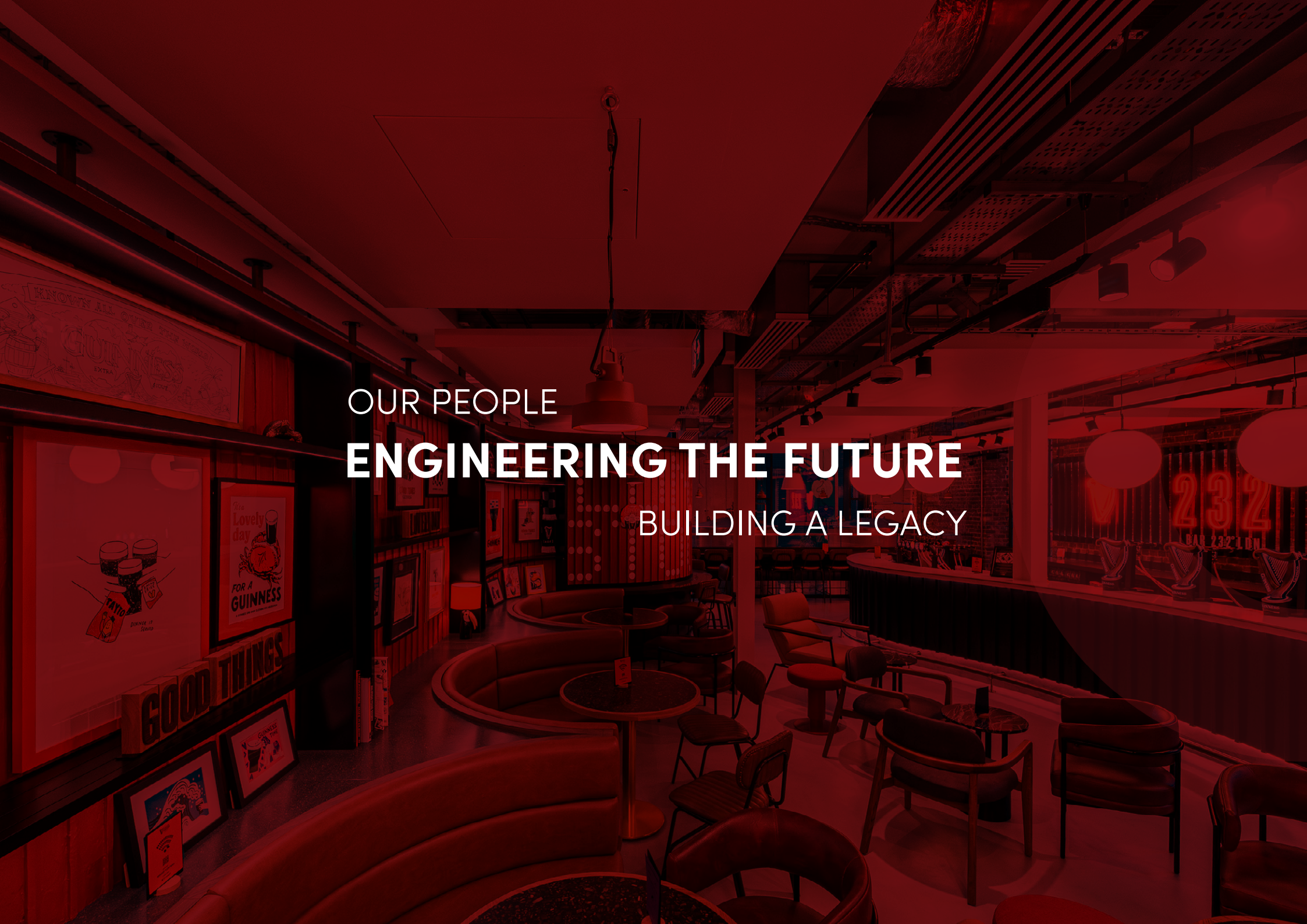


ESG Report 2026





OUR PEOPLE
ENGINEERING THE FUTURE
BUILDING A LEGACY

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Executive Summary

Sustainability has continued to evolve across Designer Group with increased emphasis on turning commitments into practical action across our operations, projects, people and supply chain. Building on the foundations established in previous years, we strengthened our ESG data, expanded employee and supplier engagement and continued to integrate environmental and social considerations into everyday business decisions.

Our environmental programme has progressed through the completion of our latest greenhouse-gas assessment, continued development of our Sustainable Sites approach and a stronger focus on resource efficiency and environmental awareness. Initiatives delivered during the year included the Environmental Awareness Campaign across sites in Ireland and the UK improvements to waste segregation and battery recycling, further exploration of PPE recycling and continued investment in lower-emission transport and energy solutions. The results of our latest carbon assessment will help shape future reduction priorities.

Across our people agenda, Designer Group continued to invest in future talent, inclusion, employee wellbeing and proactive health and safety initiatives. This included engagement with students and apprentices, wellbeing and awareness programmes, employee feedback through the Inclusio survey, and continued focus on safe project delivery across the business.

Responsible procurement has also become a greater area of focus. Designer Group engaged with our key suppliers through our sustainability questionnaire, helping us better understand performance across environmental management, emissions measurement, lifecycle assessment, recycled content and Environmental Product Declarations. The findings are being used to strengthen our existing supplier sustainability scorecard and support more informed discussions around lower impact products and improved Scope 3 information.

The sustainability reporting landscape also changed significantly in the last year. Following revisions to the scope of mandatory CSRD reporting, Designer Group has moved towards a voluntary reporting approach based on the VSME framework, while retaining the governance processes, materiality work and data systems developed through our previous preparations for CSRD. This allows us to continue reporting transparently while adopting a framework that is proportionate to the size and nature of the business.

Looking ahead, our priorities are to strengthen the quality and consistency of our ESG data, progress our carbon-reduction plan, reduce our Scope 3 emissions and supplier information, expand sustainability learning across departments and continue embedding environmental responsibility at project level. Our focus remains on demonstrating measurable progress and ensuring that sustainability increasingly informs how Designer Group operates, delivers projects and creates long-term value.

Paul Nicholls
Group Managing Director



ESG 2025 Highlights

Environment

TOTAL EMISSIONS

1.1k tCO₂e



EV CHARGER INFRASTRUCTURE EXPANDED



99%

DIVERTED FROM LANDFILL MAINTAINED



People


CIF SAFETY WEEK



SUPPLIER SCORECARD



4 MILLION LTI FREE HOURS

ACROSS FIVE MAJOR PROJECTS



Governance

CSRD TO VSME



€10M

MODULAR FACILITY



QUALITY

I.S. EN ISO 9001:2015

NSAI Certified



About

Our Business

Designer Group is an Irish-owned engineering contractor delivering projects across Energy & Industrial, Data Centres and Building Services. Operating across Ireland, the UK, Europe, Africa and North America, we partner with global leaders to deliver critical infrastructure that performs without compromise.

Over three decades, we have evolved alongside our clients, expanding our capability and market reach while maintaining a strong focus on safety, quality and responsible business practices. As we continue to grow, we remain committed to creating lasting value for our people, clients, communities and the environments in which we operate.

The scale and diversity of our operations shape our sustainability priorities. Our environmental and social impacts extend beyond our offices to project sites, employees, suppliers and the materials and services used throughout our value chain. This is reflected in the focus of our ESG programme, including carbon reduction, sustainable project delivery, responsible procurement, workforce development, health and safety, and effective governance.

Our Mission

*Delivering **ambitious, innovative and sustainable engineering solutions**, building **client and community partnerships** that bear testament to the **gold standards and values** we uphold.*

Our Reporting Approach

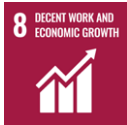
This report presents Designer Group's environmental, social and governance (ESG) performance for the financial year 1st April 2025 to 31st March 2026. It outlines progress against our ESG commitments, key sustainability initiatives and priorities for continued improvement. The information presented relates to Designer Group's operations within the reporting boundary for FY2025/26. Comparative information from previous reporting periods has been included where available and considered reliable.

This report has been prepared with reference to the Voluntary Sustainability Reporting Standard for SMEs (VSME). Following changes to the scope of the Corporate Sustainability Reporting Directive (CSRD), Designer Group is no longer subject to mandatory sustainability reporting requirements under the revised legislation.

Despite this change, Designer Group remains committed to transparent ESG reporting and continuous improvement. Designer Group continues to build on the work completed through its previous CSRD preparations, including its double materiality assessment, ESG governance structures, greenhouse-gas reporting processes and cross-functional data collection systems.



Our Sustainability Commitments

Our Commitment	SDG's
Transparent ESG Reporting	 
Net Zero Scope 1 & 2 by 2035	 
Sustainable Sites	   
Responsible Procurement	 
People & Welfare	  

Designer Group's ESG commitments provide the framework for how we manage, monitor and improve sustainability performance across the business. They reflect the areas where our operations, projects, people and supply chain have the greatest opportunity to influence environmental and social outcomes, while supporting responsible and resilient business practices.

Each commitment is intended to guide practical action, inform decision-making and provide a consistent basis for assessing progress over time. Together, they support Designer Group's wider sustainability objectives across carbon reduction, sustainable project delivery, responsible procurement, employee wellbeing and transparent ESG reporting.

The commitments also align with selected **United Nations Sustainable Development Goals (SDGs)**, helping connect Designer Group's priorities with broader global objectives and demonstrate how our activities contribute to more sustainable and responsible development.

Environment

Climate & GHG Performance

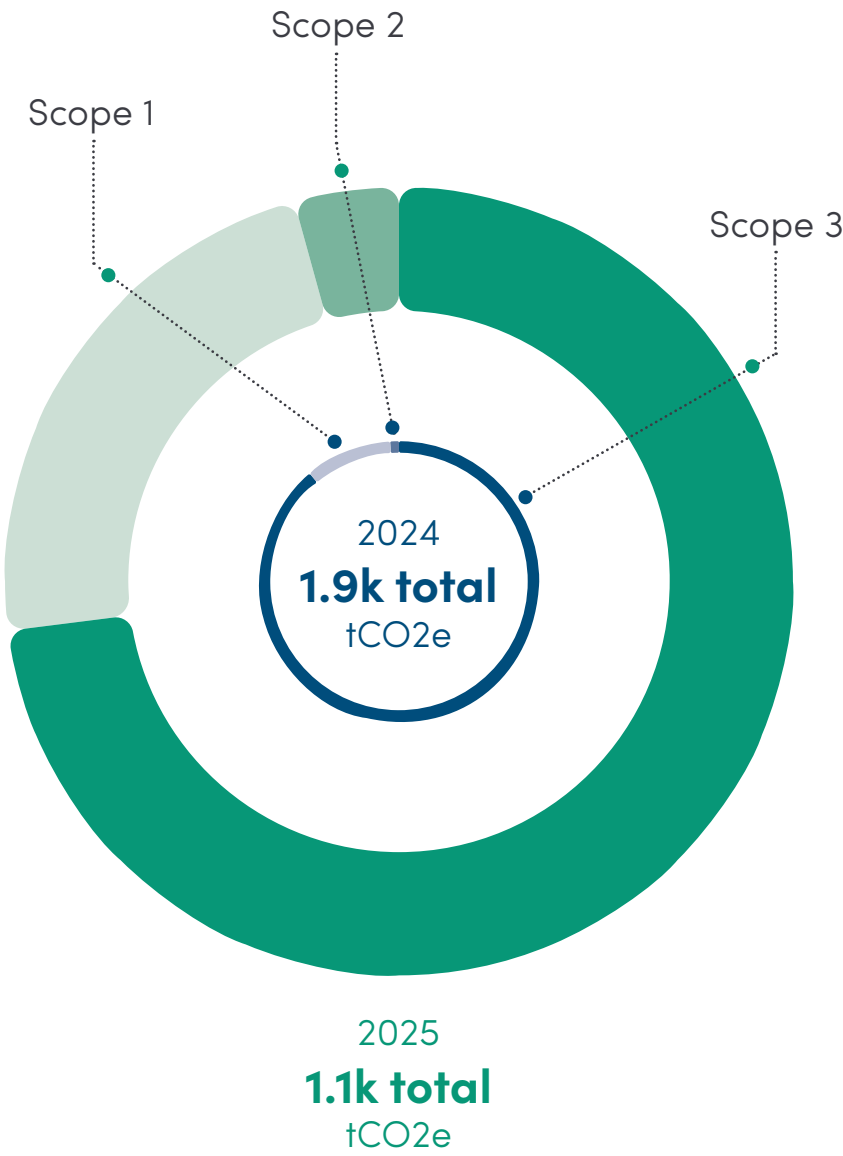
Emissions Data – Reporting Year 2025

Category	Description	2025 Emissions (tCO ₂ e)
Scope 1: Direct Emissions	Emissions from sources owned or controlled by the company	-
Stationary Combustion	Fuel combustion in company facilities	-
Mobile Combustion	Fuel consumption from company vehicles	254
Fugitive Emissions	Leakage of refrigerants and other gases	4
Total Scope 1 Emissions		258
Scope 2: Indirect Emissions	Emissions from purchased electricity, steam, heating, and cooling	-
Purchased Electricity	Emissions from electricity consumption	3
Purchased Steam, Heating & Cooling	Emissions from steam, heating, and cooling	5.7
Total Scope 2 Emissions		8.7
Scope 3: Indirect Value Chain Emissions	Other indirect emissions (optional categories)	-
Waste Generated in Operations	Emissions from waste disposal and treatment	93
Business Travel	Emissions from air, rail, and road travel	228
Employee Commuting	Emissions from employee commuting	232
Fuel-and-Energy related activities not included in Scope 1 and 2	Upstream emissions associated with fuels and energy consumed, including transmission and distribution losses and well-to-tank emissions.	64
Purchased Goods & Services	Emissions associated with purchased goods and services	45
Capital Goods	Emissions Associated with capital goods	7
Upstream Transportation & Distribution	Emissions associated with upstream transportation and distribution	0.4
Upstream Leased Assets	Emissions associated with upstream leased assets, including leased vehicles where applicable.	167
Total Scope 3 Emissions		836.4
Total Emissions (Scope 1 + Scope 2 + Scope 3)		1,103.1

Environment

Designer Group’s FY2025 greenhouse gas emissions were 1,103 tCO₂e, comprising 258 tCO₂e Scope 1 emissions, 8.7 tCO₂e Scope 2 emissions, and 836 tCO₂e Scope 3 emissions. The assessment was undertaken in accordance with the Greenhouse Gas Protocol using a market-based approach. **Total reported emissions were lower than the previous reporting year’s figure of 1,936 tCO₂e.** While this reduction reflects ongoing improvement initiatives, year-on-year comparisons should also be considered alongside enhancements in data quality, increased use of activity-based data, and refinements to the assessment methodology. Designer Group will continue to improve emissions measurement and reporting to support informed decision-making and progress towards its Net Zero ambitions.

		Scope 1	Scope 2	Scope 3
Absolute	2024	178	27	1.7k
	2025	258	8.7	836
Employee	2024	0.3	< 0.1	3.1
	2025	0.4	< 0.1	1.4
Revenue	2024	0.6	< 0.1	5.4
	2025	0.9	< 0.1	3



Environment

EV Charging Infrastructure

Designer Group expanded its existing EV charging infrastructure during the reporting period by installing additional charging points to support the continued transition towards lower-emission transport. The increased charging capacity provides greater practical support for the use of electric vehicles across the business and forms part of Designer Group's wider approach to reducing transport-related emissions.

As fleet electrification progresses, Designer Group will continue to review charging requirements and identify opportunities to further expand infrastructure where operationally appropriate.



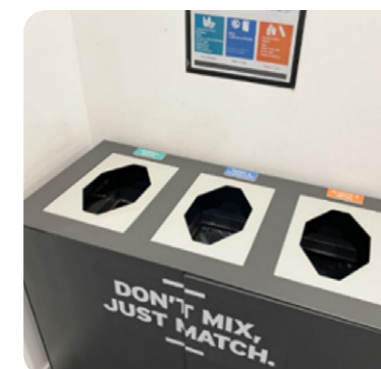
Environmental Awareness Campaign

In November 2025, Designer Group delivered an Environmental Awareness Campaign across project sites in Ireland and the UK, reinforcing key environmental responsibilities and encouraging practical action at site level.

The campaign combined daily toolbox talks with focused initiatives including Switch On Waste, Charge the Batteries Bin, Recycling & Reusing, Know What to Throw and a Switch Off energy-reduction session. Together, these activities promoted improved waste segregation, responsible resource use, pollution prevention and greater awareness of energy efficiency across projects and offices.

New recycling points were also introduced during the campaign, including dedicated battery collection facilities. Employee engagement with the new arrangements helped strengthen day-to-day recycling and waste-segregation practices and supported Designer Group's wider environmental objectives.

The campaign demonstrated how consistent, practical actions at site level can contribute to improved environmental performance and help embed sustainability into everyday operations.



Environment

Greenly Climate Maturity Assessment – 2025

Designer Group continued its work with Greenly to assess the maturity of its climate strategy and benchmark progress over time. Following the finalisation of the 2025 greenhouse-gas assessment, Designer Group retained its **Greenly Silver Climate Strategy Rating**.

The assessment recognised continued progress in greenhouse-gas measurement and the development of carbon-reduction actions, while also identifying opportunities to further strengthen climate commitments, employee and stakeholder engagement and the implementation of longer-term reduction priorities.

Maintaining the Silver rating provides Designer Group with a consistent external benchmark and supports the continued development of its climate strategy and emissions-reduction programme.

Greenly 2025

Silver Climate Action Rating (Top ~15%)

Published with permission from Greenly. The score is calculated using Greenly's climate-strategy methodology and will be updated following their next review.



Carbon Disclosure Project:

Carbon Disclosure Project (CDP) is a global environmental disclosure platform that enables organisations to measure and report information on their environmental impacts, risks and opportunities. Its climate questionnaire assesses areas such as greenhouse-gas emissions, climate governance, risk management, targets and reduction initiatives, providing companies with an external benchmark to help track progress and identify areas for improvement.

Designer Group received a **C score from CDP** for its 2025 climate disclosure. The submission provided an external benchmark of Designer Group's approach to climate governance, greenhouse-gas emissions, risk management and environmental performance.

The result reflects the progress made in strengthening emissions measurement, expanding data collection and formalising climate-related reporting across the business. It also provides a clearer view of the areas where further development is required, including improving Scope 3 data quality, strengthening supplier engagement, refining climate targets and embedding carbon-reduction actions across operations and project delivery. Designer Group will use the feedback from the assessment to guide future improvements and support continued progress in climate reporting and performance.



Environment

EcoVadis Sustainability Assessment

Designer Group completed its **2026 EcoVadis sustainability assessment and retained the Committed badge achieved in 2025**. EcoVadis evaluates sustainability management across four areas: Environment, Labour & Human Rights, Ethics and Sustainable Procurement.

Maintaining the rating provides a consistent external benchmark of Designer Group's ESG management practices and allows us to track progress against the improvement areas identified through the assessment. The 2026 scorecard continues to highlight opportunities to strengthen areas including sustainable procurement, supplier engagement, supporting evidence and ESG data quality.

Designer Group will use the assessment findings to guide ongoing improvements and strengthen the systems, policies and evidence that support our sustainability programme.



Environment

Waste & Circularity

PPE Recycling

Designer Group explored opportunities to introduce a dedicated PPE recycling scheme across applicable project sites. The initiative aims to reduce the volume of used personal protective equipment entering general waste streams and support a more circular approach to commonly used site materials.

The proposed scheme would focus on the collection and responsible recycling of suitable used PPE, supported by clear segregation arrangements and employee guidance at site level.

This will help Designer Group assess practical considerations such as the types of PPE that can be accepted, collection requirements, employee participation and the volume of material diverted from general waste. Findings from the trial can then inform whether the initiative should be expanded across other projects.



Zero Waste to Landfill – Performance Maintained

Designer Group has maintained its Zero Waste to Landfill performance, with **99% of managed waste continuing to be diverted from landfill** through prevention, reuse, recycling and energy recovery. This builds on the target achieved ahead of schedule in the previous reporting period and reflects the continued application of waste-management controls across our operations.

Waste collections remain ticketed, weighed and traceable, with monthly EWC-coded reporting supporting ESG data collection and performance monitoring. Source segregation and waste-tracking processes continue to be applied across DG-controlled sites, supported by licensed recovery partners and auditable documentation.

Waste-related greenhouse-gas emissions also decreased during the reporting period, falling from **134 tCO₂e in 2024 to 93 tCO₂e in 2025**, an approximate **31% reduction**. Designer Group will continue to focus on maintaining high landfill-diversion performance while strengthening waste prevention, segregation, recycling and circular-economy initiatives across its operations.

99%

OF MANAGED WASTE
CONTINUING TO BE
DIVERTED FROM LANDFILL

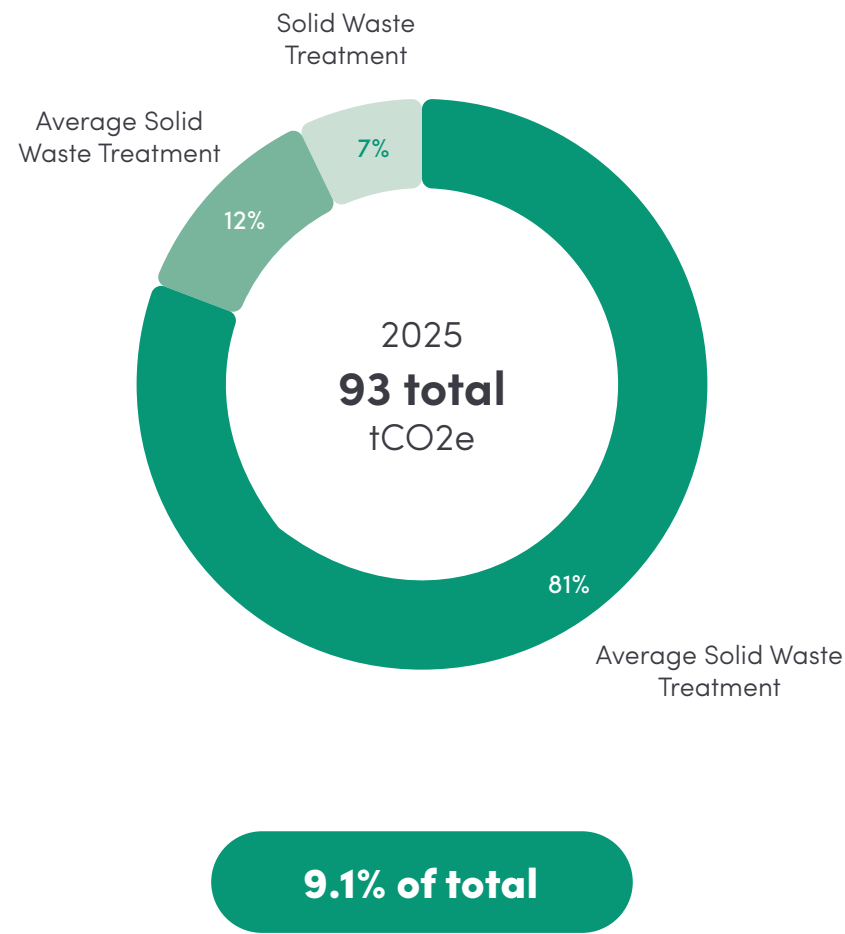
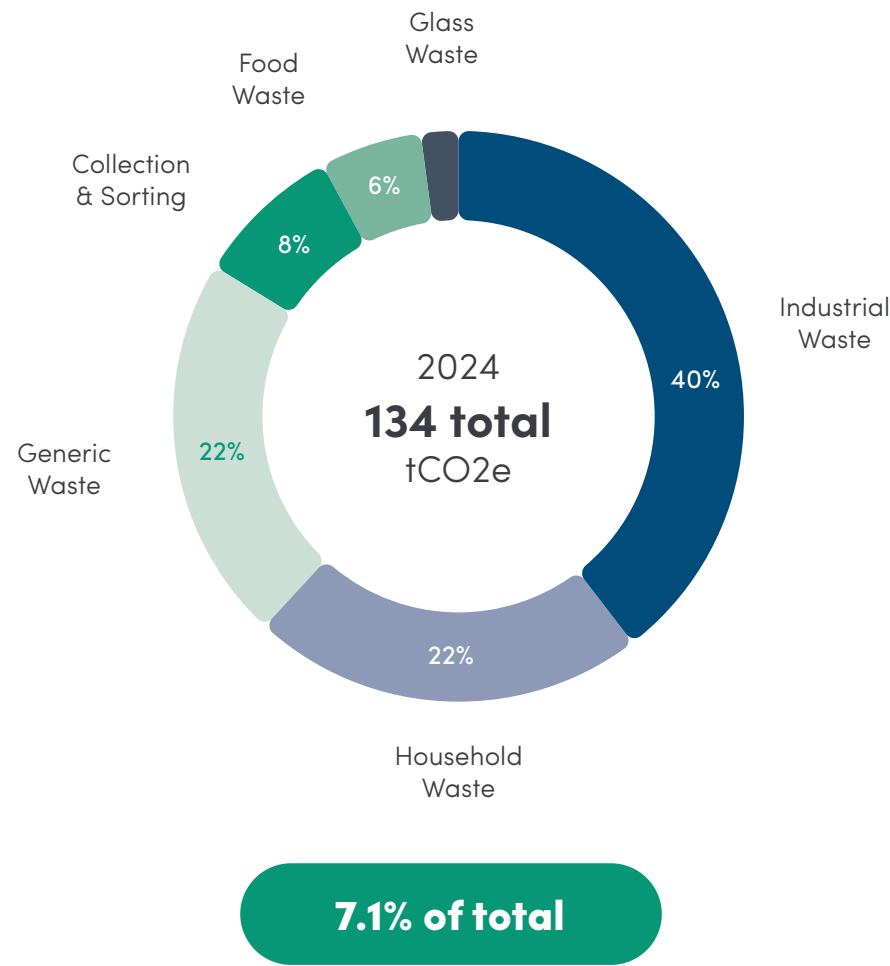
31%

REDUCTION TO tCO₂e
FROM 2024 TO 2025

Environment

Waste & Circularity

Waste emissions by category
% tCO2e



Social Responsibility

Future Talent & Inclusion

STEM Passport for Inclusion:

The STEM Passport for Inclusion aims to address inequalities in Science, Technology, Engineering and Mathematics (STEM) education, particularly for girls from socioeconomically disadvantaged backgrounds in Ireland. This includes tackling the “leaky pipeline”, where girls’ participation in STEM declines as they progress through secondary education, a challenge that is especially evident in DEIS schools.

Designer Group has supported a DEIS school in Dublin 15 for a number of years through its World of Work programme and Transition Year engagement. Recognising the importance of strengthening the pipeline of young women entering STEM and construction-related careers, Designer Group also became a sponsor of the STEM Passport for Inclusion.

The programme is led by Dr Katriona O’Sullivan and supported by partners including Microsoft Ireland, Maynooth University, Research Ireland and the Department of Education. Its pilot reached 117 DEIS schools and achieved a 70% student completion rate, with students from disadvantaged backgrounds showing notable increases in confidence and interest in pursuing STEM.

As part of its involvement, Designer Group hosted Transition Year students for practical and hands-on learning sessions, including activities within the Training Academy. Employees also participated in the programme’s mentoring element, supporting students throughout the school year and helping them develop skills in leadership, communication, teamwork and confidence while gaining greater insight into future education and career pathways.



Social Responsibility

Future Talent & Inclusion

Showcasing Apprenticeship Careers at WorldSkills Ireland 2025

Designer Group participated in WorldSkills Ireland 2025 at the RDS Simmonscourt, an event that brought together thousands of students to explore career opportunities across a wide range of trades and technical disciplines.

Representatives from the Training Academy and Talent Acquisition teams engaged with students throughout the event, sharing information on electrical and mechanical apprenticeships and the career pathways available within Designer Group. These conversations also provided valuable insight into the interests and expectations of the next generation entering the construction and engineering sectors. Participation in WorldSkills Ireland supports Designer Group's commitment to developing future talent, promoting apprenticeships and strengthening awareness of the rewarding career opportunities available across the industry.



Promoting Careers for Women In Construction

Designer Group was pleased to support the **Promoting Careers for Women in Construction** event organised by Future Building. The initiative brought together employers, educators and industry representatives to showcase the range of opportunities available to women across the construction sector.

Representing Designer Group, **Lily Bradley, Environmental and IMS Lead**, and **Chatreen O'Connor, Electrical Apprentice**, shared their experiences and career journeys within the business. Chatreen also took part in a panel discussion, where she spoke about her pathway into the industry and encouraged more women to consider careers in construction.

Their participation provided an honest insight into the opportunities, development pathways and support available at Designer Group. By promoting greater female representation, Designer Group aims to strengthen diversity across its workforce and contribute to a more inclusive and innovative construction industry.



Social Responsibility

Future Talent & Inclusion

Guinness Fun Triathlon

Designer Group joined the **25th Guinness Fun Triathlon**, an annual industry event that brings colleagues and partners together through a combined swimming, cycling and running challenge across Dublin. This marked the first year that a Designer Group team participated in the event. Alongside promoting teamwork and employee wellbeing, the triathlon raises funds for the **Children's Health Foundation**, supporting children and families across Children's Health Ireland hospitals and urgent care centres. Funds raised contribute to essential medical equipment, research and critical support services.



Breast Cancer Campaign

Designer Group supported **Breast Cancer Awareness Month** in October 2025, through a series of employee-led activities focused on awareness, early detection and fundraising.

Throughout the month, employees showed their support by wearing pink T-shirts on Fridays, displaying pink ribbon pins and adding pink stickers to hard hats across project sites. The campaign also included a dedicated breakfast event and an awareness session delivered by **Paula Smith from Breast Cancer Ireland**, who provided practical guidance on recognising potential signs and symptoms and the importance of early detection.

The campaign also raised funds for **Breast Cancer Ireland** and **CoppaFeel!** supporting breast cancer research, education and awareness initiatives. The strong participation across the business helped create an engaging and visible campaign while reinforcing the importance of proactive health awareness and early intervention.



Social Responsibility

Future Talent & Inclusion

Investing in Modular Construction and Future Skills

Designer Group's new 4,000 m² Modular Manufacturing Facility in Kells, Co. Meath represents a €10 million investment in Designer Group's off-site manufacturing capability. Designed for high-volume mechanical, electrical and plumbing fabrication, the facility supports the delivery of modular solutions for data centres, energy infrastructure, renewables, life sciences and other complex building-services projects across Ireland, the UK and Europe.

The investment is expected to create 75 new jobs, supporting local employment and the development of specialist skills in areas such as fabrication, assembly, testing, digital construction and modular project delivery. Modern fabrication lines, specialist assembly areas and advanced testing bays provide teams with a controlled working environment in which quality, safety and production requirements can be managed consistently.

Moving selected activities from live construction sites into a purpose-built manufacturing environment can also support improved health and safety by reducing the number of working hours required on site. Earlier design coordination and factory-controlled processes help identify potential issues before installation, reduce rework and provide more consistent quality across repeatable modular solutions.

The facility also supports Designer Group's environmental objectives. Off-site manufacturing allows for more controlled material use, waste segregation and production planning, helping to reduce waste, optimise resources and minimise unnecessary rework and site activity. Designer Group applies Design for Manufacture and Assembly principles to ensure modular solutions are planned for efficient production, transport, installation, commissioning and long-term performance.



Social Responsibility

Safety and Wellbeing

Four Million LTI-Free Hours

During 2026, five major Designer Group projects collectively achieved **four million working hours without a Lost Time Injury**. The milestones were recorded across a range of complex pharmaceutical, infrastructure and hyperscale projects:

Project Black 1.5 million hours	DUB10 1 million hours	VIE02 750,000 hours
CelticInterconnector 500,000 hours	SK Biotek 250,000 hours	

These achievements reflect the commitment of Designer Group employees, project partners and wider site teams to effective planning, proactive risk management and consistent safety standards. They also demonstrate the importance of workforce engagement, strong communication and visible safety leadership throughout project delivery.

Designer Group will continue to build on this performance through targeted training, regular inspections, effective corrective-action management and the sharing of safety lessons across projects.

Construction Workers Health Trust Health Screening

The Construction Workers Health Trust visited one of Designer Group's project sites in July 2025 to provide on-site health screening for employees. The initiative forms part of Designer Group's wider approach to supporting employee health and wellbeing and received strong engagement from the workforce.

Regular health screening can help identify potential health concerns and risk factors at an early stage, supporting timely intervention and preventative care. Designer Group will continue to facilitate health screening opportunities across project sites as part of its commitment to promoting a proactive approach to employee wellbeing.



Social Responsibility

Safety and Wellbeing

Lighthouse Charity Breathe & Bloom

Designer Group team members participated in **Breathe & Bloom**, a wellbeing event organised by the Lighthouse Charity for women working across the construction industry, in October 2025. The event focused on mindfulness, relaxation and yoga, providing participants with practical techniques to support stress management, emotional resilience and overall wellbeing.

The day also created an opportunity for participants to connect with peers across the industry, share experiences and strengthen professional networks. Initiatives such as Breathe & Bloom support Designer Group's wider focus on employee wellbeing and reinforce the importance of mental health, connection and resilience in the workplace.



Stop the Drop Safety Demonstration on Site

Designer Group's EHS team delivered an on-site **Stop the Drop** safety demonstration to raise awareness of the risks associated with dropped objects and working at height. With support from PHD Scaffolding, the session used practical demonstrations involving everyday tools to show how quickly the force of an object can increase when dropped from height and the serious consequences this can have for people working below.

The demonstration reinforced the importance of preventative controls such as tool tethering, toe boards, handrails, exclusion zones and netting systems. It also provided employees with a clear, visual reminder of why good housekeeping, secure storage of tools and materials, and effective planning are essential when carrying out work at height.

By presenting the risks in a practical and engaging way, the session helped strengthen awareness of dropped-object hazards, encouraged discussion among site teams and supported Designer Group's wider focus on proactive safety management and the prevention of workplace injuries.



Social Responsibility

Learning and Career Development

Supply Chain of Sustainability School

To strengthen sustainability knowledge across technical teams, Designer Group introduced an engineering pathway through the **Supply Chain Sustainability School**. The pathway focuses on topics relevant to engineering and project delivery, including carbon and energy, sustainable materials, waste and circular economy, responsible procurement and environmental management.

This will help Designer Group assess participation, completion rates and employee feedback before the programme is expanded. The findings will also be used to refine the selected modules and ensure that future learning remains practical, accessible and relevant to employees' day-to-day responsibilities.

Following the engineering pilot, additional pathways will be developed for other departments. Each pathway will be tailored to the needs of the relevant function. This department-based approach will support the wider integration of sustainability across the business and help employees understand how their individual roles contribute to Designer Group's ESG commitments and performance.

SUPPLY CHAIN SUSTAINABILITY
SCHOOL



Social Responsibility

Listening to Our People: Inclusio Survey

Designer Group completed an employee inclusion and culture survey Inclusio in 2025 to better understand employees' experiences of wellbeing, workplace support, psychological safety, trust and belonging. **A total of 400 employees participated**, representing 70% of the workforce and a participation rate five percentage points above the Inclusio global benchmark.

The survey also provided valuable insight into the diversity of Designer Group's workforce. Among employees responding to the relevant questions, 22.7% identified as neurodivergent. The results also highlighted a broad range of employee interests, with walking, fitness, running and outdoor activities among the most selected.

The findings will help Designer Group identify areas of strength and opportunities for further improvement. The results will be considered when developing future employee engagement, inclusion, wellbeing and workplace-support initiatives. This will ensure that these actions are informed by employee feedback and focused on creating a workplace where people feel supported, respected and able to contribute.



Measure | Track | Action | Report

Our results:

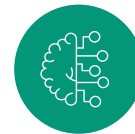
Participation



- 5% higher than inclusio Global Benchmark
- 400 out of 568 employees participated in inclusio

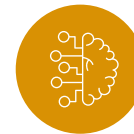
— Designer Group
— inclusio Global Benchmark

Neurodiversity



Neurotypical

77.3%



Neurodivergent

22.7%

90% response rate. 8.9% prefer not to say

Culture score



Our score is **high**

Responsible Business and Supply Chain

Governance & ESG Oversight

The Board maintains oversight of Designer Group's ESG strategy, commitments and performance, with sustainability priorities, progress against targets, emerging regulatory developments and significant ESG-related risks and opportunities considered as part of its oversight responsibilities.

Information provided to the Board supports the review of priorities and helps ensure that ESG considerations remain aligned with Designer Group's wider business strategy. The existing governance approach provides for regular Sustainability Committee reviews and updates to the Board against key milestones.

Sustainability Committee

The Sustainability Committee coordinates the implementation of Designer Group's ESG programme across the business. It brings together representatives from key functions, including Sustainability, Finance, People, Procurement, Engineering and QEHS, ensuring that ESG responsibilities are shared across the departments responsible for collecting data, implementing actions and monitoring performance.

The Committee's responsibilities include:

- Monitoring progress against ESG commitments, targets and performance indicators
- Coordinating sustainability initiatives across departments and projects
- Reviewing ESG performance information and data quality
- Identifying areas requiring corrective action or further investment
- Considering regulatory, client and value-chain requirements
- Escalating significant matters to senior leadership and the Board

The Sustainability Committee was established to support cross-functional collaboration and integrate sustainability into operational and strategic decision-making. Meeting discussions, decisions and agreed actions are recorded to support accountability and track progress.

Members



Elizabeth Kalandadze
ESG Coordinator



Lily Bradley
Environmental and IMS Lead



Paul O'Donnell
Chief Financial Officer



Jessica Bergin
People Operations Lead



Ciara O'Neill
Financial Accountant



Shay Kelly
Group Head of Procurement

Responsible Business and Supply Chain

ESG Reporting and Strategic Integration

The Corporate Sustainability Reporting Directive (CSRD) introduced more detailed and standardised sustainability reporting requirements across the European Union, including disclosures on companies' impacts on people and the environment, as well as sustainability-related risks and opportunities, using the European Sustainability Reporting Standards (ESRS).

Following the European Commission's Omnibus I simplification package and the subsequent adoption of Directive (EU) 2026/470, the scope of mandatory CSRD reporting was narrowed. Under the revised requirements, mandatory reporting applies to companies exceeding both an average of 1,000 employees and €450 million in annual net turnover. Based on Designer Group's current workforce and turnover profile, the Group falls outside the revised mandatory scope of the CSRD.



Designer Group has therefore adopted a voluntary reporting approach with reference to the Voluntary Sustainability Reporting Standard for SMEs (VSME) and completed its first VSME-based reporting exercise. The process provided a structured assessment of sustainability information across the business and helped identify opportunities to further strengthen ESG data quality, supporting evidence and internal reporting processes.

The VSME framework also enables Designer Group to build on the governance structures, materiality work, greenhouse-gas reporting processes and cross-functional data-collection systems developed through its previous CSRD preparations. It also supports more consistent responses to sustainability-information requests from clients, financial institutions and other value-chain partners.



Responsible Business and Supply Chain

Quality, Audit & Continuous Improvement

Members of Designer Group's Quality Team achieved certification as ISO 9001 Internal Auditors following completion of an accredited training course delivered by Antaris Consulting in association with CQI and IRCA. The training strengthened the team's knowledge and practical skills in planning, conducting and following up internal audits in accordance with ISO 9001:2015 and ISO 19011 guidance. This is particularly important within the construction and engineering sector, where complex project requirements, regulatory obligations and multiple delivery teams require consistent quality controls and effective governance.

By increasing internal auditing capability, Designer Group is better positioned to identify risks and improvement opportunities, assess the effectiveness of its Quality Management System and support consistent standards across projects and business functions. This investment reinforces Designer Group's commitment to continual improvement and the delivery of reliable, compliant and high-quality solutions for clients.



Supplier Sustainability Engagement

To strengthen visibility of sustainability performance across its supply chain, Designer Group issued a sustainability questionnaire to **24 key suppliers, receiving 20 responses, an 83% response rate.** The questionnaire gathered information across areas including environmental management, greenhouse-gas measurement, Environmental Product Declarations (EPDs), lifecycle assessment, recycled content and circular-economy practices.

The findings provide Designer Group with a clearer understanding of sustainability practices across its supplier base and help identify areas of good practice as well as opportunities for further improvement. The results will also support ongoing supplier engagement, strengthen the existing Supplier Sustainability Scorecard and help improve the quality of information available for responsible procurement and Scope 3 emissions reporting.

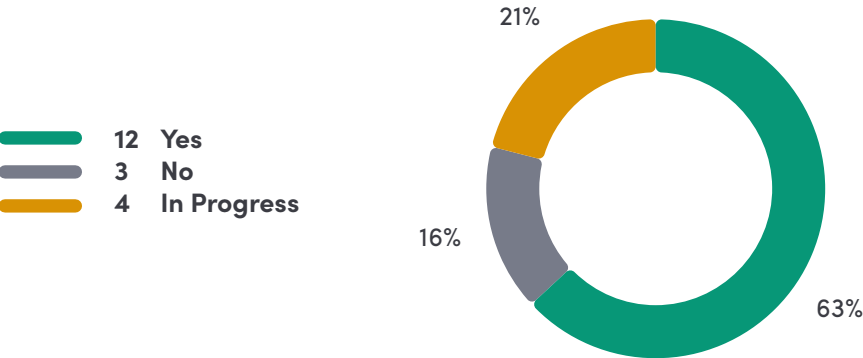


Responsible Business and Supply Chain

Supplier Sustainability Engagement

Environmental Product Declarations

Environmental Product Declarations are becoming increasingly important in Designer Group’s supply chain because they provide standardised and transparent information on the environmental impacts of products across their lifecycle. This information can support embodied-carbon assessments, sustainable building certifications and more informed comparisons between products during design and procurement. The supplier questionnaire showed encouraging progress in this area. Of the suppliers responding to the EPD question, 63% confirmed that they currently provide EPDs, while a further 21% are in the process of developing them. The remaining 16% do not currently provide EPDs. Designer Group will continue engaging with suppliers to improve the availability and quality of verified product-level environmental information, particularly for high-impact mechanical and electrical equipment and materials.

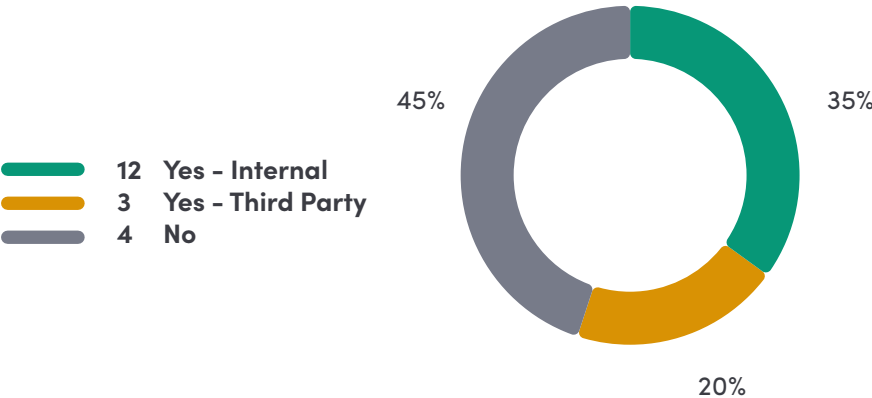


Supporting Lower-Carbon Product Options

The information collected through the questionnaire will help Designer Group better identify suppliers that can offer products with lower lifecycle impacts. EPDs, Life Cycle Assessments and information on recycled or reclaimed content can provide evidence to support comparisons between technically suitable product options.

The survey found that 55% of participating suppliers conduct Life Cycle Assessments either internally or through third-party verification, while 70% reported that their products contain recycled or reclaimed materials. These findings provide a useful starting point for further discussions with suppliers on lower-carbon materials, resource efficiency, product durability and circular-economy solutions.

Where practical and aligned with client, technical, commercial and programme requirements, Designer Group will encourage suppliers to present lower-impact alternatives alongside standard product options. Future supplier engagement can also focus on improving access to EPDs, lifecycle data and verified carbon information so that sustainability considerations can be incorporated more consistently into procurement decisions.



Responsible Business and Supply Chain

Supplier Sustainability Engagement

Supplier Sustainability Scorecard

Designer Group uses a supplier sustainability scorecard to evaluate and monitor sustainability performance across the supply chain. The scorecard provides a consistent framework for reviewing areas such as environmental management certification, greenhouse-gas measurement, recognised sustainability frameworks, EPD availability, lifecycle assessment, recycled content and product take-back schemes.

The scorecard supports supplier reviews and procurement processes by helping Designer Group identify good practice, recognise suppliers demonstrating strong sustainability performance and highlight areas where further improvement may be required. Sustainability performance is considered alongside other important factors, including quality, safety, technical capability, cost, delivery and regulatory compliance. Over time, this will allow Designer Group to monitor progress across the supplier base, improve Scope 3 data collection and encourage transparency, collaboration and continuous improvement throughout the supply chain.

Ethics and Compliance

Designer Group is committed to conducting business responsibly and in accordance with applicable legal, regulatory and contractual requirements. Designer Group's approach is supported by established policies, procedures and management controls that set expectations for employees and guide responsible decision-making across the business. Relevant requirements are communicated through employee onboarding, internal guidance, and the company's management systems. Compliance responsibilities are shared across the appropriate business functions, with concerns or significant matters escalated to senior management where required. Internal audits, reviews and corrective-action processes also help Designer Group identify risks, monitor compliance and support continual improvement.

Designer Group will continue to review its ethics and compliance arrangements as the business develops, introducing or strengthening policies and controls where necessary.

Cybersecurity and Information Security

Designer Group continues to strengthen its cybersecurity and information-security framework in response to an evolving threat landscape. Designer Group's approach combines proactive risk management, technical controls, employee awareness and regular security testing to protect business systems, information and stakeholders.

Employee awareness remains an important part of the cybersecurity programme. Mandatory training is delivered through MetaCompliance, supported by regular phishing simulations and cybersecurity induction for new and returning employees. Completion is monitored, with targeted follow-up provided where additional awareness or training is required. Cybersecurity governance is supported by established information-security policies, formal risk assessments, incident-response procedures and third-party security testing. Designer Group also works with specialist cybersecurity partners to support vulnerability assessment and compliance reviews. Information-security incidents are monitored through established escalation and response procedures.



Future Initiatives

WHAT'S NEXT? »

Looking Ahead: Turning Progress into Action

Designer Group will focus on moving from data collection and pilot initiatives towards more consistent implementation across the business. Priorities will include strengthening ESG data, progressing carbon reduction, improving circularity and responsible procurement, and building sustainability capability across the organisation.

Improving ESG Data and VSME Reporting

Designer Group will continue to strengthen its VSME-based reporting approach by improving data ownership, supporting evidence and internal review processes. This will support more consistent year on-year reporting and enable more efficient responses to sustainability information requests from clients and other stakeholders.

Progressing the Net-Zero Roadmap

Designer Group will continue to work towards its commitment to achieve net-zero Scope 1 and Scope 2 emissions by 2035. Priorities will include further fleet transition, continued expansion and use of EV charging infrastructure, and consideration of HVO and electric alternatives across suitable project sites. Improving the completeness and accuracy of Scope 3 data will also remain a key focus.

Strengthening Circularity Across Projects

Further opportunities will be explored to prevent waste, increase reuse and keep materials in use for longer. This will include progressing the PPE recycling pilot, strengthening waste segregation and assessing opportunities to expand recycling initiatives across additional projects.

Using Supplier Data to Support Better Decisions

Findings from the supplier sustainability questionnaire and Supplier Sustainability Scorecard will support future supplier engagement and procurement decisions. Focus will be placed on improving access to Environmental Product Declarations, lifecycle information and verified carbon data, while encouraging lower-carbon, recycled and circular alternatives where technically and commercially appropriate.

Developing Sustainability Skills Across the Business

Following the initial engineering pathway through the Supply Chain Sustainability School, Designer Group plans to introduce further learning pathways tailored to individual departments. Continued environmental awareness activities will also support the integration of sustainability into day-to-day decision-making.

Responding to Employee Feedback

Findings from the Inclusio survey will help inform future actions relating to wellbeing, inclusion, trust, psychological safety and belonging. Priorities will be developed with the relevant teams and monitored to understand their effectiveness.

