energy portfolio through the development of innovative offshore wind, onshore wind, solar energy and battery storage solutions.



Consumer education on how to conserve energy and benefits of safe, renewable and cost-effective energy solutions.



Sharing our energy sector expertise with other stakeholders fostering a collaborative approach to climate action.



Supporting prosumer activity through microgeneration and other 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-intense 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



Energia Group directly employs 1,135 people across the island of Ireland.



Encourage high health and safety standards by promoting employee responsibility and investing in training, equipment, technology, and H&S awareness throughout the Group.



Implementing hiring and training programmes that will support greater diversity in the workplace



Establish a Women’s Network with new supports and policies.



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 1million people and public and private research and development spending.
- 9.b 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.



Incorporating sustainability and resilience features into our capital projects and incorporating community benefit for surrounding communities.



Implementing local procurement and employment initiatives



Building on current partnerships for EV home charging infrastructure to simplify the transition to electric vehicles for consumers and support public EV charging.



SDG 11

# SUSTAINABLE CITIES AND COMMUNITIES



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

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.a 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 ensuring continuity of supply and facilitation of the further build out of renewables through the efficient operation of the Huntstown power plants.



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



Developing products which improve the efficiency of homes and offices and their ability to track and control their energy usage over time.



Support cultural and natural heritage projects and 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 reducing the carbon intensity of electricity generation by 50% by 2030 supported by the Group’s strategy.



Identifying and evaluating climate risks and opportunities linked to our business including taking steps to measure, reduce and report our climate exposure and progress on actions to confront climate change on an annual basis.



Supporting high level partnerships and industry bodies advocating for responsible public policies on climate, including carbon pricing and trading schemes.



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



Education and awareness through supporting schools’ climate action programmes.



## APPENDIX 2: ENERGIA GROUP'S STAKEHOLDER MATRIX

STAKEHOLDER TYPE	TYPE OF ENGAGEMENT	ISSUES DISCUSSED
Employee	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.
Supply Chain	Tender documents outlining 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.
Government Departments (national / local)	Briefings, policy meetings, consultations, relevant business updates	Energy and sustainability policy, security of supply issue, workplace Health and Safety.
Networks	Meetings, project updates	Grid connection applications, project planning for renewable energy connections and security of supply, common service model issues.
Industry NGOs	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.
Environmental NGOs	Regular scheduled meetings, participation in working groups and peer circles	ESG, sustainability initiatives, CSR programme, emission reduction initiatives, emissions analysis.
Environmental & Safety Regulators	Licensing, environmental and safety inspections, compliance reviews, ISO standards	Annual reports, complaint handling, legal compliance issues, active and proposed campaigns, incident notification and response.
Environmental Authorities	Compliance and planning requirements	Environmental protection and notification of environmental incidents
Customers	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.

## APPENDIX 2: ENERGIA GROUP'S STAKEHOLDER MATRIX (CONT'D)

STAKEHOLDER TYPE	TYPE OF ENGAGEMENT	ISSUES DISCUSSED
Financial Institutions	Annual and quarterly reports, covenants and KPIs	Business and financial performance updates, covenant compliance, 'Know Your Customer' checks.
Environmental & Safety Certification Body	Certification of ISO standards, audits, compliance reviews	Environmental and safety compliance with the standards.
Utility Regulators	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.
Local Charities	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/Energía and there is always a chance for broader discussion.
Local Groups & Individual Stakeholders	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.	Project progress, discuss areas of potential concern.
Community Stakeholders	Information clinics for projects, public consultations, community benefit funds, 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.
Internal Auditors	Energía Group's Internal Auditors	Internal Audit engagements, identification of risks for Energía Group and internal control
External Auditors	Energía Group's engagement with External Auditors	External Audit engagements, identification of risks for Energía group, remedied by internal control and procedures.



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