

# A More Sustainable Future For All



## Foreword

At Enérgia Group we are committed to playing a leading role in powering the energy transition across the island of Ireland and to doing so sustainably. Significantly increasing our generation from renewables, supporting our customers to decarbonise, supporting the rapid transformation of the energy system and powering a new model of economic growth are the cornerstones of our strategy that will enable us to build on the leading positions of the Group's businesses across renewables, flexible generation and customer solutions.

Relying on the inherent strength of our integrated business model, recent years have seen us adapt and change our business operations to successfully address the various challenges of successive global crises. In response to increasingly urgent calls to address the adverse effects of climate change, the energy transition will herald an era of unprecedented change for the energy system on the island of Ireland.

Reflecting on how the Group has performed over this time, three important factors have contributed to the Group's success and continued progress on sustainability. First, I'm greatly encouraged by the resilience of our staff and of our integrated business model to deal with the different and complex challenges from predominantly global events.

Secondly, I am proud that the Group has also been remarkably consistent in our ongoing investment in renewables, to the evolution of our products and services, and to our focus on customers, communities and our staff. Thirdly and finally, I am excited by the growth opportunities for the Group that will come through the confluence of the energy transition and digitalisation, facilitated by our proven track record in delivery, service and innovation.

Interwoven with these three important factors is the continued prioritisation of our Environmental, Social and Governance (ESG) initiatives. Our efforts in aligning

our activities to the UN Global SDGs, climate action, promoting diversity and inclusion and enhancing our corporate governance were recognised through winning the Best ESG Performer (1000+) at this year's prestigious Green Awards.

During the year Enérgia Group also achieved a B score in what was our second year disclosing to the CDP Climate Change Programme. It is encouraging to see this improvement from a B- achieved the previous year, demonstrating our continued commitment to climate action and the progressive decarbonisation of the energy system across the island of Ireland.

Earlier this year we were also successfully recertified with the Business Working Responsibly Mark, further demonstrating our commitment to embedding sustainability into our business.

In FY24 we also continued to expand our renewable energy portfolio. This will further support the Group's commitment to increase our onshore renewable energy generation threefold and to achieve a 50% reduction in the carbon intensity of our electricity generation by 2030.

Building green and protecting the nature that surrounds us is an important focus for how we build and operate our energy infrastructure. We are implementing measures to protect and enhance pollinator habitats and we continue to support the All-Ireland Pollinator Plan and the Business for Biodiversity platform.

In relation to offshore wind, we entered into a new joint venture 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. As partners, we have an ambition to develop at least 2GW of offshore wind across the island of Ireland.

The global drive to decarbonise existing energy demand through electrification

together with new economic growth, particularly in the technology sector, is set to accelerate an increase in electricity demand from renewables, and underpin a sustainable and thriving economy.

Our significant investments in renewable energy, coupled with advancements in technology, will enable us to meet our customers' evolving needs and can support the realisation of ambitious government policies for decarbonisation.

By harnessing technological innovations, we will continue to provide differentiated and enhanced product offerings to our customers, seeking ways to increase, diversify, and broaden the quality of our customer relationships, particularly by assisting them to decarbonise and helping to ensure that nobody is left behind.

Creating an empowering workplace where employees can excel, feel accomplished, and belong is a priority for us. Last year, we introduced 'Energised for Better,' a unique employee value proposition, shaped by our employees' feedback, which includes fostering connections and cultivating an inclusive, thriving workplace. We are signatories to the Elevate Pledge and hold the Bronze Diversity Mark.

In this, our fourth Responsible Business Report, we have continued to evolve our disclosures and to be transparent on the activities undertaken across the Group. We are also actively preparing for the new reporting requirements under the EU Corporate Sustainability Reporting Directive (CSRD) and an equivalent reporting framework from the UK Government.

Despite the challenges and at a time that requires urgent and rapid change, one constant is our commitment to powering a more sustainable future for all.

**IAN THOM, CEO**  
Enérgia Group

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# 1

## Introduction

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# 1

## Introduction

Energia Group is a modern, integrated energy utility focused on playing a pivotal role in the transformation of the economy and the energy transition.

### 1.1. ENERGIA GROUP INTRODUCTION

Energia Group is a modern, integrated energy utility focused on playing a pivotal role in the transformation of the economy and the energy transition. Our strategy builds on the leading positions of the Group’s businesses across Renewables, Flexible Generation and Customer Solutions to satisfy the growing needs of our customers and facilitate the achievement of ambitious governmental decarbonisation policy goals.

Our purpose is to help decarbonise the energy system by investing significantly in renewable energy infrastructure. Our plans for the future will transform how we deliver clean energy including the future development of over 2.4 GW of renewable energy projects which will be capable of delivering green electricity to more than 1 million homes.

The Group primarily operates through three business units; Renewables; Flexible Generation; and Customer Solutions (via the brands Energia in ROI and Power NI in NI). Our Renewables business owns and operates 309 MW of wind assets and purchases electricity from 1,224 MW of renewable generation capacity throughout Ireland. 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 generation facilities.

Our Flexible Generation business owns and operates 747 MW of conventional generation assets located at Huntstown in Dublin, where we have also installed a 50 MW emergency gas generation plant. We also have a 50 MW battery storage facility in Belfast. Our stakeholders have identified security of supply as a key material issue affecting the Irish electricity system and our Flexible Generation assets play a critical role in providing essential capacity, power and system services to maintain supply and stability of the grid.

Energia Group believes in the importance of a just transition to Net Zero. We are committed to providing a secure supply of affordable and clean energy to homes and businesses across the island of Ireland, while also offering accessible energy services and products to ensure no one is left behind.

As part of our sustainability agenda, we have aligned our responsible business activities to the UN Sustainable Development Goals (SDGs). We have also set a near-term target to reduce the carbon intensity of our electricity generation by 50% by 2030 and are assessing credible pathways to Net Zero to inform future targets.

Our people are core to our success and at 31 March 2024, we employ 1,114 staff across the Group. Our People Strategy is designed to ensure that our current and future employees will be provided with a safe working environment and a great place to work as we continue to build an inclusive company culture that supports employees through every life stage.

We are committed to making a positive impact in the communities in which we operate and serve through comprehensive and meaningful engagement with people living in those communities on all issues of relevance. The Group has strong links with community groups, NGOs, Education programmes through various partnerships, our employee volunteering programmes, charitable initiatives and wind farm Community Benefit funds.

Energia Group also supports our communities from a cultural and sporting perspective. Our cultural activities include supporting the Wexford Opera Festival and being national sponsors of Seachtain na Gaeilge le Energia. In sport, Energia is the sustainable energy partner of the Irish Rugby Football Union and sponsor of the Energia All-Ireland Leagues. We also support a range of local and regional sporting activities and events.

We are embedding our sustainability agenda across the Group and were proud to win the ESG Best Performer of the Year (1,000+ employees) in the Green Awards 2024. The Group also achieved a B rating in CDP, an improvement from the B- achieved last year, and remains committed to continuing to further develop our climate-related disclosures through the CDP platform. During the year, we were recertified for the Business Working Responsibly Mark. The Group is a Business Supporter of the All-Ireland Pollinator Plan and we are implementing a range of biodiversity measures. As part of our broader sustainability agenda, we support an inclusive and diverse workforce and are signatories to the Elevate Pledge and hold the Bronze Diversity Mark.



## 1.2. RESPONSIBLE BUSINESS HIGHLIGHTS



Employs 1,114 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



Winner ESG Performer of the Year (1,000+ employees) at the Green Awards



B in our second CDP disclosure



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



848,200 customer sites



€800,000 annual community benefit fund



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



Employees spent 1,800 hours volunteering



Offshore Joint Venture with Vårgrønn announced

## 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.



### 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 Enérgia 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 Enérgia Group, we are embedding and integrating our ESG strategy across the organisation. We have made environmental and social disclosures on a voluntary basis for a number of years, and we are preparing for greater reporting standardisation and levels of disclosures including through the Corporate Sustainability Reporting Directive (CSRD) and the Corporate Sustainability Due Diligence Directive (CSDDD).

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

As part of our approach to our sustainability agenda, we identified the UN Sustainable Development Goals (UN SDGs) as a key framework for guiding and informing the development and implementation of our ESG strategy.

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared 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. Enérgia Group contributes to many of the 17 SDGs but has identified six goals with which we believe our purpose is most closely aligned to.

These goals are:

 <b>SDG 13</b> Climate Action	 <b>SDG 7</b> Affordable & Clean Energy	 <b>SDG 8</b> Decent Work & Economic Growth
 <b>SDG 9</b> Industry, Innovation & Infrastructure	 <b>SDG 11</b> Sustainable Cities & Communities	 <b>SDG 5</b> Gender Equality (added in FY23)

Enérgia Group is fully and actively 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 people but also protecting the long-term sustainability and resilience of our company. We also believe that aligning our activities to the broader global efforts to deliver the SDGs demonstrates our commitment to our stakeholders including the communities in which we operate and serve, our employees and to the broader climate action agenda.

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 Sustainable Development Goals (SDGs) Alignment Table in Appendix 1.



Scoil Mhuire, Creekslough visit Meenadreen with UN SDGs

### 1.7. STAKEHOLDER ENGAGEMENT AND MATERIALITY

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 including: 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 we prepare for the development of our Double Materiality Assessment (DMA).

Our stakeholder matrix is a summary of our comprehensive stakeholder engagements and is provided in the following page.

### 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.
Government Departments (national / local)	Briefings, policy meetings, consultations, relevant business updates	Energy and sustainability policy, security of supply issues
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.
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,
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
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, quarterly operational meetings, ad hoc engagement as issues arise and as part of their public consultations.	Compliance and regulatory matters and responses to industry specific feedback.
Local Groups	Information clinics for projects, public consultations, community benefit funds, greener Possibilities, volunteering	Project progress, funds available to local community projects and groups through the Group's fund mechanisms
Internal Auditors	Energia Group's Internal Auditors	Internal Audit engagements, identification of risks for Energia Group and internal controls

**1.8. MATERIALITY ASSESSMENT**

We conducted our first Materiality Assessment in FY22 which focused on ESG related issues and is included in Appendix 2. The Materiality Assessment survey was shared via an online platform and both internal and external stakeholders were invited to respond. The material issues were prioritised based on the responses received.

The results of this initial Materiality Assessment have informed our overall ESG approach and strategy. Overall, the results indicated that our stakeholders viewed a range of ESG factors as being important to Energia Group. Half of the issues identified as most important are related to specific environmental factors. Some of the other issues identified are relevant to our decarbonisation activities such as community engagement, while there is also an important focus on health and safety and governance.

Our top 10 most important issues were:

1. Health and Safety
2. Decarbonising the Energy System
3. Security of Supply
4. Regulatory Responsibility
5. Onshore Wind Farm Development
6. Cyber Security
7. Affordable and Green Energy
8. Offshore Wind Farm Development
9. Community Engagement
10. Community Liaison

**1.9. STAKEHOLDER INTERVIEWS**

In FY23, we extended and deepened our Materiality Assessment approach to include detailed stakeholder interviews to garner greater insights into the views of our stakeholders from an ESG perspective.

Some of those findings are summarised below:

- Health and Safety was noted as being a priority for our business.
- Decarbonisation of the energy system is extremely important to our stakeholders.
- The trilemma between decarbonisation, security of supply and affordability with short-term versus longer-term implications was identified as a challenge.
- The need to devise a decarbonisation plan for Huntstown beyond 2030 and out to 2050 was identified as a key issue by a number of respondents.
- Other issues of note included Cyber Security, Governance, and skills shortages.

In addition, the insights from the stakeholder interviews will help to inform our Double Materiality Assessment which commenced in FY24 and is aligned to the CSRD requirements. The Group is currently carrying out research on the impacts, risks and opportunities associated with the business and will be seeking further input from our key stakeholders.

**1.10. CLIMATE RISK & OPPORTUNITY ANALYSIS**

Climate-related issues are some of the most materially important issues to the energy sector and to Energia Group including our businesses, Renewables, Flexible Generation and Customer Solutions.

Climate change now and into the future impacts Energia Group both in terms of risks and opportunities. These risks and opportunities have the potential to impact all aspects of our operations, the products and services we provide and our wider business strategy over both the short and long term. To help us identify and understand these risks and opportunities, we support the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

We report 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. These key disclosures consider and assess climate-related risks and opportunities and their financial impacts.



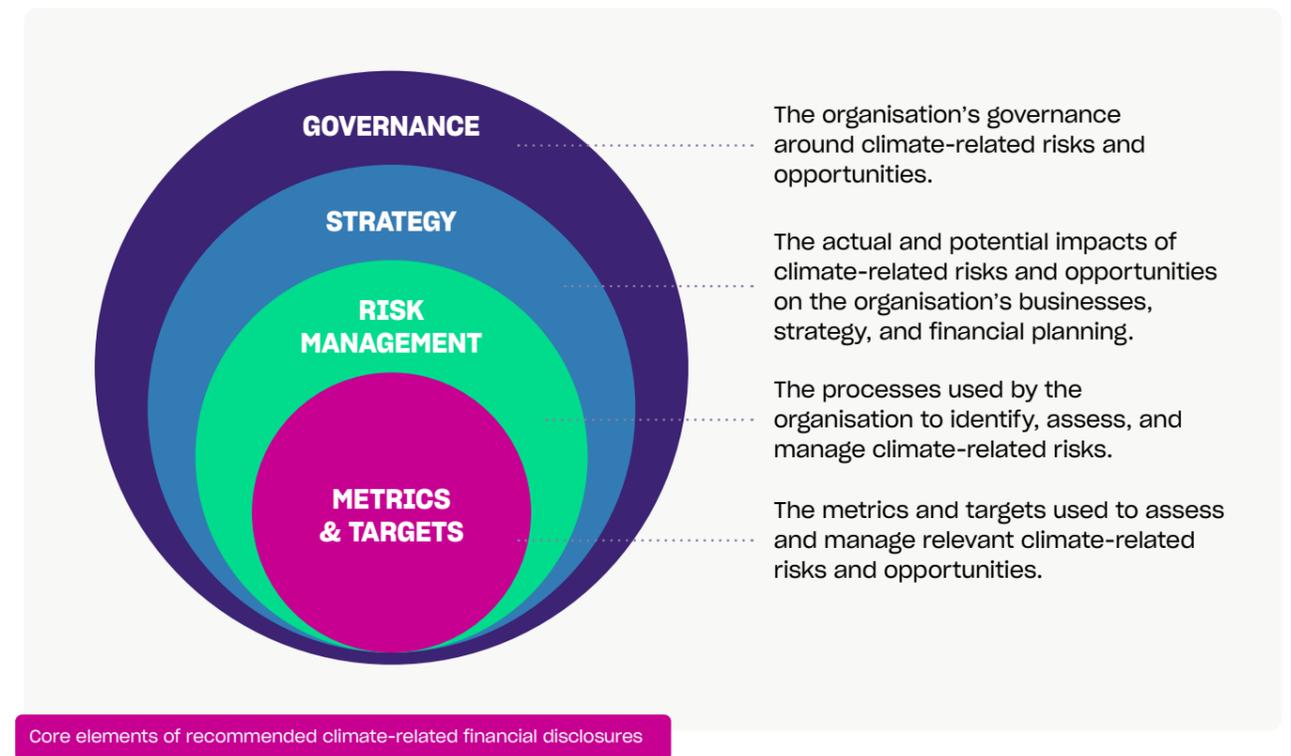
To advance our climate-related disclosures, Energia Group reported on climate risks and opportunities in FY22 and FY23. However, in line with Climate Related Financial Disclosures (CFD) legislation in the UK and future CSRD requirements, the Group's approach is evolving and will continue to do so over the next number of years.

In FY22 and FY23, we conducted a series of workshops to consider the climate risks and opportunities relevant to Energia Group through

a TCFD-aligned approach. The workshops were attended by the Energia Group Management Board, senior management teams from our three business units; Renewables, Flexible Generation and Customer Solutions and relevant internal stakeholders from across the Group.

In FY24, our understanding of climate risks and opportunities was further developed through the addition of climate scenario analysis as well as aligning to the mandatory CFD for Power NI Energy Limited and more generally, CSRD 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 Power NI using two plausible Intergovernmental Panel on Climate Change (IPCC) climate scenario pathways; a lower emissions pathway RCP 2.6 (below 2C) and a higher emissions pathway RCP 8.5 (4C). 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 and to our current carbon intensity reduction target, our assessment of net zero pathways, Government policy and cover the expected lifetime of the majority of our assets. The longlist of climate related risks and opportunities are provided in the Risk Universe diagram below.



Energy Group's Climate Related Risk Universe

It should be noted that the Group are detailing their climate-related risks and opportunities in alignment with the requirements of CSRD and our DMA process whereby both impact and financial materiality will be assessed.

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 our impact on climate change and the world around us.

A long list of climate related ROs were scored as detailed above and a summary of some of the risks and opportunities are provided in the summary of our most material climate risks and opportunities table.

Summary of some of Energja Group's most material Climate risks and opportunities

IMPACT X LIKELIHOOD ● LOW ● MEDIUM ● HIGH

PESTEL CLASSIFICATION	DETAILS		MATERIALITY			MITIGATION / STRATEGIC RESPONSE
			Now	2030	2050	
ENVIRONMENTAL	<b>Risk 8:</b> Increased energy demand from climate change. Both higher and lower temperatures events are associated with potential for extreme demand surges.	Lower emissions pathway (RCP 2.6) (below 2C)	●	●	●	Ongoing review of Company hedging strategy, continued utilisation of its forecasting tools and the ongoing monitoring and recording of temperatures for forecasting purposes.
		Higher emissions pathway (RCP 8.5) (4C)	●	●	●	
POLICY	<b>Risk 5:</b> Increased operational cost. Regulatory changes demanding higher energy efficiency may increase costs associated with capital expenditure.	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	●	●	●	
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. *include microgen and generally customer empowerment on the transition.	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. Grant funding available for commercial companies and Microgeneration supports in place for customers.
		Higher emissions pathway	●	●	●	
ECONOMIC	<b>Risk 17:</b> Failure to effectively hedge. Climate change could result in market volatility due to extreme weather conditions and changes to renewable generation, failure to effectively hedge wholesale exposure, and failure to source & maintain trading counterparties.	Lower emissions pathway	●	●	●	Increasing storage capacity.w Diversifying geographical and technological characteristics of assets. Improve forecasting tools and improved hedging methods. Engaging with Government departments and Ministers on the potential impact of volatile and high commodity prices on both customers and the Company
		Higher emissions pathway	●	●	●	

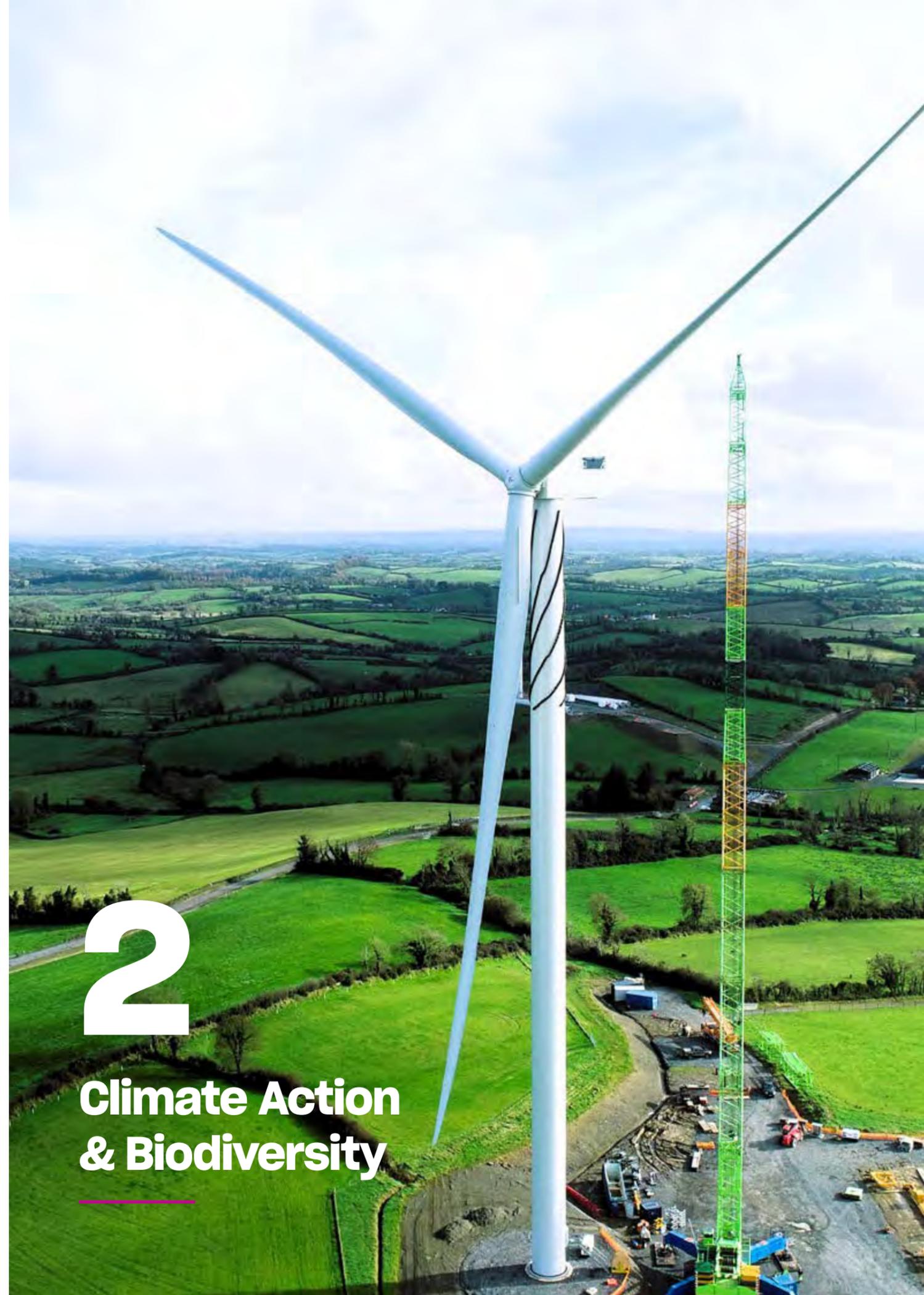
### 1.11. CDP CLIMATE CHANGE DISCLOSURE

In 2023, Energia Group achieved a B score in what was our second year disclosing to the CDP Climate Change Programme. We were pleased with our improvement from the B- we achieved the previous year, which demonstrates our continued commitment to climate action and the progressive decarbonisation of the energy system across the island of Ireland. Contextually, this result places the Group in the “Management” band as taking coordinated action on climate issues.



CLIMATE CHANGE

enērgia group **B**



# 2

## Climate Action & Biodiversity

# 2

## Climate Action & Biodiversity

Energia Group is playing a leading role in the energy transition through the delivery of an extensive portfolio of renewable energy projects, the responsible management of transition assets and our commitment to the protection and enhancement of biodiversity.

### 2.1. POWERING CLIMATE ACTION

We recognise that we have a leading role to play in the transition of the energy system over the coming decades delivering a just transition where a decarbonised energy sector will ultimately deliver a security of supply.

To make this a reality, the Group has committed two of its five sustainability objectives to this end, which are supported by our Positive Energy investment programme. Under our objective To Decarbonise the Energy System, we are committed to reducing the carbon intensity of our electricity generation by 50% by 2030 compared to FY2020 levels. Under our objective To Invest in Renewable Energy Infrastructure, our goal is to increase the volume of our onshore renewable electricity threefold by the end of the decade.



These objectives are aligned closely to the UN SDGs, specifically SDG 13: Climate Action, which have informed Energia Group in setting a climate science related carbon intensity reduction target for electricity generation (Target 13.2). In addition, through our ongoing advocacy work, as well as our community and industry engagements, we seek to raise the awareness of climate change and the urgency with which the energy transition must progress (Target 13.3).

The Group's activities in powering climate action also go beyond SDG 13, as the Group is also taking important steps in progressing targets related to SDG 7: Affordable and Clean Energy and SDG 9: Industry, Innovation and Infrastructure. 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).

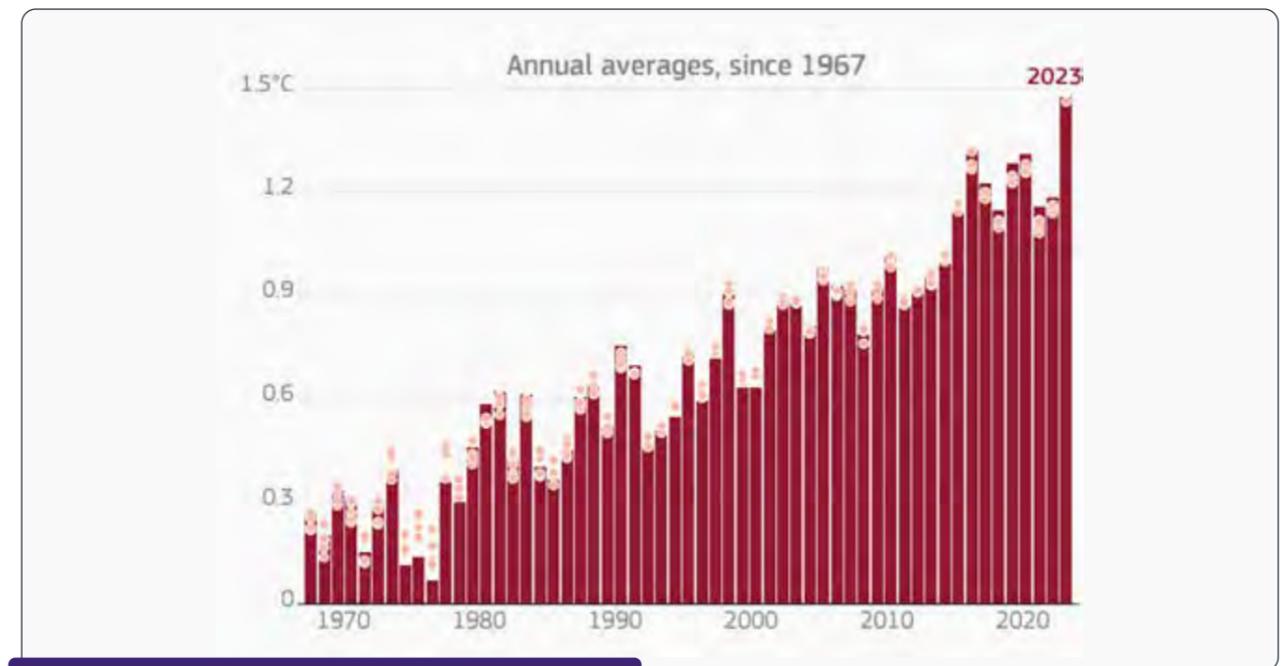
In this section, we provide details of Energia Group's carbon emissions, information on our extensive portfolio of renewable energy projects, the responsible management of transition assets and our commitment to the protection and enhancement of biodiversity.

### 2.2. ENERGY & CLIMATE – THE POLICY LANDSCAPE

After scientists confirmed that July of 2023 was on track to be the world's hottest month on record, Antonio Guterres, secretary general of the United Nations, stated, "The era of global warming has ended, the era of global boiling has arrived." More recently, The Copernicus Climate Change Service seemed to reinforce Guterres's words, as it determined that 2023 was the hottest year on record. This context and the increasingly noticeable effects of climate change remind us that climate change is a global issue that requires urgent and unprecedented action to ensure a habitable future for our planet.

At an international level, these issues were at the centre of the discussion at the United Nations Climate Change Conference (COP28), which took place in Dubai, United Arab Emirates, in November and December 2023. COP 28 marked the conclusion of the first 'global stocktake' of the world's efforts to address climate change under the Paris Agreement. Having shown that progress was too slow across all areas of climate action, the stocktake reinforced calls on governments to take actions towards achieving, at a global scale, a tripling of renewable energy capacity and a doubling of energy efficiency improvements by 2030. Other necessary actions include accelerating efforts towards the phase-down of unabated coal power, phasing out inefficient fossil fuel subsidies, and other measures that drive the transition away from fossil fuels in energy systems, "in a just, orderly and equitable manner, with developed countries continuing to take the lead".

The climate emergency has also been a major focal point at a local level. Recent research undertaken by Ireland's Environmental Protection Agency (EPA) and the UK's Climate Change Committee have highlighted not only



Global Surface Temperature: Increase above pre-industrial level (1850-1900), Copernicus Climate Change Service (C3S)



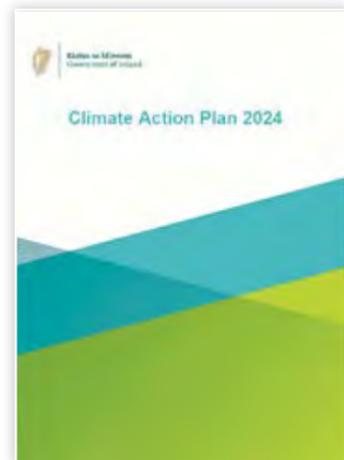
the climate-related risks that Ireland and Northern Ireland could face if progress in mitigating the effects of climate change is not made, but also the scale and complexity of the transformation required by each to achieve their 2050 Net Zero targets.

**OVERVIEW OF POLICY DEVELOPMENTS**

The Irish Government’s Climate Action Plan 2024 (CAP24) builds on the previous plans and focuses on high impact actions and reviewing the progress made towards achieving Ireland’s climate targets, as well as the binding, economy-wide carbon budgets implemented in 2022.

Carbon Budgets 1 and 2, when translated into sectoral emission ceilings, required the electricity sector to reduce emissions from a baseline of 10 million tonnes CO<sub>2</sub>eq in 2018, to 3 million tonnes CO<sub>2</sub>eq in 2030. However, according to the last report from Ireland’s Environmental Protection Agency (EPA) – Ireland’s Provisional Greenhouse Gas Emissions 1990 – 2022<sup>1</sup>, the amount of the sectoral budget used up in the case of the Electricity sector was already 49%, due in part to the continued use of coal in electricity generation. The amount of each budget already used makes a significant difference to the level of emissions reduction required over the next three years to stay within budget.

In the case of the Electricity sector, annual emissions reductions of 17.3% were now required from 2023-25 to stay within the first 2021-25 budget.



<sup>1</sup> Environmental Protection Agency (EPA), Ireland’s Provisional Greenhouse Gas Emissions 1990-2022, July 2023, [https://www.epa.ie/publications/monitoring--assessment/climate-change/air-emissions/2023-EPA-Provisional-GHG-Report\\_Final\\_V3.pdf](https://www.epa.ie/publications/monitoring--assessment/climate-change/air-emissions/2023-EPA-Provisional-GHG-Report_Final_V3.pdf)

Trying to meet these annual reductions between now and 2030 requires a major step up, and some of the key measures in CAP24 include taking action across three areas as outlined in the table below.

IDENTIFIED KEY AREAS FOR IMPROVEMENT	ACTIONS OUTLINED
<p><b>Accelerate and increase the deployment of renewable energy to replace fossil fuels.</b></p>	<ul style="list-style-type: none"> <li>• Accelerate the delivery of utility-scale onshore wind, offshore wind, and solar</li> <li>• Develop non-utility scale generation and community projects</li> <li>• Target 6 GW of onshore wind and up to 5 GW of solar by 2025.</li> <li>• Target 9 GW of onshore wind, 8 GW of solar, and at least 5 GW of offshore wind by 2030.</li> <li>• Target 1.6 GW of installed micro-generation capacity (≤ 50 kW) by 2030.</li> <li>• Production of 2 GW of renewable hydrogen sourced from offshore wind to be in development by 2030.</li> </ul>
<p><b>Deliver a flexible system to support renewables and demand.</b></p>	<ul style="list-style-type: none"> <li>• Delivery of 2 GW of new flexible gas-fired power generation</li> <li>• Phase out and end the use of coal and peat in electricity generation.</li> <li>• Establish the investment framework and competitive market arrangements needed to deliver zero carbon system services.</li> <li>• Deliver at least three new electricity transmission grid connections or interconnectors.</li> </ul>
<p><b>Manage Demand</b></p>	<ul style="list-style-type: none"> <li>• Ensure that 15-20% of the electricity system demand is flexible by 2025, increasing to 20-30% by 2030, to reduce the peak demand and shift the demand to times of high renewable output.</li> <li>• Deliver a demand side strategy that facilitates zero carbon demand, incentivises low carbon electricity consumption, and aligns with EU energy efficiency requirements, while facilitating electrification targets.</li> </ul>

FY24 has been a significant year in the development of policies to support Ireland's road to Net Zero by 2050. The EPA's report, Ireland's Provisional Greenhouse Gas 1990 – 2022<sup>2</sup>, noted that in 2022 total national greenhouse gas emissions were estimated to have decreased by 1.9% on 2021 levels. The overall emissions reduction, while welcomed, falls significantly short of the reductions required to achieve national and EU targets, and demonstrates that transformational change will be needed for these to be met.

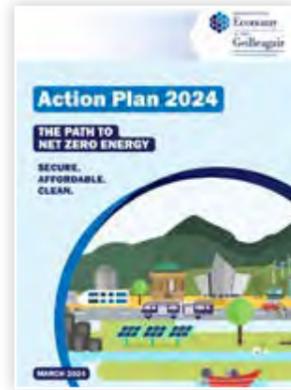


In Northern Ireland, the Northern Ireland Assembly passed the Climate Change Act in June 2022, reaffirming its Net Zero target for 2050 and setting out a requirement for a 48% reduction in net CO<sub>2</sub> emissions by 2030,

relative to 1990, as well as other sectoral targets including a 2030 target of at least 80% of electricity consumption from renewable sources.

However, the latest Northern Ireland Greenhouse Gas Emissions Inventory<sup>3</sup> published by NISRA (Northern Ireland Statistics and Research Agency) in late 2023 highlighted a 5% increase in NI's total emissions in 2021 compared with 2020 levels, with the reduction compared to 1990 data sitting at 23%, demonstrating the need for further action to comply with the carbon budgets set in the national legislation. In the 12 months up to September 2023<sup>4</sup>, 47.4% of total electricity consumption in Northern Ireland was generated from renewable sources, representing a decrease of 1.6% on the previous period.

To address this lack of progress towards the sectoral emissions target, and as part of the wider "Path to Net Zero Strategy," the Department for the Economy recently published the 2024 Energy Action Plan, which outlines some of the key actions being delivered across the different key strategic areas, summarised in the table on the following page. Some of the measures the plan outlines include establishing a collaborative delivery partnership, with relevant departments and delivery partners, to enact change necessary to facilitate 80% of all renewable electricity consumed in NI to come from renewable sources by 2030, in addition to identifying areas for potential development of offshore renewable energy for Northern Ireland.



Overall, the work done in 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.

In January 2024, as part of the Northern Ireland Affairs Committee's inquiry into renewable energy and net zero in Northern Ireland, Energia Group was invited to present oral evidence to the Committee in Westminster. Focussing on renewable electricity, the evidence presented focused on the issues of grid and planning, as well as the opportunities to accelerate the energy transition in Northern Ireland.

Overall, the work done in 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.

**STRATEGIC PRIORITIES**

**ACTIONS OUTLINED**

**Reduce emissions from energy by replacing fossil fuels with indigenous renewables to decarbonise power, heat, and transport.**

- Develop policy to ban Onshore Petroleum Licensing.
- Call for evidence for Biofuels in supporting the heat decarbonisation transition.
- Develop next steps plan for Biomethane.

**Supporting consumers by focusing on energy efficiency and fuel poverty to reduce energy use and seek to reduce energy bills.**

- Launch an energy and resource efficiency support programme for SMEs.
- Assess scaling up NI's Sustainable Energy Programme
- Consultation on the future of domestic energy efficiency support and delivery
- Consultation on Fuel Poverty Strategy
- Start the development of a replacement Affordable Warmth Scheme

**Strengthen Electricity Grid and System**

- Delivery of the plan to update Grid Connection Charging Policy.
- Consultation on Smart Metering design
- Publication of the Smart Systems Flexibility Plan consultation response
- Commission research into the costs and benefits to the consumer for different Interconnection scenarios.
- Plan a support scheme to future proof electrical capacity at key strategic sites

**A focus on the delivery of the Climate Change Act target of least 80% of electricity consumption from a diverse mix of renewable sources by 2030.**

- Increase the quantity of onshore renewables
- Identify areas for potential development of offshore renewable energy

**Create an environment encouraging the creation of good jobs, investment, and growth of a skills base for the low carbon economy through innovation, support and focusing on our competitive strengths.**

- Facilitate an industry-led Green Skills delivery plan
- Develop the Net Zero Accelerator Fund.

Summary of Action Plan 2024 - The Path to Net Zero Energy

<sup>2</sup> Environmental Protection Agency (EPA), Ireland's Provisional Greenhouse Gas Emissions 1990-2022, July 2023, [https://www.epa.ie/publications/monitoring--assessment/climate-change/air-emissions/2023-EPA-Provisional-GHG-Report\\_FinalLv3.pdf](https://www.epa.ie/publications/monitoring--assessment/climate-change/air-emissions/2023-EPA-Provisional-GHG-Report_FinalLv3.pdf)  
<sup>3</sup> Northern Ireland Statistics and Research Agency, Northern Ireland Greenhouse Gas Emissions 2021, <https://www.daera-ni.gov.uk/sites/default/files/publications/daera/NI%20Greenhouse%20Gas%20Statistics%201990-2021-Report.PD>  
<sup>4</sup> Northern Ireland Department for the Economy, Electricity Consumption and Renewable Generation in Northern Ireland: Year ending September 2023 <https://www.economy-ni.gov.uk/articles/electricity-consumption-and-renewable-generation-statistics>



Drumlins Park turbines and substation

**2.3. SECURITY OF SUPPLY**

The decarbonisation of the energy system will primarily involve the electrification of existing demand, supplied by renewable electricity. The resulting growth in electricity demand, coupled with the imperative to sustain economic growth, must be planned for. The security of electricity supply, as the underpinning of our decarbonisation pathway, is therefore critical to broader sustainability objectives. It is necessary to ensure that there is sufficient generation capacity and grid to achieve the respective governments’ 80% renewable electricity target for 2030 and keep the lights on.

**AMBER ALERTS**

Security of supply continues to be a risk in the all-island electricity market. In FY24 there were 5 “Amber Alerts” from EirGrid on the Irish system, warning of potential interruption to supply and requesting an immediate response from available generators. Energía Group’s Huntstown power station is a relevant example of the role and importance of flexible gas-fired generation to the wider economy, particularly in highly constrained demand centres such as Dublin.

**HUNTSTOWN & SEM**

The Single Electricity Market (SEM) operates as a “Gross Mandatory Pool”, wherein units’ generation levels are determined by the Transmission System Operator (TSO) through consideration of both the relevant markets and system requirements. In FY24 Huntstown generated over 3 TWh of electricity. Approximately one quarter of this generation (26%) and 31% of the units’ emissions related to meeting these system requirements, during these times the units were instructed to generate to meet operational constraints on the system, beyond the simple balancing of supply and demand.

**CAPACITY AUCTIONS**

To address the growing demands of the system, capacity auctions are intended primarily to procure new gas-fired capacity but these auctions have been a limited success in recent years. A significant proportion of awarded contracts have not delivered and this has resulted in an expected shortfall in generation capacity in the coming years. The outlook for the system is challenging and could have wider implications both for sustainability and for the economy. It also serves to reinforce the importance of existing dispatchable generation to the continuity and growth of supply.

A number of measures have been introduced to mitigate the risks associated with the prevailing situation, including: the introduction of emergency dispatchable generation, the Climate Action Plan call for 2GW of new gas-fired generation, and a review of aspects of the Capacity Remuneration Mechanism (CRM) with a view to ensuring future auctions can deliver new capacity at the level required to meet anticipated demand.

**EMERGENCY GENERATION**

In addition to the crucial role Huntstown’s CCGT’s play in maintaining security of supply, and in recognition of the challenges being faced on the SEM, the Group has

constructed and made available a 50 MW emergency gas generation plant at our Huntstown campus. This development is as part of the programme undertaken by Government and EirGrid to minimise the risk of future interruption to supply by introducing emergency dispatchable generation. These emergency generation units will be available to the TSO during the aforementioned “Amber Alerts”, to provide critical electricity supply to the grid at short notice.

**THE ROLE OF RENEWABLES**

In the context of security of supply and decarbonisation, renewable electricity will obviously play an increasingly important role as we progress towards the target of 80% renewable electricity by 2030. In FY24, the Group generated 646 GWh of renewable electricity, from 15 owned and operated windfarms across the island of Ireland and construction of two new wind farms, totalling 74 MW, was progressed. In addition to the renewable electricity that was provided to the grid, a further 24% of potential output was “turned down” due to system constraints and curtailment.

The primary reason for these losses was the inability of the local grid to transfer the power from the windfarm (constraints), an issue that must be addressed through future network planning investment, and system-wide limitations on operating a fully intermittent, renewable system (curtailment). An important feature that also emerged in FY24 was the “turning down” of available renewable generation on the island in favour of imports via the interconnectors with Great Britain.

Finally it is important to recognise that today’s security of supply challenges will take time to resolve, assuming the appropriate incentives are in place. Policy requires a very significant increase in renewable generation capacity, far greater than the projected increases in demand. This will likely give rise to a number of new challenges for the planning and operation of the electricity system, as well as for the market. It also serves to highlight the scale and speed with which the electricity sector on the island must transform, while continuing to keep the lights on, and the important role demand growth on the island will play in unlocking these opportunities.





## 2.4. OUR CLIMATE ACTION TARGETS

At Energia Group, we are committed to playing our part in powering the energy transition on the island of Ireland through our Renewables, Flexible Generation and Customer Solutions businesses. We have set a near-term target to reduce the carbon intensity of our electricity generation by 50%.

This is a target based on climate science and will see the overall carbon intensity of our electricity generation fall from 332 gCO<sub>2</sub> / kWh in FY20 to 165 gCO<sub>2</sub> / kWh in 2030. The achievement of this target is an important input to the assessment of credible pathways towards a longer term Net Zero target.

In setting this target we have been ambitious while also taking account of the security of supply and network constraint issues prevalent on the Irish system, particularly in the Greater Dublin Area. These issues have acted as a significant restriction on our stated ambition, but reflect our current understanding of the likely wider system

conditions and requirements in 2030. This target is 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 central to effective climate action and decarbonisation. The energy sector must have the capability to accurately identify, measure and quantify greenhouse gas emissions across Scope 1, 2 and 3. 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.

## OUR EMISSIONS DATA

SCOPE	ACTIVITY	FY20	FY21	FY22	FY23	FY24
		TCO <sub>2</sub> E				
<b>Scope 1</b>	Huntstown Electricity Generation	1,181,064	1,196,162	1,049,493	1,607,641	1,270,849
	Company Vehicles	79	75	69	99	160
	F-Gas					112
<b>Scope 2</b>	*Energy Use	287	23	39	46	50
	<b>Total Scope 1 + 2</b>	<b>1,181,429</b>	<b>1,196,260</b>	<b>1,049,601</b>	<b>1,607,786</b>	<b>1,271,170</b>
<b>Scope 3</b>						
Cat 11	Use of Sold Product	567,106	553,477	540,440	479,493	389,807
Cat 6	Business Travel	156	23	44	145	246
Cat 5	Waste		0.3	0.1	26.6	39
Cat 7	**Employee Commute	1,272			593	622
Cat 17	Homeworking				314	373
Cat 1	Purchased Goods & Services					13,912
Cat 3	Fuel and Energy (well to tank), sold electricity and scope 2 electricity and gas used in offices)					1,841,334
	<b>Total</b>	<b>1,749,963</b>	<b>1,749,761</b>	<b>1,590,085</b>	<b>2,088,359</b>	<b>3,517,503</b>
<b>Key Climate Metrics</b>						
	Carbon Intensity of Generation gCO <sub>2</sub> /kWh	332	330	330	346	346
	Renewable Generation GWh	672	691	644	695	646

\*Market rate used for scope 2 electricity

\*\*Baseline year FY20 total amended to include employee commute

\*\*\*Waste before FY24 only waste to landfill was calculated as part of the emissions calculation

\*\*\*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

**SCOPE 1:**

The Group's Scope 1 emissions are the Greenhouse Gas (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 reduction in scope 1 emissions in FY24 reflects a reduction in operating hours which the Huntstown plants were required to run.

**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 energy to heat 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.

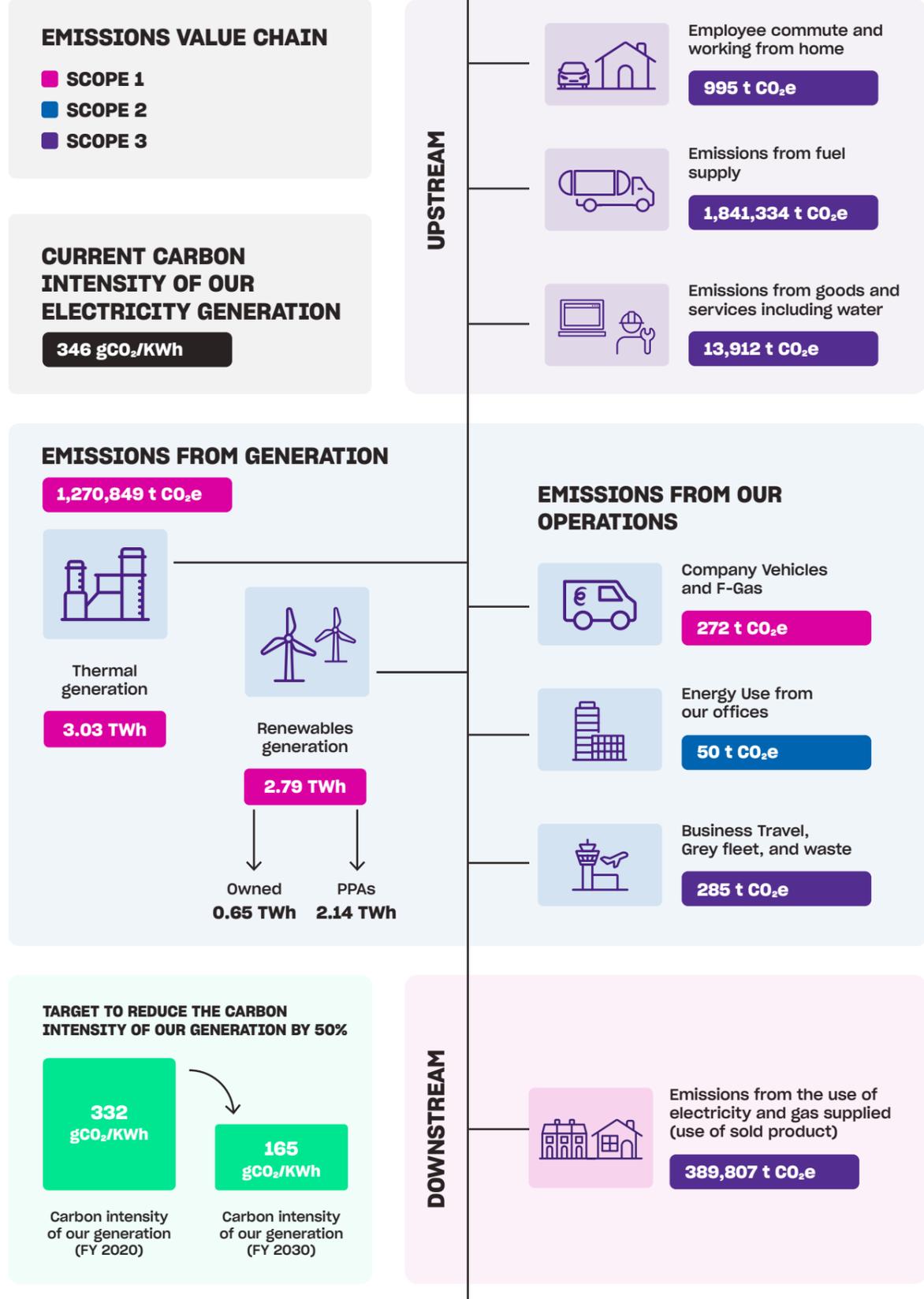
**SCOPE 3:**

In FY24, Energia Group expanded our analysis of our Scope 3 emissions using the GHG Protocol as a guiding framework. In this year's reporting, we have added a number of Scope 3 categories including Category 1 – Purchased Goods and Services, Category 3 – Fuel and Energy, Category 5 – Waste Generated in Operations, and Category 11 – Use of Sold Products. The extensive Scope 3 screening

work project 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 along the entire value chain. The Group's Scope 3 reporting is expected to continue to evolve in the coming years as we remain committed to ensuring we develop a complete profile of our emissions.



**ENERGIA GROUP'S EMISSIONS PROFILE**



## 2.6. HARNESSING THE POWER OF WIND – DELIVERING ONSHORE WIND FARMS

### THE DRUMLINS PARK WIND FARM

Drumlins Park is a 49MW onshore wind farm in Co Monaghan comprising eight wind turbines that will generate enough clean energy for 34,000 homes and businesses. The wind farm is being 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 and commissioning is expected by the end of First Quarter 2025.



Turbines for Drumlins Windfarm being inspected at Waterford Port

This important project demonstrates our commitment to powering Ireland’s energy transition by delivering new renewable capacity onto the grid through collaboration and partnership. In addition, the project required supporting infrastructure and so we constructed a new substation at the nearby townland of Lislea, which was required to facilitate the wind farm’s connection to the national grid. This latter project was successfully completed and handed over to the network operators in December 2023 following effective collaboration with EirGrid, ESB networks and our Drumlins Park construction team.



Crossmore early morning concrete pour 2024

### CROSSMORE WIND FARM

Once up and running, Crossmore Wind Farm in Co Clare will be our 17th operational wind farm on the island of Ireland. Construction of the 25MW wind farm began in 2023 and the first of the seven turbine foundations was completed earlier this year. 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 First Quarter 2026.

### OFFSHORE WIND JOINT VENTURE

Energia Group is making continued progress in offshore wind off the southeast coast of Ireland, including preparations for the upcoming ORESS 2.1 auction. The Irish Government’s change to a plan-led system for offshore wind in 2023 and subsequent announcement of the location of the first Phase 2 auction (ORESS 2.1), substantially overlaps with the Group’s North Celtic Sea project, with the work completed on that site to date informing our approach and ultimately facilitating accelerated delivery.



Energia Group recently entered a joint venture partnership with Vårgrønn AS, a Norway-based offshore wind company powering the energy transition through development, construction, operation, and ownership of offshore wind projects and related infrastructure.

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 windfarm under construction in the North Sea off the coast of England.

This new partnership combines Energia’s extensive Irish energy expertise with Vårgrønn’s international offshore wind experience and seeks to co-develop offshore wind projects that can contribute to the Irish Government’s target of at least 5GW of new offshore wind by 2030. The partnership will initially focus on Ireland’s south and east coasts, where the Group has already completed extensive development work over the last 4 years at its North Celtic Sea and its South Irish Sea sites.



Ian Thom CEO, Energia Group and Olav Hetland, CEO Vårgrønn Feb 2024

### SOLAR POWER

Solar power has the potential to significantly ramp up the delivery of renewable capacity on the island of Ireland. As part of Energia Group’s Positive Energy investment programme in renewable technology and energy infrastructure, we are currently developing four large scale solar projects with a total

capacity of 657MW in Meath and Dublin. Once operational, these projects will be capable of powering approximately 130,000 homes and businesses, in addition to providing emissions savings of approximately 186,000 tonnes of carbon each year.



### BATTERY STORAGE

Effective energy storage systems are required to overcome the intermittency of renewable energy with battery storage one of the important technologies that will enable to the energy system to decarbonise. Accordingly, Energia Group has developed the Castlereagh Battery Storage facility outside Belfast and has a further pipeline of battery storage projects under development across the island of Ireland.

The Castlereagh facility was our first grid-connected battery energy storage system (BESS) with 50MW of battery storage, which helps to match intermittent generation from renewable energy sources, such as wind and solar, with the peaks and troughs of real-time electricity demand. The facility absorbs and stores electricity when a surplus is available and releases it back into the system when electricity demand exceeds supply.

To support greater biodiversity at the Castlereagh site, we have incorporated a pollinator hedge into the facility as part of our commitment to the All-Ireland Pollinator Plan. In addition, we have begun planting the site with young native oak trees to further enhance the biodiversity of the immediate area.

**LEADING INNOVATION**

**GREEN HYDROGEN PRODUCTION**

Energia is a leader in the emerging green hydrogen sector 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 were proud when our Long Mountain Wind Farm in Co Antrim became the first commercial wind farm in either the UK or Ireland to enter into green hydrogen production. The facility is capable of producing hydrogen from wind energy that would otherwise be curtailed. Renewable electricity generation is sometimes curtailed when wind energy supply exceeds demand on the electricity grid or exceeds a given operational threshold set by the TSOs.

At Long Mountain, our turbines continue to spin in times of curtailment so that the renewable energy they produce is not wasted but instead converted to green hydrogen, using an electrolyser.

Energia Group also installed the first Hydrogen Refuelling Station, or HRS, on the island of Ireland at Translink’s Milewater bus service station in Belfast. The HRS is being used to deliver green hydrogen to refuel six double decker buses daily and, since its installation, has so far dispensed over 21,000kgs of green hydrogen, offsetting 285,000kgs of CO<sub>2</sub>. It only takes 15 minutes to refuel a hydrogen fuel cell bus, which can complete a full day’s service around Belfast before having to return for refuelling. The only exhaust product from the buses is water vapour. The Group is also developing its next hydrogen generation project and has planning permission for an up

to 5MW electrolyser to be co-located with its Rathsherry wind farm in Northern Ireland.

**SUSTAINABLE MARITIME TRANSPORT**

Energia Group is partnering 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.

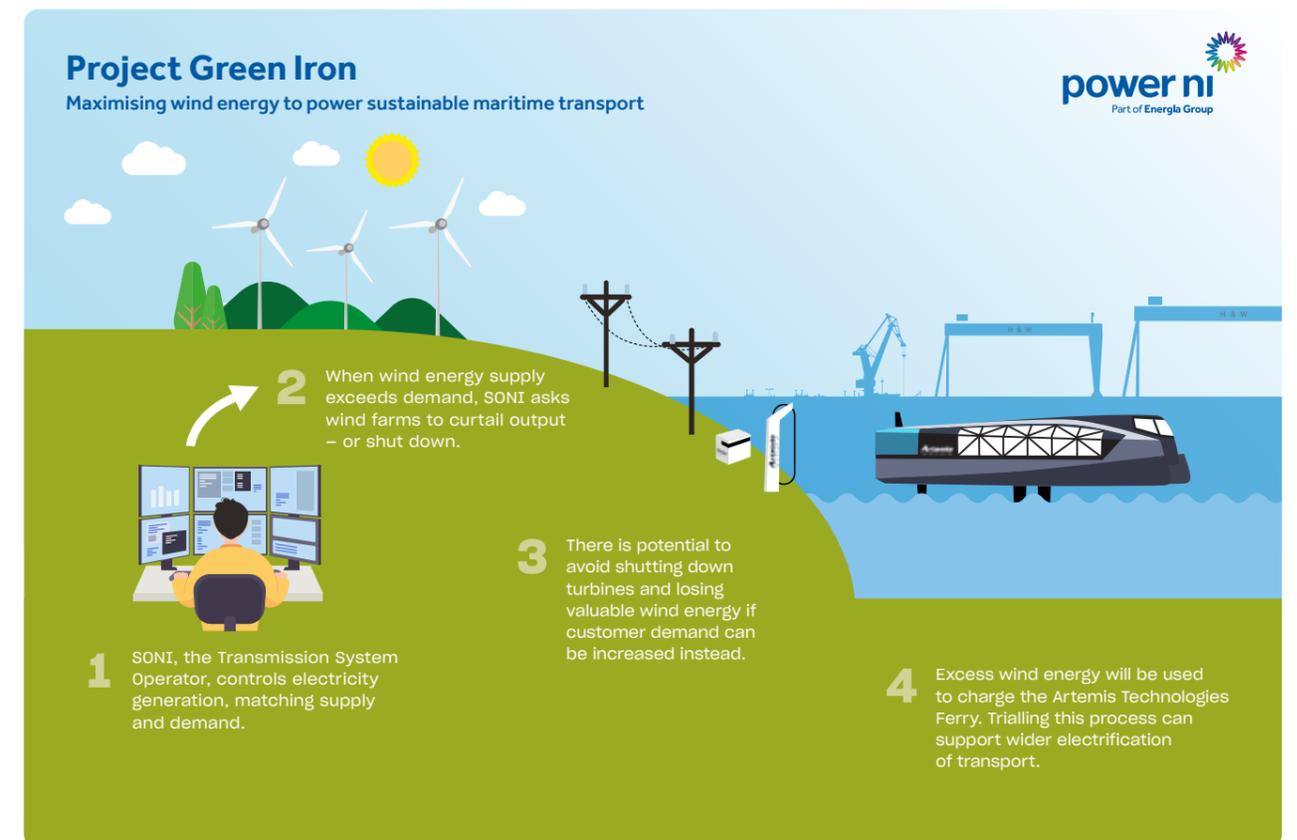
In developing a green charging solution in collaboration with Energia Group, the electric foiling ferry operated by Condor Ferries can use 100% renewable electricity – another step forward on the global mission to decarbonise the maritime industry and aligned to Energia Group’s commitments to SDG 13: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

**ENSURING SECURITY OF SUPPLY - EMERGENCY GENERATION**

As a leading provider of energy, we understand the importance of maintaining security of supply and our role in supplying power to



Electrolyser at our Long Mountain Windfarm in Co Antrim





Emergency generation facility at our Huntstown energy campus

critical systems and infrastructure when it is needed most. In ROI, the transmission system operator EirGrid is responsible for the safe and secure operation of Ireland’s electricity grid system. EirGrid has identified a shortage of conventional electricity generation for the next three to five years, requiring an additional 650MW of temporary emergency generation at four sites across Ireland to ensure security of supply.

As part of this programme, Energia Group has developed and constructed a 50MW emergency gas generation plant using high efficiency gas engines at our Huntstown Campus in Dublin. The facility is intended to operate only in an emergency scenario when the grid is operating with insufficient operating margin i.e. when in Amber Alert. An Amber Alert

is issued when a single “event” would give rise to a “reasonable possibility” that there would be a failure on the electricity system which could result in power cuts to homes and businesses.

**2.7. BIODIVERSITY AT ENERGIA GROUP**

At Energia Group, we believe that biodiversity preservation and the responsible use of natural capital are, in addition to essential ethical responsibilities, necessary conditions to achieve global sustainability and the preservation of the Irish landscape. Consequently, protecting our environment and the biodiversity that surrounds our operations is an important consideration for how we build and operate our renewable energy infrastructure.

To support a greater awareness and understanding of the importance of biodiversity and nature, we have incorporated a new module into our sustainability training programme, Biodiversity @ Energia Group, where our employees can learn about the subject including our efforts as a responsible business to protect and enhance biodiversity.

**BUSINESS SUPPORTERS OF THE ALL-IRELAND POLLINATOR PLAN**

In 2023, we became official business supporters of the All-Ireland Pollinator Plan.



In addition, we are taking numerous actions to protect pollinators by maintaining and improving their habitats at a number of our sites.

These actions include Habitat Management and Enhancement Plans that are in place at our wind farms to protect and enhance the existing

habitats. Some of the key actions carried out through these plans include rewetting areas of peatland, which act like carbon sinks and play an important role in helping to mitigate climate change, planting native hedgerows, helping wildlife travel safely through the sites, or installing bird boxes.

Additionally, at our Teiges windfarm in Co Fermanagh, we 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 FY24, a survey carried out at the site found the highest count of larval webs of this species in the five years this metric has been measured as part of a wider monitoring scheme of population status.

**BUSINESS FOR BIODIVERSITY AND NATURE+**

Energia Group is also an active member of the Business for Biodiversity Ireland platform, a not-for-profit initiative which will help Irish organisations transition to more nature positive outcomes.



The Marsh Fritillary butterfly habitat is being protected at our Teiges wind farm



We are also members of the Nature + Energy project with the Trinity Centre for Biodiversity and Nature-based solutions. This project aims to develop new ways of measuring and accounting for the value of nature on wind farms by developing and utilising new environmental monitoring systems.

## Nature+

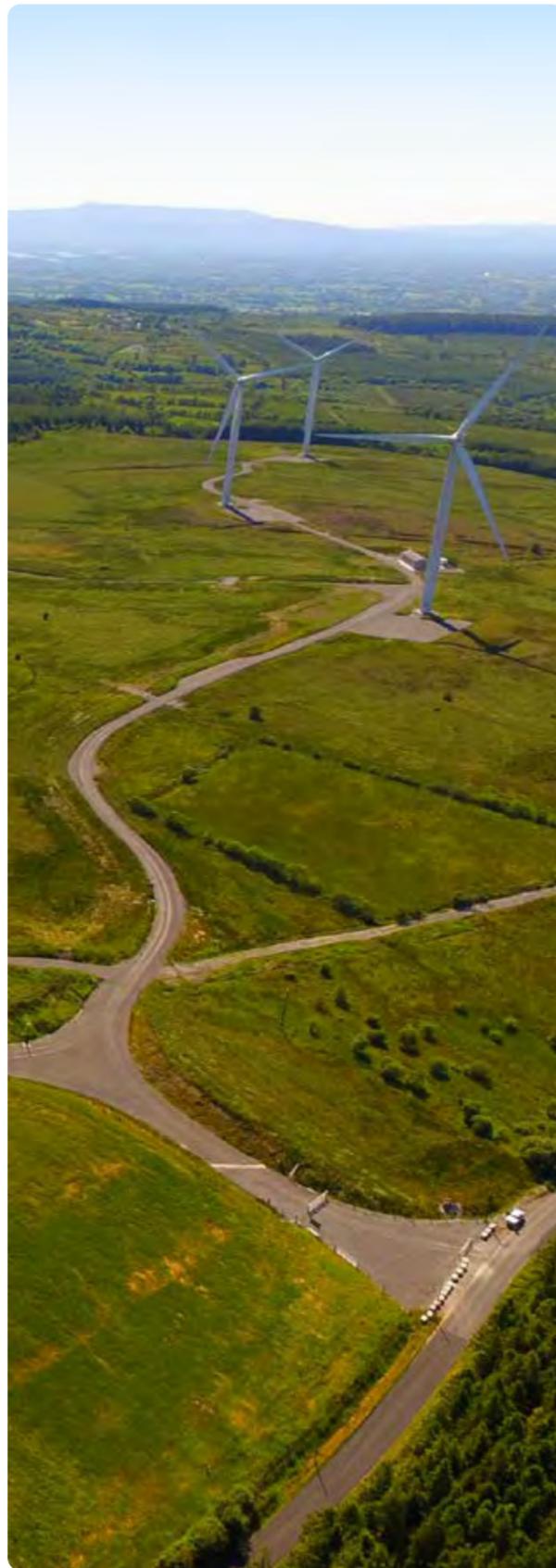
### BIODIVERSITY AT OUR HUNTSTOWN CAMPUS

In FY24, 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.

In the last year, the biodiversity at the site was protected and enhanced through the installation of insect hotels and bird boxes, planting native flora for pollinators, 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.



Damselflies at Huntstown



# 3

## Empowering our Customers

# 3

## Empowering our Customers

We are helping our customers with the energy transition.

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 one of Ireland’s leading power companies, Energia Group has a significant role to play in the decarbonisation of Ireland’s energy system, both directly through a focus on developing renewable energy infrastructure and indirectly through enabling our customers to transition to sustainable energy consumption.



We align our activities to the UN SDGs, supporting the objectives of SDG 7: Affordable and Clean Energy through the provision of a range of innovative energy efficiency products and services (Target 7.3), providing solutions to all of our customers (Target 7.1) and investing significantly in renewable electricity and electrification solutions (Target 7.2).

Energia Group activities also supports SDG 9: Industry, Innovation and Infrastructure through our investments in renewable infrastructure and in providing services and assistance to make industries more energy and resource efficient (Target 9.4).

Through ongoing communication and engagement with our customers, we also support and pursue the goals of SDG 13: Climate Action, in relation to information on climate change awareness, adaption and mitigation (Target 13.3).

In this section of the report, we outline some of our key initiatives to help our customers make progress on their energy transition journey. The Group is developing and providing solutions in energy efficiency, energy services, while assisting those most vulnerable in our society.

Energia Group is a modern customer-centric energy utility operating across Renewables, Flexible Generation and Customer Solutions. The Group’s Customer Solutions business has two major brands, Energia and Power NI, the latter of which is the largest provider of electricity in NI.

At 31 March 2024, Energia Group had 848,200 customer sites and supplied 7.3 TWh of electricity and 65.2 million therms of gas to homes and businesses in FY24.

### 3.2. CUSTOMER EXPERIENCE

Empowering our customers is one of Energia Group’s five key strategic objectives. Our focus on the customer is core to the Group’s strategy, with a significant priority placed on ensuring our customers have a positive experience when engaging with us. In FY24, we were very proud to receive ratings of “Great” and “Excellent” for Energia and Power NI respectively from Trustpilot, the international independent digital platform.

During the year, the Group received 8 complaints which were referred to the Commission of Regulation of Utilities (CRU) of which one was upheld, and 2 complaints which were referred to the Consumer Council for Northern Ireland (CCNI), of which none were upheld.

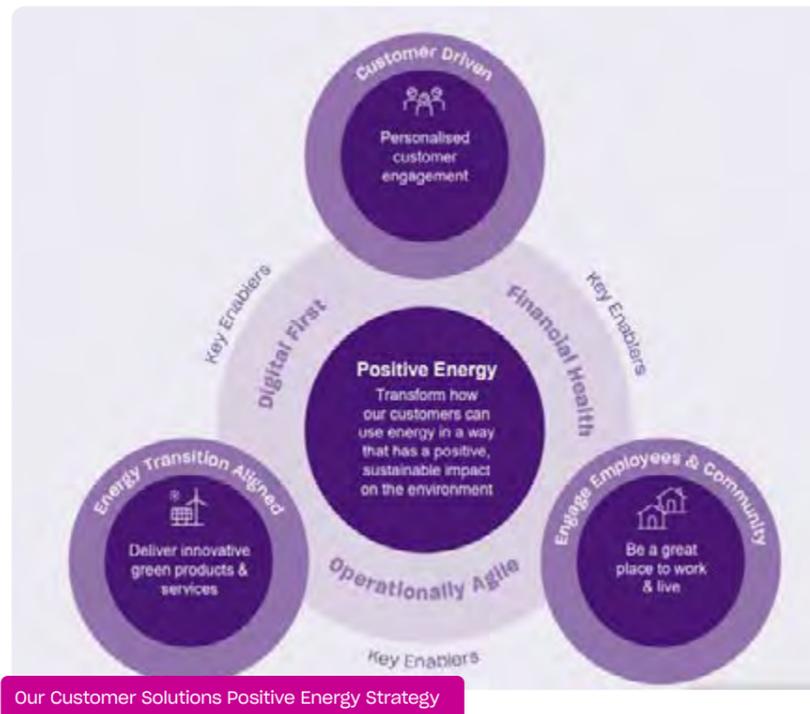


Energia and Power NI’s Trustpilot scores

During FY24, Energia and Power NI continued to work with government and regulators to deliver measures to support customers who continued to be impacted with the effects of the energy crisis. As we emerge from the energy crisis, the Group is focused on delivering on our Positive Energy Strategy, ensuring our customers are still protected but with a focus also of putting them at the centre of the energy transition as we deliver new products and services to empower their participation.

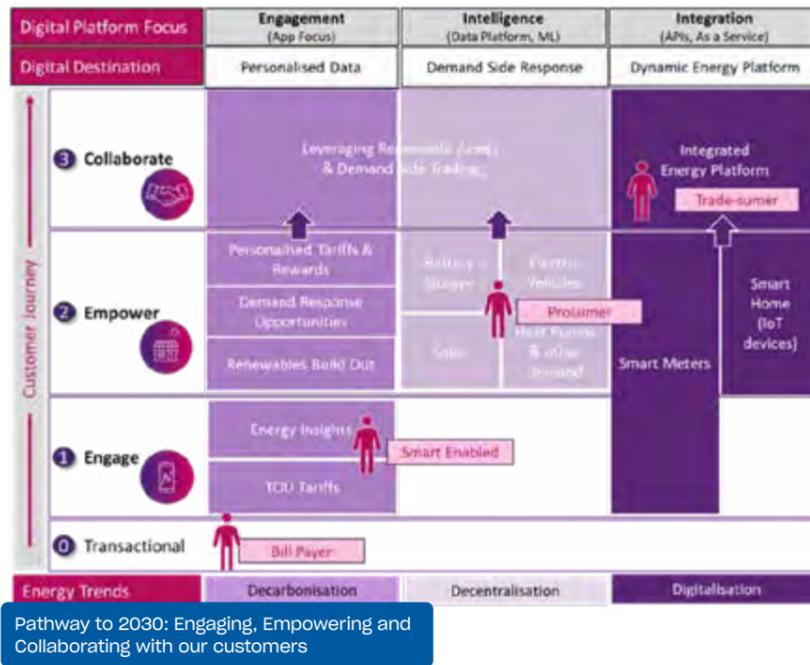
### 3.3. POSITIVE ENERGY STRATEGY: EMPOWERING SUSTAINABLE CHANGE

At our core, we are driven by a Positive Energy Strategy that aims to revolutionise how our customers utilise energy, paving the way for a more sustainable impact on the environment. This strategy is built upon three pillars: **Customer Driven, Energy Transition Aligned, and Engaging Employees and Community.** To achieve our goals, we embrace a data-driven, digital-first approach and prioritise operational agility.



Our Customer Solutions Positive Energy Strategy

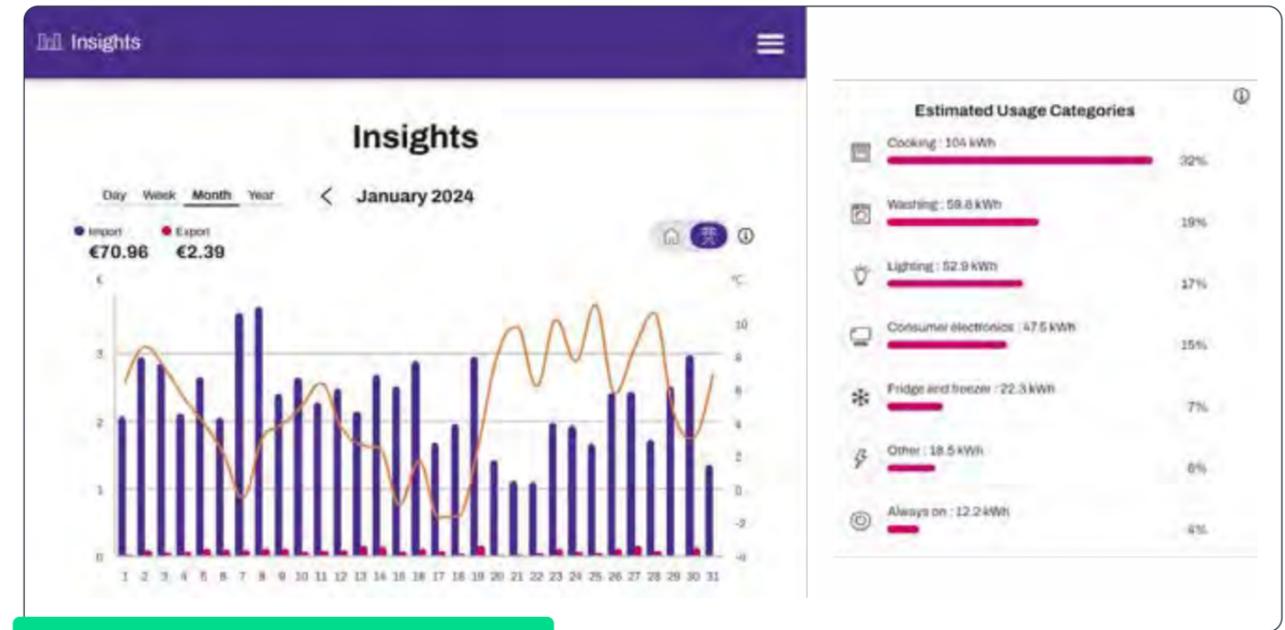
Building upon the foundation of our Positive Energy Strategy, we have devised a pathway to 2030. This roadmap outlines our commitment to guide our customers through the energy transition journey. Our aim is to enable our customers to transition from transactional energy consumers and bill payers into active participants who generate and consume energy in a more sustainable manner.



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

queries related to energy transition, such as smart metering, microgeneration, electric vehicles, and heat pumps. Their expertise ensures that our customers receive the support and guidance they need.

As part of this strategy, in FY24, we created our Positive Energy Hub, a dedicated vehicle for driving the necessary changes to fulfil our strategic plans and pathway to 2030 through collaboration to develop innovative products and services that empower our customers. In addition, we established a specialised frontline contact centre team, the “Energy Experts”. These experts are equipped to handle specific



Energy Insights Customer Tool – Launched February 2024

#### ENERGIA INSIGHTS

To further empower our customers, particularly those on smart tariffs, we launched “Energy Insights” in February 2024. This powerful digital tool, accessible through our online platform, provides our customers with a granular view of their electricity usage. By offering data insights into the appliances consuming the most electricity, customers can make informed decisions on how best to reduce their energy consumption. Moreover, they can compare their usage to similar households and receive energy-saving tips and alerts when usage patterns change. The success of this tool was quickly evident, with 25% of our smart tariff customers signing up within the first month.

#### SMART TARIFFS

In support of the national Smart Metering programme in Ireland, where smart meters are being installed in all homes and small businesses by the end of 2024, Enérgia has successfully deployed new “time of use” products to customers, and work is ongoing to encourage customers onto smart tariffs so that they can benefit from energy insights

facilitated by smart data. Time of use tariffs also incentivise customers to move demand away from peak times, supporting the National Energy Demand Strategy.

#### MICROGENERATION

The recent energy crisis has led to a significant increase in microgeneration of electricity by customers through renewable technologies such as solar PV panels across the island of Ireland. Both Power NI and Enérgia offer customers the opportunity to sell back any surplus generation which is unused at home.

In ROI, a Clean Export Guarantee payment was introduced to enable home microgenerators to avail of a payment for selling their surplus power. This brings Enérgia’s ROI customers into line with Power NI customers, who have had this service since 2006. Power NI currently facilitates approximately 12,150 microgeneration customers in NI with a generation capacity of 79,622 KW.

Enérgia also offers solar and battery storage installation services to customers.

**ELECTRIC VEHICLES**

As an energy supplier, we recognise the crucial role we play in supporting the transition to electric vehicles and developing tariffs that are specifically tailored to meet the needs of EV owners. Our EV tariffs are designed to encourage the use of electric vehicles and help reduce carbon emissions, therefore contributing to a cleaner and greener environment. We incentivise EV owners to charge their vehicle 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. So far, we have nearly 8,000 customers using these EV tariffs. Power NI, which was the first electricity supplier to introduce a home charging product into the NI market, now offers customers both EV Tariff and EV Charger products.

We have established EV charging infrastructure partnerships with five car brands to assist customers to transition to electric vehicles. 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 attain their home charging infrastructure and accompany with renewable electricity residential tariffs.



**3.4. DIGITALISATION AND THE ENERGY TRANSITION**

As part of our digital transformation and in preparation for a future decarbonised energy system, Energía Group invested in and developed a Digital IQ platform to help accelerate the country’s transformation to zero carbon.

The Digital IQ platform empowers the Group to provide a more efficient and personalised service to its customers from advanced billing to smart electric vehicle charging. Benefits of the cloud-based platform including a reduction in costs, boosting customer engagement and enabling decarbonisation through smart, low carbon energy technologies.



Customer Engagement continues to be developed through a series of new and developing products. 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 over 23,000 customers;
- Real time data solution products, e.g. Connect 360, have been developed and offered to commercial customers;
- Our Lighting as a Service solutions offering to Energía and Power NI customers.

**3.5. ENERGY EFFICIENCY**

**THE ENERGY EFFICIENCY OBLIGATION SCHEME**

The Energy Efficiency Obligation Scheme (EEOS) is the national scheme in ROI which is 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 FY24, through the EEOS in Ireland, and approved by the Sustainable Energy Authority of Ireland (SEAI), the Energía Services team provided funding to non-residential projects with estimated annual energy savings of 58.7 GWh Delivered Electrical & Thermal Energy, up significantly on 18.7 GWh in the previous year. This represented an estimated annual saving of 9,674 t/CO<sub>2</sub> (FY23: 5,056 t/CO<sub>2</sub>) and annual customer benefits of over €5 million (FY23: €2.3 million).

Through the Residential EEOS in Ireland, and approved by the SEAI, Energía provided almost €1 million (FY23: €0.54 million) in funding for energy efficiency projects, implementing a total of 206 retrofits (FY23: 158) delivering annual energy savings of 3.9GWh. This represents estimated annual savings of 1,291 tonnes of CO<sub>2</sub> (FY23: 823 tonnes). In addition, there were 122 retrofits in Local Authority or Approved Housing Bodies housing supported, across two different county councils and one housing association, totalling savings of 1.9GWh in the Energy Poverty sector. This represents estimated annual savings of 627 tonnes of CO<sub>2</sub>.

**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. The scheme provides grants up to €75,000 to assist householders with the cost of retrofitting their homes.

As a Group, we are committed to supporting householders in this area through our Energía Cosy Homes Scheme which provides a One Stop Shop for deep retrofits and home energy upgrades.

Energía has exceeded the domestic target for 2023, achieving savings of over 3,888,284 kWh/yr, against a target of 3,535,263kWh/yr 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 hit hard by the recent energy crisis. The 2023 target was 1,977,200 kWh/yr, and Energía achieved the minimal acceptable result of 95%, or 1,889,081 kWh/yr.





## CASE STUDY

### LOUTH COUNTY COUNCIL 2023

Energia partners with Louth 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 FY24, we retrofitted 211 low-income houses, up from 58 in the previous year, and have another 200 retrofits in the pipeline. 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 Louth County Council, including pre and post-BERs, technical assessments, post-works quality audits, in addition to financing. In FY24, Energia announced a partnership with Monaghan County Council to support the retrofit of 250 homes over a two-year period.

## HEAT PUMPS

Power NI has been working in partnership with the Northern Ireland Housing Executive (NIHE) for several years. Following on from the successful Rural-Led Energy Transition (RULET) programme which trialed heat pump installations in social tenants' homes, Power NI has been working with NIHE on its next phase of low carbon installations in homes, facilitating the customer journey onto the appropriate electricity tariff.

## 3.6. 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 2023, our target was set at 35.5 GWh and Energia Group comfortably exceeded this target by 23.2 GWh.

## CASH FOR KILOWATTS

Cash for kilowatts is a scheme operated by Energia Group that incentivises businesses to make energy efficiency upgrades. Once an upgrade is completed and the energy savings verified, a payment grant of up to 20% is made to the business based on annual savings. Energy upgrades include new energy efficient heating, ventilation and air conditioning technology, which will help businesses reduce their energy consumption. The scheme is suitable for companies in a range of industries including manufacturing, pharmaceuticals and retail.

In FY24, Energia supported business through the provision of funding totalling almost €3,600,000, a significant increase on the €820,000 provided in the previous year and reflecting the increased demand and uptake in this important area as more companies seek to decarbonise their businesses.



## CASE STUDY

### LEISUREWORLD BISHOPSTOWN

One example of a company that benefitted from our Cash for kilowatts scheme this year is LeisureWorld in Bishopstown, Cork. LeisureWorld is a large leisure facility with a mixture of activities including swimming pools, gym areas, and astroturf pitches.

Through our scheme, which included measures like introducing a new more efficient air handling system and optimising their pool plant, LeisureWorld was able to reduce their energy consumption by 46%.

## CONNECT 360

Energia also provides businesses with real-time energy and environmental monitoring so that they can take control of their energy consumption and reduce wastage.

The Connect360 personalised web portal is suitable for businesses of all sizes and covers a range of operational processes. Eliminating waste will maximise energy efficiency and help businesses account for and reduce the carbon impact of their activities.

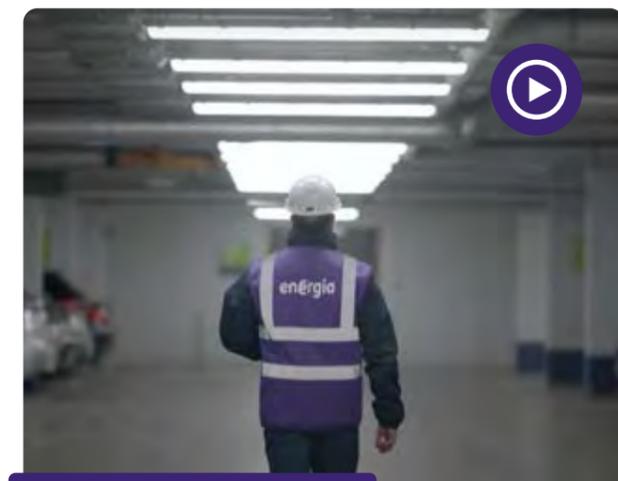
Hear how Coffey, one of Ireland's leading water infrastructure and civil engineering specialists used Connect 360 to reduce their energy use.



Gary Coffey on how Connect 360 reduced their energy consumption and achieved financial savings

## ENERGIA LIGHTING SOLUTIONS

Energia Lighting Solutions is a service program to upgrade current lighting systems with high quality, energy efficient LED's. This lighting upgrade requires no upfront costs as it is funded through the savings made from the new LED lighting installed. The lighting upgrade will reduce the customer's carbon footprint by using less electricity while producing a higher light quality. Find out more about the lighting solutions & energy efficiency upgrades from one of our successful projects carried out at Beacon South Quarter.



Lighting solutions and energy upgrade at the Beacon South Quarter

**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.

Following customer feedback and stakeholder consultation, the scheme was expanded in FY24 from 3 to 12 technologies. The energy improvement technologies grant funded under this scheme include: LED Lighting; Intelligent Heating Controls, Variable Speed Technology, Solar PV, Boiler Replacement, Voltage Optimisation, Induction Hobs, Infrared Heating, Heat Pumps, Heat Recovery, Steam or Heated Regeneration Dryer, Turbo Blower and Sonic Leak Detection.

NISEP also provided the first offering of commercial Solar PV grant funding in NI. In FY24 approximately €620,000 of funding was allocated across 81 projects from various commercial sectors including leisure, hospitality, offices, retail, and manufacturing, resulting in lifetime savings of over 70 GWh and 16,264 tCO<sub>2</sub>e, up from 54.GWh and 13,595 tCO<sub>2</sub>e in the previous year.

Power NI provides grant funding under NISEP with 20% funding towards cost and installation.



Northern Ireland Sustainable Energy Programme (NISEP) | Power NI | Business Grant Funding

**3.7. VULNERABLE CUSTOMERS**

Energia Group is committed to protecting its vulnerable customers as part of its strategic objective to Empower our Customers, which includes a commitment to a just energy transition that ensures that no one is left behind. In addition, as part of our most recent Materiality Assessment, our stakeholders placed Clean and Affordable Energy as one of our top 10 ESG items to consider.

To ensure we abide by this commitment, Energia and Power NI offer a number of 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 special or priority needs.

For those vulnerable customers who 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 Electricity Association of Ireland, 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.

The FYB service is a combined offering between Age NI and Advice NI. Over 500 benefit checks were completed for customers, up from 100 the year previously, 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

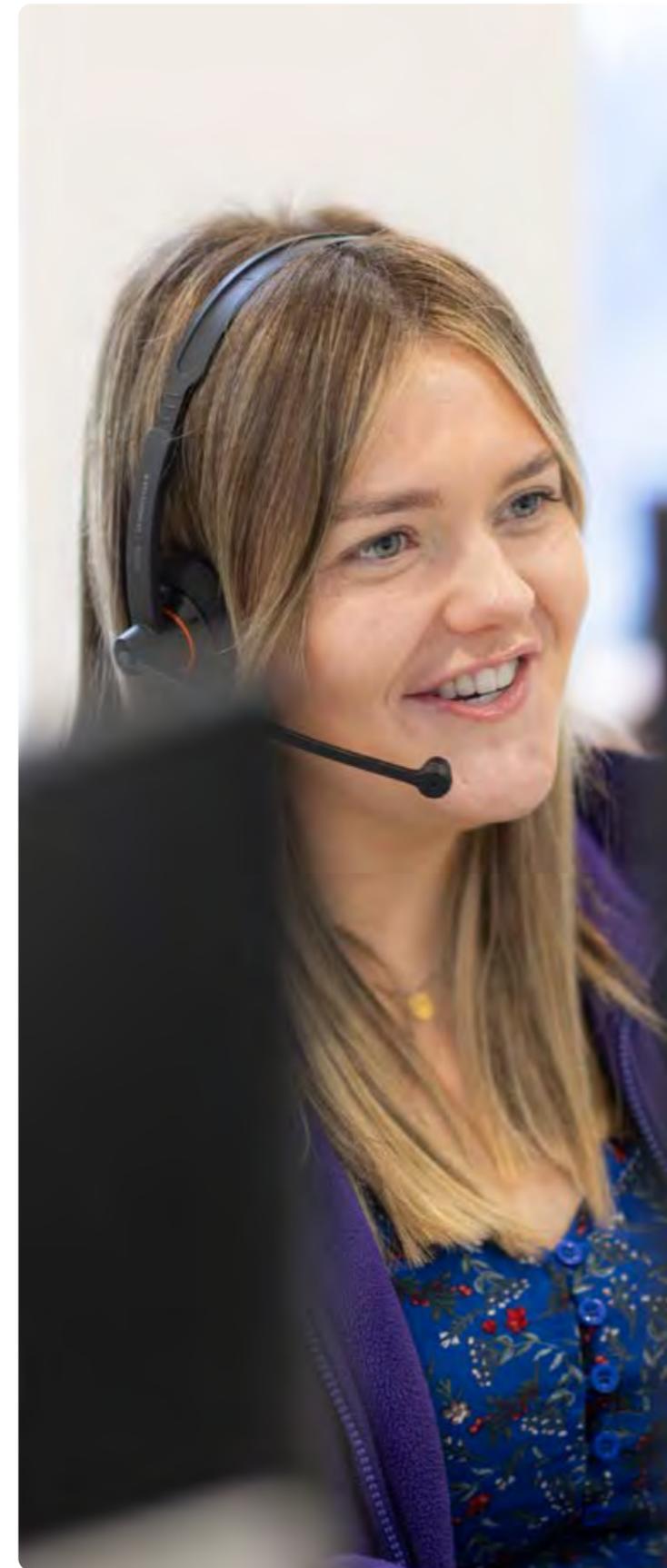
expanded to also include business customers who were struggling with their finances and increasing debts. Further support is provided by Christians Against Poverty (CAP) via a referral service to Power NI customers and Rural Support for farming customers.

The company also has a Support Team who helps support customers in 'at risk' situations. Support Team members from within Power NI and Energia received specialised training around dealing with potential suicide cases and step in when our frontline agents are dealing with particularly complex customer calls.

In November 2023, 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 customer facing 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, including a lifetime membership of the Plain English campaign. Reachdeck is being rolled out to our Group site also.

In FY24, staff from across Energia Group continued to have the opportunity to learn BSL (British Sign Language) and ISL (Irish Sign Language) during a series of online lessons with Sign Source. 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 empowered to give their best and feel a sense of achievement and belonging.

### 4.1. OUR PEOPLE STRATEGY

Empowering our People is one of Energia Group's five sustainability objectives, where we are committed to providing a safe, healthy and inclusive work environment for our employees who are core to our success.

Our People strategy reflects our values of Trustworthy, Dynamic, Resourceful and Community Focused, which commit us to supporting the wellbeing and prosperity of our employees, customers and communities.

We understand the importance our employees and stakeholders place on responsible business practices and sustainability, and the role it plays in talent attraction and retention. We nurture a workplace culture that emphasises inclusion so every employee feels like they belong and contribute to our success. We believe our people are core to our success.

Our activities in the first instance are strongly aligned to SDG 8: Decent Work and Economic Growth, which promotes inclusive and sustainable economic growth, and productive employment with decent working conditions and opportunities.

We also closely adhere to SDG 5: Gender Equality with a focus to achieve gender equality and empower all women and girls in the workplace. 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.



# 4

## Empowering our People

A significant amount of the Group’s activity in this area is also focussed 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).

In this section we outline some of the important initiatives we have launched and the progress of our ongoing programmes that we have developed to support our workforce and to equip them with the policies, skills and resources they need to thrive in their careers. We are also committed to empowering our team to support community activities and initiatives, thereby creating change for social good.

### 4.2. OUR TEAM

At 31 March 2024, we employed 1,114 talented employees working across the Group with 217 employees based in ROI and 897 based in Northern Ireland. A total of 156 new employees, of which 67 were female, joined the Group in the last year.

The Energía Group Management Board comprises 13 senior management, of which five are female. Our overall team ratio is 45% female and 55% male, with 45% of all managers being female.

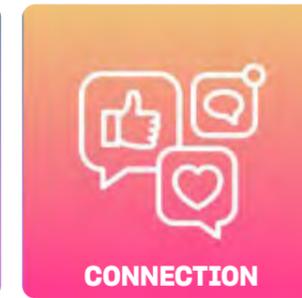
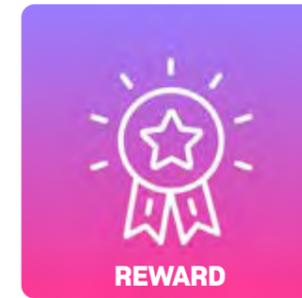
### ENERGIA GROUP’S EMPLOYEE NUMBERS

AT 31 MARCH	2024		2023	
	MALE NUMBER	FEMALE NUMBER	MALE NUMBER	FEMALE NUMBER
Energía Group Limited Board <sup>1</sup>	1	-	1	-
Energía Group NI Holdings Limited Board <sup>2</sup>	10	1	10	1
Senior Management <sup>3</sup>	8	5	8	4
Other Employees	605	496	595	483

<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 Energía Group NI Holdings Limited (EGNIHL) is the main operational Board for the Group. Non-Executive directors appointed to the Board of EGNIHL are not employed by the Group and are not included in the employee numbers shown in note 9 to the financial statements. Three Executive directors of EGNIHL (two males and one female) are also members of the Energía 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.

During the year, we launched our new unique employee value proposition which is called ‘Energised for Better’. Our Energised for Better statement is based on feedback received from our employees including the connection we have with our colleagues which is cited as one of the top reasons employees enjoy working here. Our employees feel a strong sense of belonging and pride at work, and that they can be involved in meaningful work at Energía Group.

*Together, we are a source of positive energy – creating positive change for the communities we serve and the world we live in. Elevating possibility on all fronts so that we feel energised to achieve our personal, professional, and aspirational goals.*

**This is what it is to be part of Energía Group – together, we’re Energised for Better**

The Energised for Better framework is based upon four pillars which allow us to structure, communicate and implement all the benefits we offer as an employer.

#### REWARD

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

#### OPPORTUNITY

Our commitment to investing in the development of our employees so they can grow and reach their potential.

#### CONNECTION

Offering an inclusive environment where people feel like they belong.

#### IMPACT

Enabling our employees to undertake meaningful work within our communities and the world we live in.

During the year we also introduced new benefits for our employees as part of Energised for Better including:

- Milestone Moments – a refreshed version of our long service awards, extending recognition for service from three years up to 40 years plus.
- Energising You – An annual wellbeing fund which subsidises wellness initiatives for our employees.
- Volunteering – Every employee can take up to two volunteer opportunities per year.

**EMPLOYEE LISTENING**

We conducted our annual employee engagement survey in June 2023 for our employees from across the Group. We understand the importance of listening to our employees so we can continue to review and improve our employee experience.

There was a strong engagement by employees and highlights from the 2023 survey include:



**4.4. THE WAY WE WORK**

In response to a changing world of work in recent years, Energia Group has evolved its ways of working to take into consideration a range of people factors including talent attraction and retention, and employee welfare and wellbeing.

The Group currently operates a hybrid working model for the majority of employees. This involves a minimum of two days per week working from the office for collaboration and connection with colleagues and up to three days per week at home. In our most recent employee engagement survey, there were high levels of employee satisfaction with 87% of employees saying they are satisfied that Energia Group provides flexibility including working from home and part-time opportunities, enabling them to be effective and productive in their roles.

We have continued to respond to challenges posed by a competitive labour market for operational roles by recruiting employees who work fully virtually on a full-time basis and are one of only a small number of organisations in Northern Ireland to offer this option for contact centre employees.



**4.5 WELLBEING**

At Energia Group, we are committed to maintaining a safe, healthy and inclusive work environment where we ensure employees are well looked after, cared for and respected, and supported in all that they do. Employee wellbeing is a core part of ensuring the Group operates effectively. Last year, the Group continued to invest in its wellbeing programme which includes the provision of third-party occupational health and counselling services, and seasonal flu vaccines.

Our wellbeing programme contains three pillars, Mind, Body and Life and is incorporated into our overall employee value proposition, Energised for Better. In FY24, we launched a new wellbeing initiative: Our Energising You – Wellbeing Fund. 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. The financial support can be used by employees for the likes of gym membership, a mindfulness app subscription, or a nutrition consultation.

**WELLBEING CALENDAR**

To support and encourage our initiatives in this area, we employ an annual Wellbeing Calendar which is populated with various events and activities. In FY24, the calendar included a diverse range of events such as courses on

desk yoga and sign language, a seminar on positive parenting, virtual gym sessions and an outdoor 5k walking challenge. In total, there was strong engagement from employees with 554 colleagues participating in various activities. In addition, our weekly Wellness Wednesday, encourages employees to reach out to our dedicated counselling team.

**4.6. LEARNING AND DEVELOPMENT**

Energia Group puts a high value on the power of education to help our employees further their careers and fulfil their potential. A continuous learning environment also promotes a growth mindset culture that enhances resilience and the ability of our employees to adapt effectively to change and disruption.

The Group consequently invests 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:

- New employee induction and onboarding programme covering a range of topics including company purpose and values, sustainability culture

- Tailored line manager programme for all new managers
- Learning and Development calendar for all employees
- Modular high potential programmes for those identified as successors, including 360 EI and psychometrics, coaching, mentoring and on-the-job challenges
- Customised manager development to build people manager capabilities and similar learning solutions to build Leadership skills for all employees
- Managers toolkit to support employee career conversations, coaching on career opportunities and mentoring programmes to support career growth

This year we hosted an event in partnership with People Playbook for all Energia Group’s Top Talent. The All-Star Summit gave the participants access to a fresh, punchy, and fun learning experience. In this unique format, they participated in a series of engaging 25-minute and 40-minute thematic workshops led by a variety of expert facilitators. They were introduced to new insights, practical tools and techniques, like how to sustain high performance, build rapport using comedy, and communicate more effectively.



Energia Group’s employees at the All-Star Summit

**4.7. SUSTAINABILITY @ ENERGIA GROUP**

Sustainability @ Energia Group is a company-wide sustainability training and challenge initiative designed to increase understanding and embed a sustainability culture across the organisation.

In FY24, the programme, which initially introduces our employees to the UN Sustainable Development Goals, expanded the scope of sustainability training with the launch of Biodiversity @ Energia Group. This course consists of four 10-minute modules spread over four weeks, allowing individuals to work towards earning their first biodiversity awareness training certificate.

In April 2024, to mark World Earth Day 2024, the Group continued its partnership with Vyra to develop a sustainability training program through which all Energia Group employees will have access to a further range of dynamic and interactive educational resources designed to deepen their understanding of ESG issues and empower them to drive positive change at work, home, and in their communities.



Energia Group Testimonial from Vyra

**4.8. TALENT DEVELOPMENT**

In FY24, the Group launched our Team Coaching Pods initiative which is designed to give managers and teams the opportunity to harness collective skills and abilities. The programme provides teams with a facilitated forum to come together as peers to collaborate on areas that are key to their performance and deliverables.

Our talent development process is underpinned by a Competency Framework. Last year, we reviewed and updated this framework to include a checklist of eight key competencies which are critical to the development of our people into the future. The eight key competencies are in turn organised into four pillars: Leading Self, Future Ready, Achieving Success and Leading Others for People Managers.

This Competency Framework feeds into the formal annual employee Performance and Development Review (PDR) process, which evaluates performance against defined and agreed targets and objectives. It also enables employees to discuss the competencies and identify their key strengths and those areas for development.

Our Talent Strategy is supported by bi-annual Talent Forums for each business and key functional areas across the Group. In addition, our internal Talent Steering Group proactively engages with those employees participating on our High Potential Programmes, ensuring they continue to be challenged with opportunities to grow including moves to other internal roles where appropriate.

**4.9. ENERGIA GROUP'S GRADUATE PROGRAMME**

We believe in building our talent pool for the future through a continued investment in developing and growing our graduate programme. This programme has been successful in expanding our pipeline through a talent strategy that seeks to provide the necessary supports, training, experience and mentoring to enable young people to develop and succeed in building a career at Energia Group.

Our approach involves a bespoke graduate programme where we partner with Learning and Development experts to help fast track their career and retain the graduates within the

business. Launched in 2019, 14 graduates who have completed the programme have secured permanent roles in the business. There are 22 graduates in the current programme throughout the following departmental areas: Customer Solutions, Engineering, ESG, Finance, HR, Regulation, Technology and Trading.

To help attract graduates, we offer 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.



**4.10. INCLUSIVE WORKPLACE**

Energia is an equal opportunities employer. We promote fairness in all areas including recruitment, employment, training and opportunities, and have policies and procedures in place to ensure a workplace in which discrimination is totally unacceptable.

We are committed to fostering a diverse and inclusive organisation that is representative of our customer base. We believe building an inclusive workplace is not just the right thing to do, it is also enhances our corporate sustainability.

Last year, Energia Group was pleased to retain the Bronze Diversity Charter Mark from Diversity Mark NI for the fourth consecutive year in recognition of the Group's commitment to diversity and inclusion and we are now eligible to apply for the silver award.

**ALLYSHIP IN THE WORKPLACE**

In FY24, we were pleased to launch our AllyShip@Work Strategy which aligns to our determination to maintain a work environment in which all individuals are respected and where real inclusion is promoted at every opportunity throughout the organisation. We want to be recognised as being a great place to work where people feel they can be themselves and thrive in their roles.

Our AllyShip@Work approach has three main strands – inform, support and promote. Our plan of action includes several allyship opportunities and resources which are implemented on an annual basis, while we have also partnered with external organisations which can support us in the achievement of our strategy.



To support our LGBTQI+ colleagues and in our community, we have partnered 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 programme, we offer accessible, judgement-free training for all our employees, which we utilised effectively across the

organisation in FY24 hosting seminars on Letters & Stripes, An Introduction to DEI&B and Unconscious Bias.



Belfast Pride Event

In July 2023, we supported the Belfast Pride Event with a large number of our employees participating in the Pride March through Belfast. This event itself has gone from strength to strength in the city with a very significant increase of 25% on 2022 numbers and with over 250 groups involved.

**4.11. GENDER PAY GAP**

At Energía Group, we foster an environment in which our employees feel valued and where we seek greater equality in pay including reducing our gender pay gap. In FY24, we published our first gender pay gap report based on the RoI GPG methodology on a snapshot date of 30 June 2023. The results of our gender pay report saw a median pay gap of 14%. The Group’s voluntary disclosure using the UK GPG method in the previous year showed a median pay gap of 18.8%.

The Group recognises that much work still needs to be done to reduce the pay gap. Our robust action plan includes a continued development of programmes and partnerships that support greater female employee participation and engagement.

Examples include our Women in Energy network, Allyship@Work Strategy, Riley partnership and women’s health policies where we have made progressive changes to our recruitment practices to attract more female applicants.

In addition, we have partnered with Back to Work Connect to support employees returning to work or changing careers. In addition to displaying the Returner Friendly Employer logo, we have also used Happy to Talk Flexible Working. In FY24, 67% of new management positions were filled by females while we have 39% female representation in our High Potential Programme.

During the year, the Group won the Women in STEM, Recruitment Campaign of the Year Award, for our “Energy Moves Us” campaign at the 2023 Women in STEM awards.



Energía Group winner of the STEM Recruitment Campaign of the Year at the Women in STEM awards

**WOMEN IN ENERGY NETWORK**

‘Women in Energy’ is a network of colleagues who collaborate to celebrate and champion women at Energía 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 supports and 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 Energía Group we pride ourselves on supporting women in the workplace and by creating an inclusive culture where women can thrive. Our women’s health policies, Pregnancy Loss and Fertility Treatment and a Managers guidance document to support women through the 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. As part of our Employee Value Proposition, Energised for Better, this year we have increased our enhanced maternity and paternity pay.

**PARTNERSHIP WITH RILEY**

During the year, Energía Group, through the Women in Energy network, 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



Energía Group and Riley representatives at the launch of the partnership

a Group focus on gender related policies that are aligned to the UN Sustainable Development Goals (SDGs), specifically SDG 5 Gender Equality and SDG 8 Decent Work and Economic Growth.

**INTERNATIONAL WOMEN'S DAY**

Providing support for the personal and professional development of women within Energía Group is a strategic pillar of the Women in Energy network. On 8 March 2024, the network held a rise and shine event to celebrate International Women’s Day 2024. Topics included female participation in Science, Technology, Engineering, and Mathematics (STEM) education and opportunities in Energía Group’s Renewables and T&I teams. Our keynote speaker was Dr Easkey Britton, a renowned Irish surfer, marine social scientist, writer, artist and ocean leader whose work explores the relationship between people and nature, especially the ocean.



**4.12. THE GREEN TEAM**

The Green Team is a working group across the company who is focused on raising awareness and implementing initiatives that promote sustainability across the business.

In FY24, activities included:

- Education and awareness through the Green Team Quarterly newsletter with information on biodiversity, business travel (including how to sign up for the company EV), recycling, staff reviews of eco-friendly products, interviews with senior management, shocking facts, meat free recipe ideas and information on food.



- The Sustainable September initiative with bike repair days, charity collections, and Green Talks on Creative Reuse of Toys and Textiles.
- Biodiversity initiatives including planting of pollinator-friendly herbs outside our offices.
- Vegan sausage rolls for World Vegan Day.
- Christmas 'Toy Swap'.
- Promoted participation in the RSPB Big Garden Birdwatch and Great Irish Bird Surveys.
- Volunteering at Bog Meadows with Ulster Wildlife where the Green Team helped to build a natural fence which would serve as a haven for insects.
- Participation in a workshop with Climate Fresk, an international non-profit organisation, about the causes and effects of climate change and discussed how we can take action in our personal lives as well as at work.

**4.13. HEALTH AND SAFETY**

Energia Group is committed to ensuring a safe working environment. We operate in an industry where health and safety are closely scrutinised and regulated. We are fully committed to promoting and maintaining the highest standards of health, safety and environmental compliance within the workforce to ensure avoidance or reduction in risks to health, safety and environmental matters. The Group strives to continually improve our safety performance and to ensure we are in full compliance with the Health and Safety at Work etc. Act 1974, the Safety, Health and Welfare at Work Act, 2005 and associated legislation.

We are also cognisant that our stakeholders view the issue as 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.

**MAINTAINING ISO STANDARDS**

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



We are certified to both ISO 45001: 2018 – Occupational health and safety standard and ISO 14001: 2015 – Environmental Management Systems standard. A surveillance audit for both ISO standards was completed in the autumn of 2023. This involved meetings to review documentation and included three site visits at Newforge Lane offices in Belfast, the Liberty building offices in Blanchardstown and the Drumlins windfarm construction site.

**SAFETY PERFORMANCE**

During FY24, Energia Group rolled out key Health, Safety and Environmental objectives aimed at delivering improved safety performance. These focussed 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 Health and Safety newsletter is issued on Energia Group's internal website, The VOLT, every quarter. This has proved to be a great way to communicate health and safety alerts, training and new safety initiatives to staff. Employees are encouraged to participate in a quiz at the end of each issue to test their health and safety knowledge for the chance to win a prize.

**BESPOKE TRAINING COURSES**

In addition to our trained first aiders and fire wardens, we completed two bespoke first aid scenario courses, providing practical examples of how to use an automated external defibrillator (AED) and 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 to 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.

**SAFETY AWARDS**

Energia Group was delighted to win the prestigious Highly Commended award at the All Ireland Occupational Health & Safety Awards 2023. The awards, run by NISO (National Irish Safety Organisation) and NISG (Northern Ireland Safety Group) recognise high standards of occupational health and safety



Energia Group winner of the Highly Commended award at the All Ireland Occupational Health & Safety Awards 2023

demonstrated by businesses across the island of Ireland. This award was based on an assessment of our safety management systems including documents and records maintained, and reflected the excellent work carried out by our Health, Safety and Environment department. The award provides independent endorsement of our policies, procedures and implementation, and highlights our commitment to maintaining health and safety as an integral part of our business.

### LOST TIME INCIDENTS

In FY24, Energia Group had seven lost time incidents reported. This is an increase from one reported for the FY23. A number of corrective and preventative actions were identified and put in place to prevent or reduce the likelihood of a recurrence of similar incidents.

### ENERGIA GROUP'S LOST TIME INCIDENTS

LOST TIME INCIDENTS (LTIS)	FY23	FY24
Employee LTIs	0	3
3rd Party Contractor LTIs	1	4
Total LTIs	1	7



**5**  
**Community**

# 5 Community

Energia Group invests in green energy and jobs, looking after people in need, and empowering clubs and teams across Ireland.

We are committed to making a positive impact in the communities in which serve.

## 5.1. SUPPORTING COMMUNITIES

A key sustainability objective of Energia Group is to support the communities in which we operate, making a meaningful contribution that adds both economic and social value and which remains aligned to our core value of being Community Focused.

Over many years, we have established a credible track record in collaborating closely and working in true partnership with a range of community groups, charities, sports clubs, educational bodies, and local projects to deliver that social value.

We approach our work in the community through the recognised framework of the UN SDGs including SDG11: Sustainable Cities and Communities and SDG 13: Climate Action.

The Group's activities support SDG 11: Sustainable Cities and Communities through a range of initiatives. Linked to the Group's activities in support of the other SDGs highlighted in this report, we promote the achievement of cleaner and more sustainable cities (Target 11.3 and 11.6), sustainable transport solutions (Target 11.2) and ensure the protection of nature in all we do (Target 11.4).

Through our work in communities across the island, we also promote SDG 13: Climate Action through efforts to improve education and awareness of climate change and the action required to mitigate and adapt to minimise its adverse impacts (Target 13.3). Each collaboration is viewed through the lens of the relevant SDG and how Energia Group can best support the development of sustainable communities on the island of Ireland.



In this chapter, we summarise a number of our collaborations with communities, both around our renewable projects and through broader initiatives the Group has developed to support communities such as our Greener Possibilities initiative. Our initiatives include education and awareness, charitable giving, volunteering, and sponsorship and all are designed to deliver impact and promote the energy transition. We seek to empower the people who deliver these positive initiatives and essential services in communities across Ireland.

## 5.2. ENERGIA GROUP'S GREENER POSSIBILITIES FUND

Energia Group's Greener Possibilities Fund was established in 2022 with the purpose of supporting communities across the island of Ireland who participate in climate action. Aligned to the UN SDG 13 Climate Action and SDG 11: Sustainable Communities, the fund backs projects which are related to the climate crisis, climate resilience, biodiversity protection or community focussed. This includes supporting groups impacted by climate change or groups involved in climate action or organisations building a more sustainable future.



In its first year, Greener Possibilities supported 11 projects with each awarded €10,000 for a total value of €110,000. In December 2023, phase 1 was completed delivering meaningful impacts across the 11 projects.

Global Action Plan, FoodCloud, Leave No Trace, Autism Support Louth & Meath, The Big Idea, and ALONE were successful in their application for funding for their Climate Action projects in ROI, while in Northern Ireland, Keep Northern Ireland Beautiful, Grow NI, NOW Group, Air Ambulance NI and Age NI delivered projects that made a positive impact on climate.

- Weekly community garden sessions in West Belfast with Grow NI
- FoodCloud streamlined their surplus food ordering process
- ALONE insulated homes for older people
- Age NI provided over 1000 bee boxes to older people across Northern Ireland
- NOW Group created community gardens
- Autism Louth and Meath to supported young people with various neurodiversities
- Leave No Trace developed a community toolkit which focussed on biodiversity and environmental stewardship
- Northern Ireland Air Ambulance installed solar panels



In its second year Greener Possibilities is supporting four charities, two in NI and two in ROI, each being awarded €50,000 over a period of two years. The funds are being administered by Community Foundation Ireland, an independent philanthropic body that provides external governance and oversight.

The four charities are: FoodCloud and Global Action Plan in ROI, and Grow NI and Keep NI Beautiful in NI. The charities will deliver specific projects aligned to SDG 13: Climate Action and SDG 11: Sustainable Cities and Communities.

**GLOBAL ACTION PLAN IRELAND, DUBLIN**

Global Action Plan is a charity that aims to inspire people to become environmental 'change makers'. Based in Dublin, it provides courses and workshops to communities, schools and businesses across a range of areas including community action, global citizenship, biodiversity, climate, Just Action, nature, schools and social regeneration.



ROI

**“** We are delighted with the support from Energía Group's Greener Possibilities fund, as it helps us increase the reach and impact of our unique community gardens in Dublin. Our two GLAS community gardens are the central hubs for our social inclusion and environmental education programmes, as places where everyone in the local community can come and feel welcome, as well as discover their power to make a real difference, for people and for the planet on which we all depend. The support from the Energía Group through the Greener Possibilities fund allows us to improve our GLAS programmes even further, to ensure that they serve more people even better.

Hans Zomer, CEO of Global Action Plan

**FOODCLOUD**

FoodCloud is a non-profit organisation with a presence in Dublin, Cork and Galway that aims to reduce food loss and waste through surplus food distribution across Ireland. Irish households produce more than 220,000 tonnes of food waste annually which not only wastes money but results in higher greenhouse gas emissions.



ROI

**“** FoodCloud is really pleased to be one of the recipients of Energía Group's Greener Possibilities Fund. The funding from the Group will support FoodCloud's warehouse management system, increasing efficiency across our three warehouses and supporting us to rescue and redistribute as much food as possible, working towards our vision of a world where no good food goes to waste.

Aoibheann O'Brien, Co-founder of FoodCloud

**GROW NI**

Grow NI is a charity working with communities to create and support community gardens, allotments and green spaces in their area. There is an emphasis on community development with eco-therapy at its heart for both urban and rural areas.



NI

**“** We are delighted with the support that Energía Group is giving us through their Greener Possibilities Fund which will help us build on our existing Gairdín an Phobail revitalisation project and expand our work into a partner garden at Forthspring Inter Community Project / MUMO. At Grow NI, we are focused on continuing delivering a grassroots cross-community growing, rewilding and nature connection project, building skills and knowledge amongst those involved, and contributing to a community growing and rewilding movement in West Belfast and beyond.

Claire Peacocke, Community Gardner for Grow NI

**KEEP NI BEAUTIFUL (KNIB)**

Keep NI Beautiful (KNIB) is an environmental charity dedicated to creating a world where people and nature thrive by delivering environmental education in schools across NI, increasing public engagement for communities in need and raising environmental standards for the places where people spend time.



NI

**“** We are delighted to be a recipient of Energía Group's Greener Possibilities Fund in 2024. These funds will help us progress our project, 'Generation Nature', which will create an innovative demonstration site at Stranmillis University College, the first of its kind in Northern Ireland. Trainee teachers will use the site, which will include a mini orchard, raised beds, native hedges and other facilities to develop their environmental knowledge and skills in a practical setting. Generation Nature will make "POWERful Eco-Champions" of teachers, ensuring they have the environmental skills and confidence to develop the resilience of our next generation through the Eco-Schools programme and energise them to become catalysts of positive change, for a brighter tomorrow.

Carol Forster, Head of Business Development at KNIB



**5.3. ENERGIA GROUP'S COMMUNITY WIND FARM FUNDS**

**INVESTING IN OUR COMMUNITIES**

Over the years, Energia Group has remained committed to its core value of being Community Focussed, operating in local areas, investing in the green economy, while forging deep relationships within these communities.

We understand the importance and the value of these relationships. In our 2022 Materiality Assessment, our stakeholders placed Community Engagement and Community Liaison in our top 10 ESG issues.

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 by our wind farm community benefit funds, sponsorships and Local Electricity Discount Schemes (LEDS), or near neighbour payments.

In FY24, we provided close to €800,000 to support a range of activities and projects in communities across the island of Ireland. So far through our wind farm community benefit funds we have invested €4.5 million in local communities, a level of support we are very proud of.

**COMMUNITY BENEFIT FUNDS**

Energia Group's community benefit funds are designed to enable local communities to benefit from the construction and operation of our wind farms. For the purpose of good governance, we work with Community Foundation Ireland, Community Foundation NI and the Fermanagh Trust, who administer our funds on our behalf, to ensure our funding has the maximum positive and lasting impact in the areas where we operate.

In FY24, our funds supported 120 community projects with an estimated reach of over 50,000 participants and service users.

Without support from these wind farm benefit funds, many valuable rural initiatives would struggle to find funding and we believe it is crucial that communities see tangible benefits from renewables projects as part of a just energy transition. Our wind farm community benefit funds support community groups, voluntary organisations and environmental projects situated near our operational wind energy developments. Our project grants

prioritise energy efficiency and sustainability goals and are tailored to the needs of the local community.

Most of our funds are fully subscribed but, 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 Community Benefit Fund	€90,000	9 community projects with an estimated reach of around 6,000 – together with 3 new student bursaries
Tyrone Three Community Benefit Fund	€121,278	20 community projects with an estimated reach of around 20,000
Teiges Wind Farm Community Benefit Fund	€81,274	23 community projects with an estimated reach of around 2,000
Cornavarrow & Slieveglass Community Benefit Fund	€154,885	15 community projects with an estimated reach of over 3,600
Long Mountain (& Glenbuck) Community Benefit Fund	€81,621	20 community projects with an estimated reach of over 3,100
Thornog Wind Farm Community Benefit Fund	€60,905	11 community projects with an estimated reach of over 5,400
Rathsherry Wind Farm Community Benefit Fund	€51,950	14 community projects with an estimated reach of over 6,600
Derrysallagh Wind Farm Community Benefit Fund	€34,000	8 community projects with an estimated reach of 3,000



**CASE STUDY**

**BLUESTACK SPECIAL NEEDS FOUNDATION, CO DONEGAL**

Energia’s Meenadreen Wind Farm community benefit fund is designed to have maximum impact across the themes of climate action, biodiversity and community engagement, and to directly contribute to the overall wellbeing of the local community.

We are proud that one of our recently funded projects is delivering such impact, with a one-off grant of €6,000 for an outdoor seating area at the Bluestack Special Needs Foundation café in Donegal Town quickly paying dividends for stakeholders.

The café provides work experience opportunities and social engagement for the centre’s young adults with additional needs. It also offers good food, hot drinks and now – thanks to a grant from Energia’s Meenadreen fund – an all-year-round outdoor covered meeting space. The new seating area has helped to deliver a jump in profits for the café,

which have been re-invested in the Bluestack Foundation’s training programmes and community services.

Bluestack CEO Wendy McCarry says the centre is always looking to expand its activities, but depends on donations and volunteers: “Right now, we’re preparing for our summer camp, whilst continuing our highly successful training for young adults with additional needs and community services. Social enterprises, like our popular café, help generate funds but donations from our supporters make all the difference.

“The covered seating area for our outdoor café saw our profits jump to €18,000 last year and that’s thanks to Energia’s Meenadreen Wind Farm fund, which recognised the positive impact this project has on our centre users and the wider community.”



**CASE STUDY**

**BROOKEBOROUGH AND DISTRICT COMMUNITY PLAYGROUP, CO. FERMANAGH**

In 2023, the local Brookeborough Community Playgroup completed a new outdoor creative play area with the help of a £2,500 (€3,000) grant from the Teiges community benefit fund. Playgroup Leader, Sharon Wilson, said: “The staff, children, and parents of Brookeborough and District Community Playgroup are truly grateful to receive funding from Energia towards improving our outdoor play space.

As we are based in a small community, it can be difficult to fundraise large amounts to make these much-needed improvements. I have no doubt that this will help improve the learning outcomes for the children in the local community for many years to come.”



**5.4. HELPING OUR COMMUNITIES**

Communities are at the heart of what we do, and we are proud to enable our staff to support local organisations the length and breadth of Ireland. Each year, Energia Group works extensively in multiple communities across a range of formal programmes and initiatives which we have developed and continue to build out, deepening our involvement and maximising our impact. These include our formal initiatives Brighter Communities and Helping Hands, in addition to partnering with charities and our Christmas campaigns.

Our community strategy is to support programmes, initiatives and charities which our people, customers and suppliers can relate to. We opt for initiatives which allow us to make a difference by raising public awareness as well as raising money. We also support local causes nominated by our staff and do our best to match staff fundraising efforts.



**VOLUNTEERING**

Energia Group recognises the contribution that volunteering can make to our communities, while volunteering also connects our teams to their local communities.

In FY24, 400 volunteers from across the Group spent 1,800 hours volunteering in their communities. Volunteering efforts focused on helping local food banks, working with

Ulster Wildlife, the 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, which helped over 300,000 children in 2023.

Volunteering with Age NI also continued in FY24 through “Check-in and Chat”, a weekly telephone call to an older person can be an excellent way to help some older people to cope with the challenges of isolation and loneliness.

**BRIGHTER COMMUNITIES**

Brighter Communities is Power NI’s community fund which was established to donate to groups across NI and contributing over £60,000 in financial support to date. Our programme also helps to energise innovative and emerging community bodies. During FY24, 12 diverse groups were each supported with £1,000 ranging from Eagles Special Olympics Club, Barn Animal Rescue, The Brain Injury Foundation, Waterside Women’s Centre and Just a Chat, who work to enhance mental health and resilience in young men. On Random Act of Kindness Day in February, an additional group was selected to receive £1,000 and in February 2024 it was Cuan Kids Community Preschool in Co Down.



Baby Basics in Ballymena received Brighter Communities funding to provide quality starter packs for new mothers who are in need



Razorbacks NI American Football Team – the funds were used to purchase training equipment

**HELPING HANDS**

Togetherness underpins everything we do, and we are committed to supporting our staff and their communities. Our Helping Hands scheme is designed to help our staff to support local groups, sports teams and community initiatives that are close to their heart, by granting financial support towards purchasing new equipment or running events.

Helping Hands is available to all Energia Group employees and in FY24, 78 grants were awarded to community associations, charities, and clubs across the island of Ireland equating to over €30,000 of financial support. Helping Hands has been going far and wide from Belfast to Donegal, to the Glens of Antrim and Mid Ulster. A diverse range of groups were supported including the Razorbacks NI American Football team, Cooley Primary School, Ballysillan Gymnastics Club and Belfast Wado-Kai Kan Karate Club, as well as other sports clubs and a variety of children’s education settings.



The Hygiene Bank Moira

The Hygiene Bank Moira – Fund was used to purchase hygiene items for the Hygiene Bank to distribute in the local community. The Hygiene Bank is a UK and Ireland charity 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 good health and wellbeing.



U16 Ladies Arklow GAA team used the funding to purchase new kits for the team

**PARTNERING WITH CHARITIES**

Energia Group is committed to making a positive contribution to the communities in which we operate including giving back to society. We work with a wide range of charities in NI and ROI, making connections and reaching out to support charities who can help our staff, our customers and our communities.

During the year, Power NI worked once again with Age NI and fuel poverty charity, National Energy Action, to help educate older people on how to save energy at home. Our actions included three training webinars which were hosted by Age NI with 10,000 accompanying educational booklets printed for distribution to older people across NI. The booklets provided useful tips and advice on how to stay safe and well throughout the year, while also promoting key services like the Power NI Customer Care Register. Energia 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 which are, on average, each worth £11 to the charities – a very practical way of supporting our local charities.



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

In FY24, Energia Group continued our strategic partnership with the NOW Group, a social enterprise who provides a range of services that support people with learning difficulties

and autism, helping them to realise their full potential. Our social value partnership with NOW works on a number of levels including Energia Group being JAM Card friendly, operating as a supply chain partner whilst using their catering service, LOAF, at our offices, in addition to using its training services for our staff teams.

During the year, Energia Group also sponsored a Data Analytics and Basic Coding Academy for 10 NOW Group participants, the first course of its kind delivered in Belfast. Part of the Academy included a 10-week placement within the Power NI Billing Operations team and at the end of the course, one Trainee Developer position within Energia Group was secured by one of the NOW Group participants.

Energia Group also continued its support for Co-Operation Ireland, particularly the Future Leaders programme. During the year a number of staff supported some of the young people during the research phase of their social action activities and joined a virtual session to discuss their approach to homelessness.



Ciaran Moore, Trainee Developer, Energia Group

**CHRISTMAS CAMPAIGNS**

As part of our commitment to give back to our communities, there is a special focus around Christmas giving. For Christmas 2023, Energia 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.

Energia 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 2023 on charities who catered for refugees.

**5.5. COMMUNITY ENGAGEMENT IN OUR PROJECTS**

Community engagement is a key priority for the Renewables Development team and our Community Liaison Officers remain the first point of contact for local residents, businesses and political representatives through early development, construction and throughout the operation of our renewable energy sites.

We are committed to following wind industry engagement guidelines and best practice and our Community Liaison Officers are constantly finding 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 – whether it's development plans, construction timelines or our community benefit fund opportunities.

“ It’s been great to see a wind turbine in operation... this has been a valuable and memorable field trip for all our students.

Donna Mone, teacher at St Michael’s NS Corcaghan, Co Monaghan



**5.6. EDUCATION AND AWARENESS**

**SCHOOL VISITS TO WIND FARMS**

The energy transition is vital to help secure the future of some of the most important members of our society – our children. Energia Group is committed to playing its part to support educational initiatives that raise awareness and build greater understanding of the impact of renewable energies on transforming our power system.

Accordingly, the Energia Renewables Operations team are delighted to facilitate school visits to wind farm and / or to participate in classroom talks on renewable energy. In FY24, our wind farm team hosted nine school and college wind farm visits for over 250 students. Through this commitment to on-site education, we are supporting Energia Group’s wider responsible business activities aligned with the UN SDG 13: Climate Action.

Scoil Mhuire from Creeslough visited Meenadreen Wind Farm in south Donegal to find out how wind farms generate electricity. The school is keen to win the Green Flag for Energy as part of the Green Schools Ireland Programme. Pupils had been learning how to reduce energy consumption at home and in the classroom, but this visit helped them learn more about renewable energy and how it is created.

One pupil, 10-year-old Frankie, who sits on Scoil Mhuire’s Green-School Committee, was particularly impressed when he heard how the wind farm could power 70,000 homes a year. He told us: “I didn’t know the turbines were so big and powerful. It was great to see them up close and climb inside. There were lots of buttons and I wanted to press them all.”

Last year, pupils from St Michael’s NS Corcaghan in Co Monaghan visited our Teiges Wind Farm in Co Fermanagh to see turbines up close and to learn about renewable electricity.

The 5th and 6th classes had been learning about wind energy and climate action targets in science lessons, but became more interested in the subject when seeing the Energia construction team installing turbines at Drumlins Park Wind Farm, not far from their school.

St Michael’s teacher, Donna Mone, said the children had learned a lot about wind energy and the importance of maintaining conservation areas around the wind farm: “It’s been great to see a wind turbine in operation and even climb up the steps into the tower. From learning about the power of wind through the engineers’ turbine talks and drone demonstrations to finding out more about jobs in the wind industry, this has been a valuable and memorable field trip for all our students.”



Meenadreen Wind Farm visit by pupils from Scoil Mhuire Creeslough, Co Donegal

## GLOBAL WIND DAY

Global Wind Day is the annual celebration on 15 June to discover and learn about the power of wind to reshape our energy systems. To mark the day on 15 June 2023, Energia Group unveiled a new sculpture at our largest wind farm in Co Donegal.

The 90MW Meenadreen Wind Farm Extension in Leghowney, outside Donegal Town, is now home to a three-metre tall steel sculpture of a walker, which has been created by local Donegal-based sculptor, Redmond Herry.

The Walker sculpture has been installed at an intersection of three paths in the middle of the wind farm on the International Appalachian Trail (IAT). The IAT Ulster-Ireland starts at the cliffs of Slieve League in Co Donegal and ends at the Co Antrim port of Larne, stretching through the Meenadreen Wind Farm with spectacular views of Donegal Bay and offering resting points at regular intervals.

The sculpture was commissioned by the Donegal Local Development Company CLG, a community-led organisation, which promotes local walking trails.

Seeing his sculpture installed in the wind farm with a backdrop of trees and turbines, Redmond Herry said: "I'm very excited to be

part of such a great project and I'm delighted that this 3-meter high Corten steel figure will be on show for walkers to admire and that it will be a focal point or even a guide for walkers. This is my third sculpture for the Appalachian Trail in Donegal and I am looking forward to seeing it along the way."

In a separate development, our Meenadreen Wind Farm Operations team is collaborating on a project to partially restore a former family home located close to the wind farm to enable it to become a stop-off point for walkers on the Leghowney Loop trail. The home once belonged to the family of Donegal sisters Ailish O'Boyle and Mary Dawson. The Energia Renewables team has recorded a podcast interview with Ailish and Mary, who reminisce about growing up on the mountain with tales of post-war food shortages, cross-border smuggling, mountain midwifery and the traditional and modern poitín trade.



Meenadreen GWD BBQ 2023 Walker Group



Meenadreen Quinn cottage project  
- Ailish and Mary

“ Making a meaningful impact through engineering while continuing to learn and innovate is certainly very fulfilling.

David Macartney,  
Energia Group’s Corporate  
Development Director



**ENGINEERS WEEK**

Energia Group took part in STEPs Engineers Week, a celebration of the world of engineering in Ireland which ran from 2-8 March 2024. The annual event is coordinated by Engineers Ireland’s STEPs programme, which promotes engineering as a career choice for young people in Ireland. As part of the week, we highlighted the expertise of our diverse teams working on projects that support our decarbonisation goals and advance the UN SDG 13: Climate Action. Additionally, to celebrate International Women’s Day, March 8, which coincided with STEPs Engineer’s Week, we highlighted the key role that women working in a variety of roles in engineering-related sectors play in progressing our sustainability commitments.

Sara Tinsley, Planning and Environmental Consents Manager with Energia Group, holds a Degree in Environmental Planning from Queen’s University Belfast. Speaking about her role Sara said, “I work closely with our teams of engineering experts to co-ordinate project designs and ensure compliance with various

planning procedures. The different projects that I am involved in are contributing to a cleaner, greener energy future for all helping the company to achieve our climate action goals. By the end of this decade, we plan to generate three times as much renewable energy from onshore wind and solar projects and reduce the carbon intensity of our electricity generation by 50% compared to FY20.”

David’s passion for his work is evident as he highlights the rewarding aspects of collaborating with expert engineering teams to tackle today’s pressing challenges, including climate change and energy security. He said “The cornerstone of solving challenges through engineering is harnessing the power of teamwork. Each project brings its own challenges but there is great satisfaction in overcoming obstacles and seeing tangible results that will help us to reach our climate goals. Making a meaningful impact through engineering while continuing to learn and innovate is certainly very fulfilling.”



As part of STEPs Engineer’s Week, Energia Group highlighted the key role that women play in different engineering-related roles across the company

## SCIENCE WEEK

Science Week is one of Ireland's highest profile educational initiatives, celebrating science in our everyday lives and promoting STEM with a range of events and regional festivals that involve industry, colleges, schools, libraries, teachers, researchers and students. During Science Week 2023, which ran from 12 – 19 November, Energia Group highlighted the impact of its people and experts on maintaining and enhancing biodiversity at its sites as well as the group's contributions to Ireland's climate goals. Energia Group employs scientists working across various fields, from renewable energy infrastructure design and marine science to data and environmental science.

Energia Group also took part in the Women in STEM Summit 2024, an event that brought together thought leaders, educators, policy makers, innovators, and pioneers in industry. In this event, Rachel O'Boyle, Operations Engineer, presented "From student to engineer: navigating the path in renewable energy," where she highlighted some of the key benefits that Energia Group offers to recent graduates that want to pursue a career in the renewable energy sector, including its graduate development program with rotations across different teams, mentoring, the engineering academy and other programmes.



Energia Group took part in the Women in STEM Summit 2024

## SUSTAINABLE DEVELOPMENT GOALS WEEK

Sustainable Development Goals Week celebrates and raises awareness internationally of the SDGs and their important role in building a more sustainable future. As a leading renewable energy company in Ireland, we were proud to participate in UN SDG Week which took place from 23 September - 1 of October 2023. With a strong commitment to sustainability and responsible business practices, Energia Group has been taking planned steps year on year to align our business practices with the UN SDGs in order to build our sustainability agenda in line with the UN's 2030 Agenda for Sustainable Development.

Speaking on the Group's commitment to the UN SDGs, ESG and Corporate Communications Manager, Energia Group, Annabel FitzGerald said, "Energia 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 people but also ensuring the long term success and resilience of our company. Energia Group proudly holds the Business Working responsibly Mark and is a Business Supporter of the All-Ireland Pollinator Plan, a natural extension of our commitment to nature and we are implementing a range of biodiversity measures at our sites. In addition our staff can avail of volunteering days, demonstrating our commitment to giving back and making a meaningful difference in communities."

**“** ... we are not only shaping a better future for our planet and people but also ensuring the long term success and resilience of our company

Annabel FitzGerald,  
Energia Group's ESG &  
Corporate Communications  
Manager





The CGT-50 Uncrewed Aerial Vehicle (UAV)

**R&D OFFSHORE EDUCATION**

Energia Renewables took part in the launch of the Uncrewed Aerial Vehicles for Ecology Surveys (U-AVES) project, a transformative collaboration between industry leaders and academia. This innovative project, made possible through the partnership of A-techSYN, Atlantic Technological University, BlueWise Marine, and Energia Renewables, has the potential to revolutionise ecological surveys in Ireland through the use of Uncrewed Aerial Vehicles (UAVs).

The U-AVES project will utilise cameras and sensors deployed on a long endurance VTOL (vertical takeoff and landing) fixed wing UAV to capture imagery of seabirds and marine mammals in two Proof of Concept Flights in study areas yet to be defined. This project aims to achieve a dual goal: optimising sensor selection, flight operations and aircraft controls, while also validating the technology's efficacy in conducting large-range offshore ecological surveys. This project is funded by the Sustainable Energy Authority of Ireland

(SEAI) National Energy Research Development and Demonstration (RD&D) Funding Programme 2022.

**IRISH SCHOOL SUSTAINABILITY NETWORK'S (ISSN) CLIMATE AND NATURE SUMMIT**

Our engagement team delivered a module with Wind Energy Ireland speaking on the benefits of offshore wind energy as part of the ISSN's Climate and Nature Summit in 2023.



Videos were developed as a resource for teachers and continues to be used in schools across the country.

**5.7. CULTURE & SPORTS**

**SUPPORTING THE ARTS**

In 2023, Energia Group continued as a supporter of the Wexford Opera Festival backing a new community opera initiative, which saw members of the local area taking to the stage alongside a professional cast, in a new version of Giacomo Puccini's comic opera Gianni Schicchi. Through supporting this project, Energia Group recognises that sustainability extends beyond the renewable electricity we generate and supply to customers; it also includes our commitment to fostering vibrant sustainable communities where the arts play a pivotal role in bringing people together. This partnership demonstrates Energia Group's investment in the sustainability and wellbeing of Wexford by supporting a Festival which is a deep-rooted part of our community infrastructure.

the biggest celebrations of our native language and culture that takes place each year in Ireland and in many other countries. The festival gives everyone an opportunity to enjoy the Irish language, whether you are fluent or a beginner. Our support enables the festival to provide resources to schools across Ireland, and to host events for families and adults.



Ambassadors for Seachtain na Gaeilge 2024 Kayleigh Trappe, Gráinne Seoige, and Aindriú de Paor

**SUPPORTING SPORT**

**ENERGIA ALL-IRELAND LEAGUE**

Since 2019, Energia has been the proud title sponsor of both the Men's and Women's All Ireland League (AIL) and All-Ireland Junior Cup. As a national energy company operating across the island of Ireland, we understand the importance of development at grassroots and local levels, and the significant role and contribution AIL clubs have in building a thriving Irish rugby ecosystem. Consequently, we have worked closely with Irish Rugby to deliver a sponsorship package that facilitates the future development of rugby in communities up and down the country.

We aim to support the growth and profile of AIL clubs in Ireland through our dedicated AIL app, and our sponsorship of the popular and engaging podcast, The Club Scene. In 2024, both the women's and men's final of the Energia All-Ireland League will take place in



In 2023 Energia Group continued to support the Wexford Opera Festival

**SEACHTAIN NA GAELIGE LE ENERGIA**

Energia has been a proud sponsor of the Seachtain na Gaeilge festival since 2017. Seachtain na Gaeilge le Energia is an international Irish language festival and one of



the Aviva and be televised by TG4 for the first time. This is a meaningful step towards fully demonstrating our sponsorship is equal across men's and women's rugby.

**WOMEN'S RUGBY**

At Energia, we are proud commercial partners of the Ireland Men's and Women's national rugby teams. To help address an imbalance in support for the two teams, Energia is championing Ireland women's team for their equal dedication, commitment and devotion to the game of rugby. In FY24, we focused on promoting the Women's Six Nations Championship tournament. In our TV advertisement, we encouraged fans to think of the possibilities for our Women's Team. In doing so, we sought to help increase attendance at women's games, and were delighted that this year's first home game of the Women's Six Nations saw a record attendance of 6,605.

During the year, we also announced two new female ambassadors – Brittany Hogan and Linda Djougang – at a launch in Energia HQ for a panel discussion with former Ireland captain Fiona Coghlan. Our national men's team ambassador Hugo Keenan was also on the

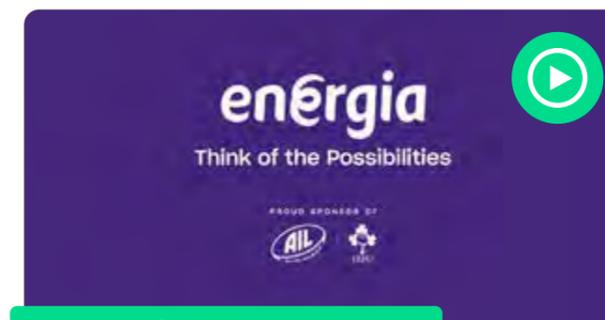
panel for the discussion on the importance of the women's game and his hopes for the team in the 2024 season.

With more support than ever for this team and players, we can only Think of the Possibilities.



**THINK OF THE POSSIBILITIES**

Energia Group is working hard to create more possibilities for Ireland's energy future. Aligned to this, Think of the Possibilities is our campaign to look to the future. In rugby, the future is being shaped and built by a community of participants, our well-known heroes on the pitch succeeding in part due to the tireless efforts of those unsung heroes working behind the scenes and helping to make it all tick. Every player, club and even the national team got to where they are today with the support of an army of unsung heroes believing in the power of possibilities.



Energia Think of the Possibilities campaign

We wanted to shine a light on these volunteers who give selflessly and are often taken for granted.

**RUGBY FOR ALL**

Energia Group works with partners to promote inclusivity in communities. In rugby, we have set a goal to help grow participation among people with physical or learning difficulties to over 1,000 players in 40 clubs in Leinster by 2028.

To help achieve this ambition, we launched the 'Rugby for All' initiative in partnership with Leinster Rugby in 2023. As proud sponsors of Leinster Rugby, Energia wants people with a love of the game who either have physical or learning disabilities to Think of the Possibilities by getting involved in 'Rugby for All' in their local communities.

To assist the programme, we conducted extensive research to better understand the landscape of the game for those with physical and learning difficulties, including the need for sensory kits which we have sent to 40 clubs to help those who may find the atmosphere overwhelming.



Andrew McCarthy, Culture Captain

As part of the initiative, we were delighted to welcome Andrew McCarthy as our first ever Culture Captain. Over a number of weeks, Andrew visited Leinster HQ for a behind-the-scenes tour, participated in a training session

and attended the Leinster v Edinburgh game at the RDS.

We also held our first annual Rugby for All Blitz, with teams and individuals from across Leinster including a number of senior players playing a tag rugby tournament. Catering was provided by the Together Café, in addition to providing a sensory bus and the 98fm Thunders. We invited the winning team to our pop-up Gaeltacht in the RDS in conjunction with Leinster Rugby and Seachtain na Gaeilge.

**OTHER SPONSORSHIPS**

At Energia, we are proud to sponsor local community groups and athletes. We were delighted to become a supporter of Holly Dunnion, a teenage racing driver from Co Meath, and providing her with funds to purchase a fire-proof racing suit so she could race competitively. In 2023, Holly made history by becoming the first female winner of an Irish Championship Circuit Racing (ICCR) event at Mondello Park.



Holly Dunnion, racing driver from Co Meath

We are also proud to support Wicklow U-14 LGFA with training gear, helping to break down barriers for women in sport. 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.

**5.8. OFFSHORE WIND – STAKEHOLDER ENGAGEMENT**

For much of 2023 the stakeholder engagement team continued to meet with local community groups and representatives in Waterford to discuss the NSC site. Once the new ORESS 2.1 state-led DMAP process was announced in August 2023, engagement focused largely with DECC and its public consultations. Meanwhile, partnerships and sponsorships continued as outlined below:

**SAIL TRAINING IRELAND**

Energia Renewables sponsored a STEM at Sea voyage with Sail Training Ireland last June. We were thrilled to support this incredible program, where 20 young people from Wexford and Waterford sailed off from Dublin on the Pelican of London tall ship, visiting the Isle of Man and docking in Rosslare 5 days later. Friendships were forged, life skills were developed, and memories were made. There was even time for the young sailors to engage in some STEM modules developing their awareness of the potential of the Irish sea as a renewable energy resource.



From left: CEO of Sail Training Ireland Daragh Sheridan and Energia's Offshore Team

**WATERFORD CHAMBER**

As Waterford Chamber's sustainable energy partner, Energia has continued to support keynote events including the flagship Toys4Engineers and Business Expo events,

Webinars for Members, and the Green Excellence category for the Waterford Business Awards. We look forward to continuing to work in partnership with Waterford Chamber.



Jodie Neary of Energia presenting the Excellence in ESG Award to local business Molloy's Butchers Ardkeen

**SPONSORSHIPS**

Our Renewables team was delighted to help sponsor the Dunmore East Royal National Lifeboat Institution Sea Swim, where 360 swimmers participated in an 800m swim along the Waterford coast. Proceeds from the event went to help the great work RNLI carries out in protecting and supporting people in the community.

For the second year in a row, Energia Renewables sponsored the Passage Hurling Club's Beat the Ferryman Swim – an open water swim across the River Suir from Ballyhack, Co Wexford to Passage East, Co Waterford.



Energia's Jodie Neary with the Dunmore East RNLI Sea Swim organisers



# 6

## Governance

# 6

## Governance

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

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

### 6.1. ENERZIA GROUP GOVERNANCE STRUCTURE

Our Group governance structure reflects that Energia Group is a leading integrated energy business with substantial businesses in both Ireland (Republic of Ireland) and Northern Ireland (NI).

The Board of Energia Group NI Holdings Limited (EGNIHL) is the main operational Board for the Group. The Group Board comprises three Executive Directors; the Chief Executive Officer; the Chief Financial Officer and the Chief Operating Officer, 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. 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, 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 FY24 Annual Report.

## 6.2. ESG GOVERNANCE

As a leading player in the energy transition on the island of Ireland, Energía has in recent years moved to build an ESG Governance framework to enable the Group to embed our ESG agenda across the organisation.

The Group's ESG commitment is a vital component of how we do business now

and into the future. We are committed to integrating ESG considerations across our operations and into our decision-making processes as part of business as usual. In order to achieve this, we have established an ESG Governance structure with the Group's CFO responsible for the continued development and implementation of our ESG Strategy, including our assessment of key climate risks and opportunities.

As part of this structure, the ESG Steering Group, which is chaired by the CFO, meets a minimum of four times a year and ensures that ESG-related matters are represented at Energía Group Board and Management Board levels through the CFO. The ESG Steering Group also provides oversight of the Group's Corporate Sustainability Reporting Directive (CSRD) readiness project and 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 on a bi-monthly basis. These groups are comprised relevant experts from across the group.

Energía is committed to maintaining a highly ethical approach to regulatory responsibilities, obligations under licenses, public positioning and marketing of products and services. In our Materiality Assessment conducted in 2022, our stakeholders viewed Regulatory Responsibility as one of our top 10 key ESG material issues. The Group aims to be transparent and ethical in all its dealings with third parties and has a number of policies in place to underpin this objective.

discrimination, sexual orientation and age discrimination legislation. The Group's equal opportunities policy commits it to providing equality of opportunity for all employees and job applicants and it regularly monitors its actions to promote compliance with legislation and to ensure that it provides equality of opportunity in all its employment practices. Equal opportunity measures and statistics are reported formally to the Equality Commission for Northern Ireland.

### ESG GOVERNANCE STRUCTURE

**enÉrgia group**  
**ENERGIA GROUP BOARD**  
 Energía Group NI Holdings Limited is the main operational board of the Group. This board includes the Group's Executive Directors (CEO, CFO and COO)

  
**ENERGIA GROUP MANAGEMENT BOARD**  
 This board is responsible for the day-to-day management of the Group and includes the Group's 3 Executive Directors (CEO, CFO and COO), the Managing Directors of the Group's business units and a number of senior managers.

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

  
**RISK MANAGEMENT COMMITTEE**  
 Oversees the management of risks and ensure that adequate and timely action is taken to mitigate and manage risk

  
**COMPANY SECRETARY**  
 Day to day management of risk and governance of the Group

  
**ESG STEERING GROUP & EXPERT WORKING GROUPS**  
 ESG Steering Group is chaired by the CFO and provides oversight of the Group's ESG strategy and activities as well as guidance to ESG Working Groups.  
 The ESG Working Groups are made up of experts from across the Group who review ESG policies and initiatives ensuring they remain effective and consistent with the broader Group strategy.

## 6.3. EQUAL OPPORTUNITIES

As part of our commitment to equality of opportunity and dignity in the workplace, Energía Group is fully committed to promoting a supportive and harmonious working environment in which every employee is treated with respect and dignity and in which no employee feels threatened or intimidated because of their sexual orientation or age.

It is Group policy to provide people with disabilities equal opportunities for employment, training, and career development, having regard to aptitude and ability. Any member of staff who becomes disabled during employment is given assistance and re-training where possible.

The Group is proactive in implementing people policies and procedures to ensure compliance with fair employment, sex discrimination, equal pay, disability discrimination, race

## 6.4. REMUNERATION

The Group operates visible remuneration policies which are externally benchmarked to ensure that employees are paid a fair and appropriate salary for the work they undertake. The Group's approach to recognition and reward includes performance-driven compensation that is aligned to business and individual performance. Various reward schemes are in place including bonus schemes, excellence awards and skills progression agreements. Once again this year as part of the annual pay award negotiations staff were also awarded non-consolidated payments in addition to a percentage increase on their base salary to reflect the increased cost of living. The Group also enhanced their long service award initiative in January 2024, which makes employees eligible for additional holidays and employer pension contributions as they reach certain milestones in their service.

In providing a total reward compensation, statements, detailing an individual's full remuneration package, are issued to staff annually.

## 6.5. PROCUREMENT

As a major purchaser of goods and services, the Group believes it has an opportunity to influence and encourage our suppliers to deliver good environmental and safety performance and to maintain responsible practices towards their employees and the communities in which they operate.



The Group’s procurement policy is to source equipment, goods and services from a wide range of suppliers in accordance with commercial practices based on fairness and transparency. We recognise that our supply chain is a contributor to our environmental and social impacts. Where applicable, the Group adheres to the required tender procedures of the Utilities Contracts Regulations 2016.

We have commenced a 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. This review includes a supply chain mapping exercise. Supply chain mapping will assist with highlighting potential ESG opportunities in the supply chain plus supporting contingency planning.

The Group recognises 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**

As part of the procurement policies and procedures review, Group has a new Supplier Code of Conduct which supports the Group’s Environmental, Social and Governance (ESG) commitments. Our supply chain is an essential component in the delivery of our strategy for sustainable growth and innovation.

The Supplier Code of Conduct is underpinned by our core values; Trustworthy, Dynamic, Resourceful and Community Focused, and informs our suppliers as to their role in respecting and embracing our values framework.

It sets out minimum requirements, standards or actions which must be fulfilled by suppliers and objectives which we want suppliers to actively progress.

**6.7. HUMAN RIGHTS, ANTI-BRIBERY AND CORRUPTION**

The Group has a zero tolerance approach to human rights abuses and modern slavery in all its forms and is committed to taking appropriate measures in alignment to the United Nations SDG 8 Decent Work and Economic Growth.

As such, 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 supporting the aims of the UK’s Modern Slavery Act 2015 (“the Act”) which commits us to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Our Modern Slavery 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.

We encourage the reporting of concerns by our employees to their line managers / heads of department. If they are unsure whether to raise a concern they can contact our confidential advice line managed for us by Public Concern at Work so as to ensure an independent process.

To improve the understanding of modern slavery risks within the procurement supply chain, selected staff members undertake refresher training on Ethical Procurement at the Chartered Institute of Procurement & Supply, a global professional body.

Separately, 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**

Our approach to information and cyber security is taken with the utmost seriousness by Energia Group. In our 2022 Materiality Assessment, our stakeholders viewed cyber security as one of our top 10 ESG material issues to be considered.

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.

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.

The ever-evolving threat from the cyber landscape is becoming increasingly complex. Each of the Group’s internal stakeholders has 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.

Each year, 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. Energia Group 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.

Energia Group regards the responsible handling of personal data to be aligned with our core values of Dynamic, Trustworthy, Resourceful and Community Focused and as part of our customer centric strategy. We respect the rights and freedoms of our employees, customers and others who trust us with their personal data and take that responsibility very seriously. 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.

## 6.9. STANDARDS AND CERTIFICATIONS

Energia Group believes in achieving and maintaining the highest possible international standards, which impose an internal discipline for excellence and provide independent third-party certification and assurance that we operate 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 where 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. GROUP TAX

The Group's policy is to manage its 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 Energia 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.



## 2024

### WINNER

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

THE GREEN AWARDS

### SHORTLISTED

Sustainable Large Business of the Year

SUSTAINABLE BUSINESS 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



## 2023

### WINNER

Energy Globe Award

GENCOMM GREEN HYDROGEN PROJECT

### WINNER

Women in Energy Award -  
Eadaoin McLoughlin

WOMEN IN STEM AWARDS

### WINNER

STEM Recruitment Campaign of the Year

WOMEN IN STEM AWARDS

### WINNER

Best Corporate Wellness Programme

THE HEALTH AND FITNESS AWARDS



### SILVER

Social Sustainability, Diversity & Inclusion  
Initiative of the Year -  
Greener Possibilities Fund

ALL-IRELAND SUSTAINABILITY AWARDS

### FINALIST

Environment, Social & Governance (ESG)  
Award

BUSINESS & FINANCE AWARDS

### FINALIST

Best Corporate Wellness Programme

NORTHERN IRELAND HEALTH & FITNESS  
AWARDS

### HIGHLY COMMENDED

ALL IRELAND OCCUPATIONAL HEALTH &  
SAFETY AWARDS

### HIGHLY COMMENDED

Best People Team

CIPD AWARDS NORTHERN IRELAND

### SHORTLISTED

Management Professional of the Year -  
Catherine Gardiner

BUSINESSWOMAN OF THE YEAR AWARDS



INDUSTRY PARTNERS & RESEARCH



8

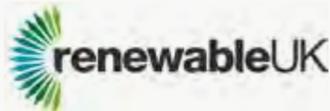
Partnerships

SPONSORSHIPS

GREENER POSSIBILITIES PARTNERSHIPS



MEMBERSHIPS



**APPENDIX 1: UN SUSTAINABLE DEVELOPMENT GOALS (SDGS) ALIGNMENT TABLE**

SUSTAINABLE DEVELOPMENT GOAL	RELEVANT INDICATORS	HOW WE ARE PROGRESSING THE GOALS
<p><b>SDG 13</b> <b>CLIMATE ACTION</b></p> <p><b>TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS.</b></p> 	<p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</p> <p>13.2 Integrate climate change measures into national policies, strategies, and planning.</p> <p>13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction, and early warning.</p>	<p>Committing to reducing the carbon intensity of electricity generation by 50% by 2030 supported by the Group's strategy.</p> <ul style="list-style-type: none"> <li>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.</li> <li>Supporting high level partnerships and industry bodies advocating for responsible public policies on climate, including carbon pricing and trading schemes.</li> <li>Supporting carbon trading schemes and purchasing carbon credits to offset emissions.</li> <li>Education and awareness through supporting schools' climate action programmes.</li> </ul>
<p><b>SDG 7</b> <b>AFFORDABLE AND CLEAN ENERGY</b></p> <p><b>ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE, AND MODERN ENERGY FOR ALL.</b></p> 	<p>7.1 By 2030, ensure universal access to affordable, reliable, and modern energy services.</p> <p>7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.</p> <p>7.3 By 2030, double the global rate of improvement in energy efficiency.</p> <p>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.</p>	<p>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.</p> <ul style="list-style-type: none"> <li>Consumer education on how to conserve energy and benefits of safe, renewable and cost-effective energy solutions.</li> <li>Sharing our energy sector expertise with other stakeholders fostering a collaborative approach to climate action.</li> <li>Supporting prosumer activity through microgeneration and other services.</li> </ul>



SUSTAINABLE DEVELOPMENT GOAL	RELEVANT INDICATORS	HOW WE ARE PROGRESSING THE GOALS
<p><b>SDG 9</b> <b>INDUSTRY, INNOVATION &amp; INFRASTRUCTURE</b></p> <p><b>BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALISATION AND FOSTER INNOVATION.</b></p> 	<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p>	<ul style="list-style-type: none"> <li>• Increase by a factor of three the amount of renewable electricity generated by the Group by 2030.</li> <li>• Incorporating sustainability and resilience features into our capital projects and incorporating community benefit for surrounding communities.</li> <li>• Implementing local procurement and employment initiatives.</li> <li>• Building on current EV Home Charging Infrastructure Partnerships to help simplify the transition to electric vehicles for consumers and to continue to support publicly accessible EV charging.</li> </ul>
<p><b>SDG 11</b> <b>SUSTAINABLE CITIES &amp; COMMUNITIES</b></p> <p><b>MAKE CITIES AND HUMAN SETTLEMENTS INCLUSIVE, SAFE, RESILIENT, AND SUSTAINABLE.</b></p> 	<p>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.</p> <p>11.3 By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated, and sustainable human settlement planning and management in all countries.</p> <p>11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage.</p> <p>11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.</p> <p>11.a Support positive economic, social and environmental links between urban, per-urban and rural areas by strengthening national and regional development planning.</p>	<p>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.</p> <ul style="list-style-type: none"> <li>• Proactively engaging with communities from the outset of a project/site development to identify and mitigate impacts on sites.</li> <li>• Developing products which improve the efficiency of homes and offices and their ability to track and control their energy usage over time.</li> <li>• Support cultural and natural heritage projects and community groups.</li> </ul>

SUSTAINABLE DEVELOPMENT GOAL	RELEVANT INDICATORS	HOW WE ARE PROGRESSING THE GOALS
<p><b>SDG 5</b> <b>GENDER EQUITY</b></p> <p><b>TO ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS.</b></p> 	<p>5.1 End all forms of discrimination against all women and girls everywhere.</p> <p>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.</p> <p>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.</p>	<p>Energía 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.</p> <p>We launched our Women in Energy Network as part of the Group's broader Diversity and Inclusion programme.</p> <p>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.</p> <p>The Group continues to partner with Riley to provide free period care products to employees across all their offices. The partnership between the two organisations aligns to Energía Group's commitment to provide a more inclusive working environment for women and will benefit approximately 500 employees.</p> <p>These measures are being implemented by the Group as we focus on gender related policies aligned to the UN Sustainable Development Goals (SDGs), specifically SDG 5 Gender Equality and SDG 8 Decent Work &amp; Economic Growth. Raising awareness of these important topics is key in supporting gender diversity in the workplace and avoiding loss of talented female employees.</p>

SUSTAINABLE DEVELOPMENT GOAL	RELEVANT INDICATORS	HOW WE ARE PROGRESSING THE GOALS
<p><b>SDG 8</b> <b>DECENT WORK &amp; ECONOMIC GROWTH</b></p> <p><b>PROMOTE SUSTAINED, INCLUSIVE, AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT, AND DECENT WORK FOR ALL.</b></p> 	<p>8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.</p> <p>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.</p> <p>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.</p> <p>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.</p>	<p>Energía Group directly employs 1,114 people across the island of Ireland.</p> <p>Promoting high standards of health and safety, encouraging employees to take personal and collective responsibility for creating a safe working environment and investing in training, equipment, technology and H&amp;S awareness across the Group</p> <ul style="list-style-type: none"> <li>• Implementing hiring and training programmes that will support greater diversity in the workplace.</li> <li>• Establish a Women's Network with new supports and policies.</li> </ul>

**APPENDIX 2: LIST OF ESG TOPICS OF MATERIALITY**

**1. ENVIRONMENT – CLIMATE ACTION**

- **Decarbonising the Energy System** - Reducing the carbon intensity of the energy we produce by increasing our renewable energy capacity through the development of onshore and offshore windfarms.
- **Supply Security** – Contributing to the security of supply through the operation of 2 gas fired power plants as we transition to net zero.
- **Innovation** – Delivering smart innovative energy solutions to help customers to increase energy efficiency and reduce their carbon emissions.
- **Prosumer Microgeneration** – Continuing to support Prosumers in their onsite microgeneration efforts.
- **EV Charging Infrastructure** – Building on current EV Home Charging Infrastructure Partnerships to help simplify the transition to electric vehicles for consumers and to continue to support publicly accessible EV charging.
- **Affordable & Green Energy** - Supplying cheap clean energy to our customers.
- **Hydrogen Fuel** – Developing the production and supply of renewably sourced hydrogen fuel from an onshore windfarms, including to power public transport buses thereby improving local air quality and reducing carbon emissions.
- **Offshore Wind Farm Development** – Continuing the development of offshore wind farms to significantly contribute to Ireland’s transition to net zero.
- **Onshore Wind Farm Development** – Continuing the development of onshore wind farms to significantly contribute to Ireland’s transition to net zero.
- **Battery Storage** – Continuing to develop battery storage capabilities to help balance

the supply demand and support renewable energy sources.

- **Climate Change Adaptation** Continuing to monitor the risks and opportunities that climate change may pose and implement measures to minimise the risk and take advantage of the opportunities.

**2. ENVIRONMENTAL IMPACT**

- **Carbon Footprint Management** - Reducing our Carbon footprint and implementing energy efficiency measures throughout the organisation.
- **Waste Prevention** – Implementing waste prevention initiatives across our sites in line with the waste hierarchy.
- **Water Conservation** – Implementing a water conservation and stewardship programme across the business.
- **Biodiversity Protection** - Contributing to biodiversity protection by promoting biodiversity initiatives at our sites and in our communities.
- **Pollution Prevention** – Implementing pollution prevention measures at our construction and operational sites.

**3. SOCIAL – COMMUNITY**

- **Community Liaison** - Working closely with the communities in which we operate to minimise the impact of construction projects.
- **Community Engagement** – Working with communities to support local initiatives through investment.
- **Environmental Education** - Working to deliver climate action / environment education and awareness projects and programmes with schools and communities.

- **Just Transition** – providing opportunities for employment within the local community.
- **Charitable Partnerships** - Supporting charities through financial contributions and volunteering effort to help those in need in the communities in which we operate.
- **Community Benefit** – operating high impact Community Benefit Funds around wind farm sites on the island.

#### 4. SOCIAL – OUR PEOPLE

- **Health & Safety** - Ensuring the safety of employees, contractors and the general public through the promotion of a positive health and safety culture and adherence to legislation and recognised safety standards.
- **Well-being** - Commitment to ensuring that Company employees are well looked after, cared for and supported in all that they do.
- **Attracting & Retaining Talent** – Recruiting and retaining talent including providing opportunities for learning and development and recognition ensuring employee satisfaction.
- **Diversity and Inclusion** - Ensuring a diverse and inclusive workplace for all.
- **Gender Equality** - Achieving gender equality across the workforce.
- **Employee Engagement** - Maintaining a commitment to employee engagement through a range of communication methods.
- **Hybrid working** – Providing a hybrid working environment for employees in applicable roles.

#### 5. SOCIAL – OUR CUSTOMERS

- **Customer Experience** – Providing high quality customer experience through our call centres and information available on our website relating to energy efficiency.

- **Customer Attraction** – Attracting new customers through competitive price plans and clean electricity guarantees.
- **Customer Retainment** - Retaining customers through high quality customer experience.
- **Vulnerable Customers** - Providing bespoke support for vulnerable customers.
- **Customer Education** – Providing energy efficiency advice through our communication channels to our customers.

#### 6. GOVERNANCE - THE WAY WE WORK

- **Risk Management** – Identifying and managing risks & opportunities including climate related issues, our people, economic etc.
- **Climate Governance** – Ensuring appropriate climate governance within the Group.
- **Stakeholder Engagement** – Engaging with stakeholders to better understand the issues that matter most to them in order to inform our sustainability strategy and business planning.
- **Ethical Business Practices** – Maintaining transparency in all dealings with third parties as underpinned by a number of policies including procurement, anti-corruption and bribery, anti-slavery and human trafficking, Code of Conduct and ‘whistleblowing’.
- **Regulatory Responsibility** - Maintaining a highly ethical approach to regulatory responsibilities, obligations under licences, public positioning and marketing of products and services.
- **Supply Chain** - Engaging with our supply chain to promote ESG/sustainability initiatives including carbon emissions reductions and human rights.
- **Cyber Security** – Ensuring that we have robust Information Technology systems in place.

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