



ESG Report 2025



ENGINEERING THE FUTURE

Our commitment to sustainable success



**Our people,
engineering the future,
building a legacy**

Contents

4 Executive Summary

5 About

- 5 Our Business
- 5 Where We Operate & Who We Serve
- 5 Our Mission
- 6 Our Commitments

10 Environmental Performance

- 10 Our Management Approach
- 10 Environmental Controls Embedded in our Site EMP
- 11 Working with Our Supply Chain
- 12 Zero Waste to Landfill – Achieved Ahead of Plan
- 13 GHG Emissions Reporting
- 14 Emissions Data – Reporting Year Comparison
- 15 EcoVadis Sustainability Rating
- 15 Independent Climate Maturity Benchmark – Greenly 2024 (Silver)

16 Social Responsibility

- 16 Training and Development
- 20 Health and Safety
- 20 Employee Wellbeing and Engagement

22 Governance

- 22 Board Oversight and Sustainability Committee
- 23 Strategy oversight and integration
- 23 Compliance and Reporting

24 Future Initiatives



Executive Summary

This year marks a significant milestone in Designer Group's sustainability journey. This report covers our financial year from April 2024 to March 2025 capturing our progress and performance across environmental, social, and governance areas. Since our 2019 baseline, we have expanded the scope, depth, and ambition of our reporting, moving beyond compliance to demonstrate true accountability.

To ensure our strategy remains relevant and credible, we undertook a comprehensive double materiality assessment in line with the European Sustainability Reporting Standards (ESRS). This allowed us to refine our sustainability commitments, ensuring they accurately reflect the material topics that matter most to our business and stakeholders. We also reported to CDP this year, further strengthening transparency in our climate disclosures and benchmarking our progress against global best practice. In parallel, we have streamlined our emissions reporting through dedicated sustainability software, ensuring greater accuracy, consistency, and efficiency in data collection. The result is a stronger, more targeted framework that directs our efforts where they can create the greatest impact.

Building on this stronger foundation, we continue to deepen our understanding of our carbon footprint and the factors driving it. Our total reported emissions increased compared with the 2019 baseline, reflecting the continued growth of our business internationally and our decision to measure a much broader set of Scope 3 categories. Scope 3 now represents almost 90% of our total footprint, in line with the realities of the construction sector. A focus on these indirect emissions allows us to take meaningful action with our clients, partners, and supply chain.

We have already taken decisive steps. Our fleet electrification strategy will ensure all vehicles are electric by 2035, with hybrids phased out by 2030. We have launched carbon reduction projects, such as heat pump upgrades and rooftop solar PV installations, that together will cut our Scope 1 emissions by nearly a third. Through our "No Planet B" supplier seminars, we are aligning our partners with our sustainability expectations, and through EcoVadis and ISO certifications we are embedding accountability across our operations. We continue to explore opportunities to reduce waste and enhance resource efficiency across our projects, supporting a more circular approach to construction.

Our Sustainability Committee continues to drive progress across the business, ensuring that ESG principles are integrated into strategic and operational decision-making. Alongside our environmental commitments, we remain focused on people, wellbeing, and inclusion, ensuring that growth is responsible and aligned with our core values.

Looking forward, our priority is to embed sustainability across every site we operate. Our new Sustainable Sites commitment will track energy, waste, water, and embodied carbon at project level, ensuring that sustainability is not just managed in our offices but lived on the ground where our impact is greatest. As we prepare for our first CSRD-compliant sustainability report, we are enhancing data quality, internal controls, and governance processes to ensure full alignment with upcoming regulatory requirements. At Designer Group, sustainability is not a separate initiative; it shapes how we operate, make decisions, and deliver value every day.



Paul Nicholls
Group Managing Director

A handwritten signature in white ink, which appears to read 'Paul Nicholls', set against the dark blue background.

About

Our Business

Designer Group is a leading international provider of innovative mechanical, electrical, and instrumentation engineering solutions. Headquartered in Dublin, Ireland, with regional offices across the UK, Europe, and Africa, we employ over 1,000 professionals dedicated to delivering excellence in the built environment.

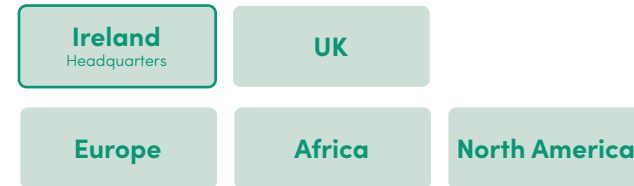
Since our establishment, we have been at the forefront of the construction industry, offering full design and installation services from conception to completion. Our operations span diverse sectors, including data centres, energy, industrial, life sciences, commercial, and educational facilities. We leverage the latest technology and software to provide tailored solutions that meet the unique needs of each project.

At Designer Group, we are committed to sustainability and innovation. Our approach integrates advanced digital construction technologies and a strong focus on health, safety, and quality standards. We continuously invest in our people, offering comprehensive training and development programs to foster growth and leadership within the company.

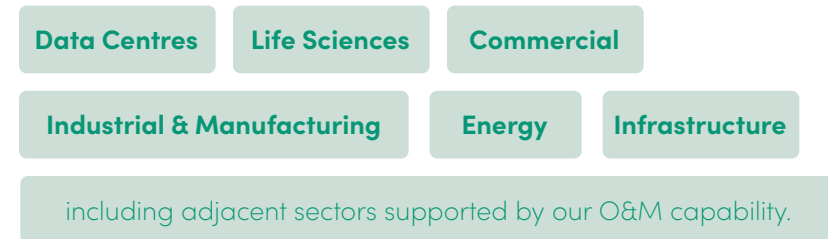
Our mission is to engineer the future by delivering exceptional projects that create lasting value for our clients and communities.

Where We Operate & Who We Serve

GEOGRAPHIES



SECTORS



CLIENT PROFILE

Global multinationals and major public and private developers seeking a trusted MEP partner for complex, schedule-critical projects.

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.*

About

Our Commitments

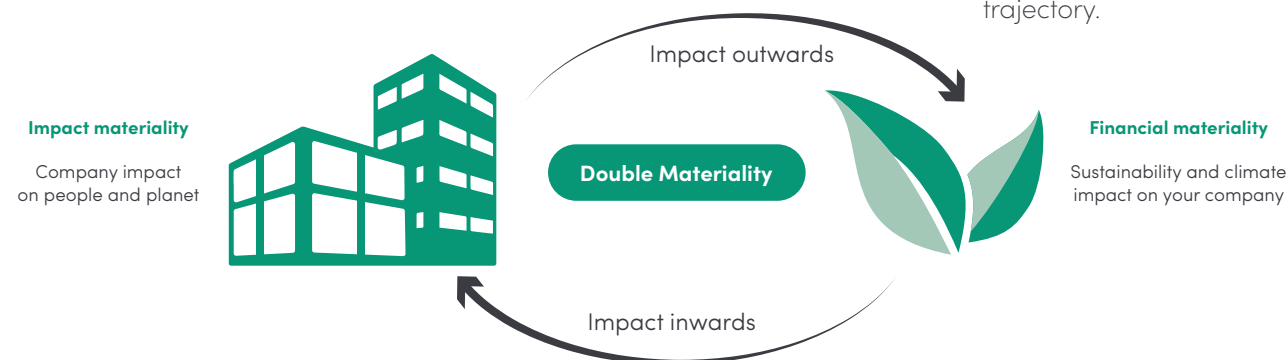
How we set our commitments

Following a **double materiality assessment** carried out in line with **CSRD/ESRS guidance**, we reviewed what truly matters for Designer Group and our stakeholders, through both lenses:

Impact materiality (how our activities affect people and planet), and **Financial materiality** (how ESG topics can affect our business model, cash flows and enterprise value).

This review led us to **refocus** our programme and **update our commitments**, so they are tightly aligned to our operations and value chain.

Key change from the double materiality assessment: water use in our own offices was assessed as **not material** at Group level. Rather than maintain a stand-alone water pledge, we have **retired that commitment** and created a new, broader **Sustainable Sites** commitment that addresses the biggest operational levers at our project sites (where our impacts and opportunities are concentrated). Water stewardship therefore remains managed but **within Sustainable Sites**, alongside energy, fuel, waste, and embodied carbon.



The five commitments for FY2024/25 and beyond

1. Publicly report sustainability performance



Aim: We commit to publicly reporting on our sustainability performance and targets with complete transparency.

What this means

Annual ESG report with **clear KPIs** and year-on-year progress.

Proactive alignment with CSRD requirements including DMA outcomes and governance.

Publication of **CDP** and **industry emission calculators** (e.g., CIF)

How we'll track it

On-time publication of the annual ESG report within 6 months after the end of the financial year and CSRD-aligned disclosures.

CDP: on-time questionnaire submission and year-on-year **CDP score** trajectory.



About

Our Commitments

Net Zero (Scope 1 & 2) by 2035



Aim: We will help to combat climate change by achieving net zero emissions by 2035 – scope 1 & 2.

What this means

- **Reduce first:** Prioritise deep, absolute reductions in Scope 1 and 2 through ongoing efficiency and decarbonisation initiatives across our operations and energy use.
- **Neutralise residuals:** For the small, unavoidable residual emissions at the target date, offset by retiring high-quality, independently verified carbon credits from recognised programmes.
- **Assure credibility:** Have our inventory and the use of offsets third-party verified annually to support a robust net-zero claim.

How we'll track it

- Annual Scope 1 & 2 (market-based) tCO₂e
- % of electricity from **certified renewable sources**
- **Fleet transition:** % of fleet that is EV, fuel consumption trends, and charging infrastructure deployed.
- **Residual emissions** at year-end
- **Governance cadence:** monthly Committee reviews and bimonthly Board updates logged against the reduction pathway milestones.

Sustainable Sites (new, post double materiality assessment)



Aim: We will ensure every site we operate are up to best-practice environmental standards by 2028.

What this means

- Set a clear **Designer Group Environmental Management Plan** covering energy, waste, water, materials and environmental protection on every project.
- Require a **site-specific environmental plan**, defined roles and responsibilities, and induction/briefings so everyone understands expectations.
- Apply a simple hierarchy on site: **avoid → reduce → reuse → recycle → recover**, while preventing pollution and ensuring full legal compliance.
- **Collaborate with clients and contractors** to align requirements and integrate them into day-to-day delivery.
- **Measure and review** site performance through routine checks, audits and KPI reporting, with corrective actions and continuous improvement.
- **Pilot practical innovations** where they add value, and scale proven approaches across projects.

How we'll track it

Site energy/fuel use; % green fuel/electric plant; waste diversion rate; water use on major sites; embodied-carbon metrics in pilot packages; number of sites meeting DG "Environmental Management Plan" standard.

About

Our Commitments

Responsible Procurement & Biodiversity



Aim: We will protect biodiversity by practicing responsible material procurement, targeting year-on-year improvements.

What this means

- Our procurement policy will be updated to reflect industry best practice and strengthened to integrate ESG considerations.
- Set clear, group-wide sustainability expectations for our supply chain and integrate them into how we source, select, and manage suppliers.
- Partner with suppliers to build capability and drive continuous improvement in environmental and social performance over time.
- Prioritise products and services with lower lifecycle impacts and protect biodiversity across our value chain.
- Maintain appropriate due diligence and traceability for higher-risk materials, sectors, and geographies.
- Monitor coverage and progress, taking proportionate action where expectations are not met.

How we'll track it

- % strategic suppliers assessed on ESG
- Corrective-action closure rates
- Spend coverage under sustainable procurement
- Biodiversity-related compliance checks

People & Welfare



Aim: We will prioritise our people and improve our employee welfare performance against KPI targets (inc. diversity and inclusion initiatives), demonstrating year-on-year improvements.

What this means

- **Establish the baseline:** Collect robust, privacy-compliant data on workforce demographics and inclusion metrics.
- **Set targets:** Define clear, time-bound KPIs for diversity, inclusion, wellbeing, learning, and safety, aligned with business growth.
- **Drive initiatives:** Implement programmes to improve inclusion and welfare
- **Recognised standards:** Pursue relevant diversity/inclusion accreditations or certifications to benchmark maturity and accelerate improvement.
- **Build capability:** Provide continuous learning for all employees.

How we'll track it

Representation & flow: Workforce composition by level/function/location; hiring, promotion, and turnover rates by demographic group; internal mobility.

Pay equity: Annual equal-pay analysis and median pay-gap metrics, with remediation actions tracked to closure.

Safety performance: AFR/TRIFR (or LTIFR), recordables, near-miss rate, safety observations, corrective-action closure time, and leadership site-safety engagements.

Learning & development: Training hours per FTE; mandatory training completion; leadership/manager capability training coverage.
Certification & benchmarks: Status against chosen diversity/inclusion accreditations and external benchmarks; audit outcomes and action plans.

About

Our Contribution to the UN Sustainable Development Goals

SDG 3 - Good Health and Well-Being *People & Welfare*

We put safety and wellbeing at the heart of how we work. Designer Group maintains rigorous health and safety protocols on every project and provides access to wellness supports and mental-health resources. We continue our collaboration with Lighthouse (construction industry charity) and the HSF health plan, so colleagues have practical help when they need it, alongside proactive programmes that promote resilience and healthy workplaces.

SDG 4 - Quality Education *People & Welfare*

We invest in lifelong learning through the Designer Group Training Academy, apprenticeships, graduate pathways and targeted upskilling. Colleagues gain recognised trade and professional qualifications as well as role-specific training, including cyber-security awareness courses for everyone. Outreach with schools and partners widens access to high-value careers and builds capability across the industry.

SDG 7 - Affordable and Clean Energy *Net Zero*

We are reducing operational emissions by transitioning our fleet towards electric vehicles and electrifying building systems where feasible. At our head office, projects include installing solar panels, adding EV charging capacity and converting the air-handling unit from gas to electric. These steps increase the share of clean energy we use and support a steady reduction in Scope 1 and 2 emissions.

SDG 8 - Decent Work and Economic Growth *People & Welfare*

Designer Group promotes fair work, inclusion and opportunity. We recruit and develop talent from under-represented groups through our Apprenticeship and Graduate Programmes, support internal progression and maintain safe, compliant working conditions. By partnering with Irish suppliers where possible, we help sustain local employment, shorten supply chains and reduce transport impacts.

SDG 9 - Industry, Innovation and Infrastructure *Net Zero*

We drive productivity and lower environmental impact by adopting advanced technologies and modern construction methods. Our teams prioritise efficient, lower-carbon delivery solutions and engage with partners such as Certa to explore alternatives to conventional diesel, including Hydrotreated Vegetable Oil (HVO) for temporary power and plant where appropriate.

SDG 11 - Sustainable Cities and Communities *Sustainable Sites*

Across projects we embed energy-efficient technologies and responsibly sourced materials to help clients achieve high-performance standards such as LEED and BREEAM. Our focus on safety, accessibility and whole-life performance supports the creation of resilient, inclusive and environmentally responsible places to live and work.

SDG 12 - Responsible Consumption and Production *Responsible Procurement & Biodiversity*

We apply circular-economy principles on site by preventing waste, segregating streams and working with licensed partners to maximise recovery. We are engaging suppliers to provide Environmental Product Declarations (EPDs) and to offer lower-carbon options, improving transparency on embodied impacts and informing smarter design and procurement decisions.

SDG 13 - Climate Action *Net Zero*

We have set clear goals to cut carbon across our operations and value chain. Priority actions include fleet electrification, energy efficiency, on-site renewables and the transition from gas to electric systems at our head office. These initiatives, alongside improved measurement and reporting, demonstrate our commitment to meaningful, sustained climate action.

Environmental Performance

Our Management Approach

Designer Group manages environmental performance through an **ISO 14001-aligned** Integrated Management System and **project-level Environmental Management Plans (EMPs)**. Our policy commits us to **prevent pollution, comply with legal and other requirements, minimise waste, use energy efficiently, and continually improve** environmental outcomes across our projects and offices.

On every project, the EMP sets responsibilities, training and controls; it identifies **key aspects and impacts** (air, water, waste, resources, noise/light/visual, soil/groundwater, flora & fauna, archaeology) and defines operational controls and emergency response.

Waste is managed to the **hierarchy of prevention, reuse, recycling, recovery, disposal**, using **approved contractors** and site-specific plans; segregation and documentation are required to maximise recovery and demonstrate compliance.

We measure and disclose our environmental performance in line with the GHG Protocol, and we report externally to CDP, EcoVadis and CIF carbon calculator to strengthen transparency and benchmarking.

What we monitor and manage

Energy & emissions: efficiency of operations and project activities; adherence to renewable electricity where we control supply; market-based Scope 1 & 2 accounting.

Waste & circularity: planning to prevent waste, on-site segregation and weighing, recovery routes via licensed partners, documented duty of care.

Water & effluents: controls to avoid pollution, with monitoring requirements defined in project EMPs.

Materials & resource use: prudent use of resources per EMP “resource usage” controls.

Nuisance control: noise, dust, light/visual impacts managed through site procedures.

Hazardous substances: classification/handling and contractor controls set out in our Waste Management Guidance.

Governance, training & audits: environmental roles, inductions, inspections and incident management are defined and reviewed on a scheduled cadence.

Environmental Controls Embedded in our Site EMP

Our Site Environmental Management Plan sets the requirements we will implement on every DG project to turn ambition into day-to-day action. The EMP is ISO 14001-aligned with defined roles and accountability, and will be reinforced through site inductions so everyone understands their responsibilities. We will meter all electricity and water from day one; temporary power will run on HVO and, where available, grid connections will be contracted as renewable electricity. We aim to eliminate diesel from DG-controlled plant and equipment by switching to HVO or electric alternatives. Every waste movement will be tracked with weigh data and verified receipts from licensed partners. The EMP also establishes operational controls across air, water, noise, light, materials, flora and fauna, and archaeology, with emergency readiness for spills, floods and fires, plus good-neighbour practices such as designated haul routes, dust and noise management, wheel-wash and strict no-discharge/no-burn rules. As we roll these requirements out, we will build a consistent Sustainable Site standard that reduces carbon and resource use, protects local environments and communities, and creates assurance-ready evidence for ESG reporting.

Environmental Performance

Working with Our Supply Chain

We are raising the bar with our suppliers so that every purchase and project moves us closer to a lower-carbon, more responsible value chain. Following our “No Planet B” supplier forum used to set expectations on carbon data, low-carbon options and responsible practices, we are reaching out to our suppliers to support them to become sustainable. To build capability across the value chain, we are also onboarding the Supply Chain Sustainability School so partners can access expert, free learning pathways aligned to our ambitions.

Data for action: EPDs and Scope 3. We are actively requesting Environmental Product Declarations (EPDs) and emissions data from strategic suppliers and tracking responses. This supports more complete Scope 3 coverage and strengthens the quality of disclosures to industry platforms (e.g., the Carbon Calculator by the Supply Chain Sustainability School) and CDP. Our approach reflects the finding that purchased goods and services are a dominant part of our footprint and that supplier engagement is essential to reduce it.

Embedding ESG into selection and performance. We are integrating sustainability criteria into supplier scorecards and developing an ISO 20400-aligned sustainable procurement policy so that carbon, circularity and ethics influence who we buy from and how we rate performance. This builds on existing quarterly KPI reviews and subcontractor monitoring already embedded in our procedures.

What this means for our projects. Clients get greater transparency on embodied carbon, more verified product data, and a supply chain aligned to our environmental policy commitments to work with contractors and suppliers to promote sustainability. As we expand training and tighten scorecards, we expect faster uptake of low-carbon materials, better waste and resource practices, and more reliable Scope 3 reporting across our portfolio.

Near-term focus. Run the second “No Planet B” forum; launch School-supported training pathways for priority suppliers; complete the first cycle of ESG-enhanced scorecards; and publish progress on EPD coverage and Scope 3 data completeness.



Environmental Performance

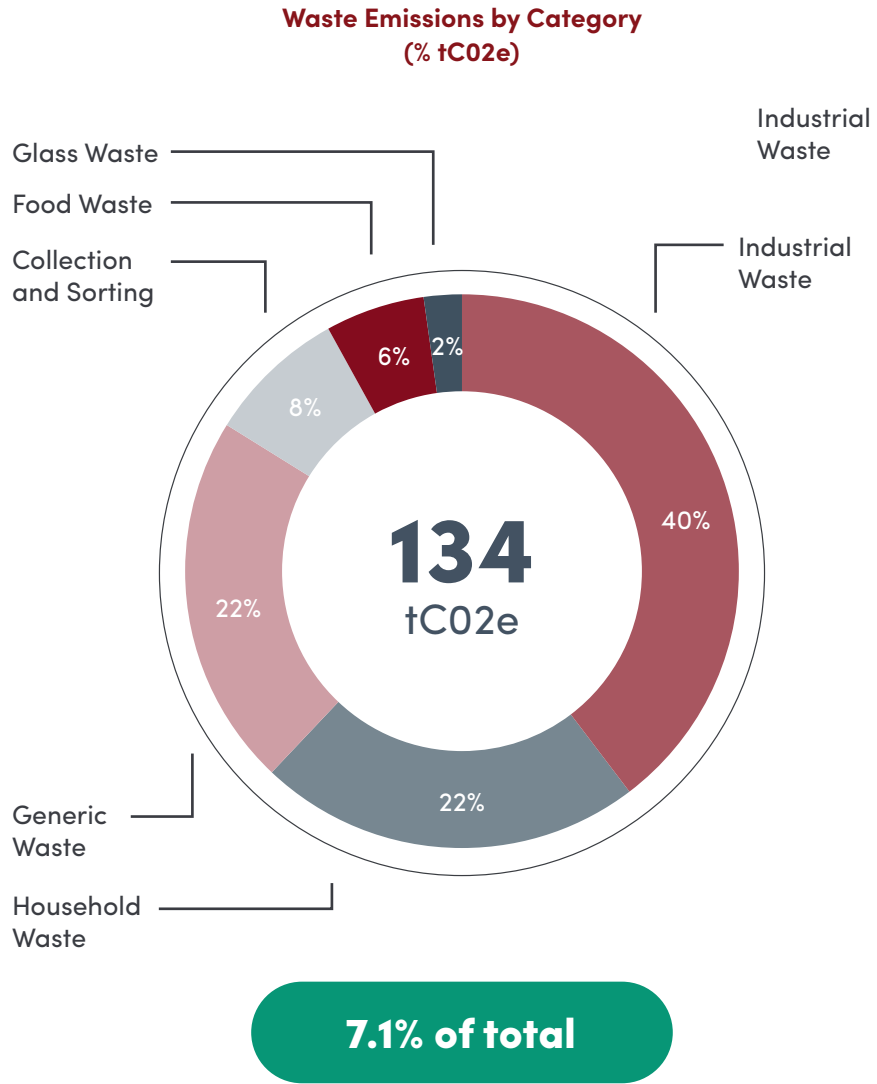
Zero Waste to Landfill – Achieved Ahead of Plan

We committed to achieving zero waste to landfill by 2026 for waste streams under our operational control. This target has already been met, with 99% of managed waste diverted through prevention, reuse, recycling and energy recovery. By keeping materials in circulation and sending residuals for recovery rather than landfill, we avoid methane emissions and support our Net Zero pathway.

All collections are ticketed, weighed and traceable, with monthly EWC-coded reports providing evidence for ESG disclosures. This level of transparency strengthens both our reporting and our Net Zero progress. To maintain performance, we are standardising source segregation and weigh-ticket tracking across all DG-controlled sites, working only with licensed recovery partners and using auditable documentation for reporting. We are also scaling circular initiatives such as PPE recycling, engaging suppliers on low-impact materials and EPDs, and using monthly data reviews to drive improvements. Zero-to-landfill is now embedded in our Sustainable Sites standard and serves as a clear demonstration of our commitment to better environmental outcomes.

What is included in this category?

CO2 emissions from waste management and disposal, covering collection, transportation, treatment, and disposal activities. Includes direct and indirect emissions.



Environmental Performance

GHG Emissions Reporting

We report our greenhouse gas inventory in line with the GHG Protocol and disclose externally for transparency and comparability. We submitted our 2024 footprint to the CDP Full Corporate Questionnaire and to the Supply Chain Sustainability School's Carbon Calculator (CIF), and we've built CDP/ CIF submissions into our annual reporting calendar going forward.

2024 Key Results



Absolute

1.9k
tCO2e



Per Employee

3.5
tCO2e

Employee number: 539



Per Revenue

6.1
tCO2e

Revenue: €310m

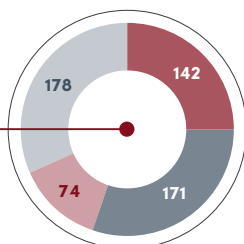


Environmental Performance

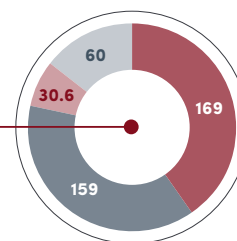
Emissions Data – Reporting Year Comparison

Emissions Scope	2019	2022	2023	2024
Scope 1: Direct Emissions	142	171	74	178
Stationary Combustion	46	36	38	28
Mobile Combustion	96	135	36	150
Fugitive Emissions	-	-	0	0
Scope 2: Indirect Emissions	169	159	30.6	60
Purchased Electricity	169	159	30.6	60
Purchased Steam, Heating & Cooling	-	-	0	0
Scope 3: Indirect Value Chain Emissions	483	499	1440.5	1698
Waste Generated in Operations	-	-	3.9	134
Business Travel	483	499	1190	1054
Employee Commuting	-	-	246.6	228
Energy related activities not included in Scope 1 and 2	-	-	-	58
Upstream Leased Assets	-	-	-	224
Total Emissions (Scope 1 + Scope 2 + Scope 3)	794	829	1545.1	1936

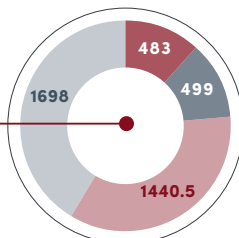
Scope 1
Direct Emissions



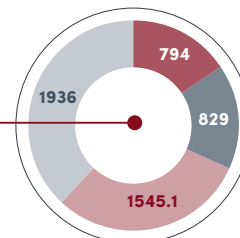
Scope 2
Indirect Emissions



Scope 3
Indirect Value Chain Emissions



Scopes 1+2+3
Total Emissions



2019

2022

2023

2024

Environmental Performance

EcoVadis Sustainability Rating

EcoVadis is a leading global platform that evaluates companies' sustainability performance across four themes – Environment, Labor & Human Rights, Ethics, and Sustainable Procurement – using an evidence-based methodology and independent document review. The assessment generates a scorecard and corrective-action guidance that many clients and suppliers use to benchmark and collaborate across their value chains. Designer Group has completed the EcoVadis assessment and received the "Committed" badge, demonstrating our transparency and engagement. We are now implementing the priority improvements identified such as strengthening sustainable procurement practices and supplier data coverage and will use the next cycle to track progress and target a higher rating.



Independent Climate Maturity Benchmark – Greenly 2024 (Silver)

We engaged **Greenly** to assess the maturity of our climate strategy. Designer Group achieved an **intermediate score of 32/100** and was awarded the **Greenly 2024 Silver Climate Action Rating**, placing us among the **top ~15%** of companies assessed. The review recognises strong foundations in **creating and fine-tuning our GHG inventory** and sets clear priorities for the year ahead: formalise **time-bound climate targets**, embed **action plans**, broaden **team engagement and training**, and define our approach to **carbon contributions**. We will track these improvements through our net-zero roadmap and report progress in our FY2025 report.



*Greenly 2024 – 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.

Social Responsibility

Training and Development

Supply Chain Sustainability School, Ireland

Designer Group is an active member of the Supply Chain Sustainability School in Ireland, a free digital learning platform that brings clients, contractors and suppliers together to raise capability across the built environment. The school offers hundreds of modules, pathways and lunch-and-learn sessions that cover strategy, carbon and energy, waste and circular economy, biodiversity, materials, fairness inclusion and respect, modern slavery and business ethics. We promote completion across our teams and encourage our supply chain to join, which creates a common language, accelerates practical upskilling and helps everyone meet rising customer and regulatory expectations. Participation also supports our own supplier engagement events, including our No Planet B seminar, by giving partners a clear curriculum to follow and measure.



Pre-Apprenticeship Skills Sampling and Charter Champion

Training new apprentices in the construction industry gives the possibility to be part of meaningful change by creating opportunities for individuals to start fresh, regardless of their professional background or age. We take pride in being an inclusive company that contributes to a more diverse and skilled workforce in the industry.

We are opening doors into high-value careers through our Charter Champion work with Employment and Youth Engagement, Intreo and Future Building. In this instance we were invited to visit Baldoyle Training Centre to meet the students doing the Pre Apprenticeship Skills sampling course, helping them develop new skills and career paths. This visit gave us the opportunity to share valuable insights into the career development and professional growth opportunities available through our Training Academy, as well as personal experiences from our apprentices.



Social Responsibility

Way2Work Programme

Way2Work Ireland is dedicated to supporting young care leavers, guiding them into positions of training and employment, and providing mentorship to thrive in their roles. Our mission is to empower these young individuals to overcome the challenges they face and to build successful, fulfilling careers. This course is more than just an entry point into the construction industry; it is a carefully crafted program that combines manual skills, gaining the necessary construction certifications and essential soft skills. Training courses provided:

- IPAF MEWP training
- Forklift training
- Safe pass
- Manual Handling
- Working at height/ harness awareness
- Fire Safety
- PA Testing

Participants gain confidence on live sites, build a professional network and leave with the qualifications that employers trust and the coaching that helps them thrive.



Schools Outreach, St Mary's Secondary Girls School

Our team met approximately one hundred fifth-year students to demystify the world of engineering and apprenticeships. Our electrical apprentice and St Mary's alumna, Zoe Day, described her journey from classroom to construction, highlighted the support available through our Training Academy and encouraged more young women to consider technical roles. Students left with practical next steps for applications and work experience encouraging more young women to explore this rewarding career path.



Social Responsibility

Northside Partnership, Apprenticeship Fair

At the first careers fair of the year hosted by Northside Partnership we met aspiring apprentices and career changers from across the community. Colleagues showcased how our apprenticeships combine paid learning with responsibility on real projects, and how structured training translates into progression and pride in delivery. Testimonials from current apprentices brought the opportunity to life and generated strong interest in upcoming intakes.



Sustainability Induction for New Starters

Every new colleague completes a sustainability induction that sets expectations on environmental stewardship, inclusion, and ethics, and links our values to day-to-day behaviours on sites and in offices. We also present our sustainability commitments, strategy, action plans, and current initiatives, so new joiners understand priorities and how they can contribute from day one. The session clarifies roles and responsibilities, where to raise ideas, and how workstreams are organised. We signpost further learning through our Training Academy and the Supply Chain Sustainability School. This shared baseline accelerates implementation and ensures consistent standards across all locations.



Social Responsibility

TU Dublin Partnership

At Designer Group, we are committed to driving innovation in electrical and mechanical services, as well as delivering sustainable energy and industrial solutions. In line with this commitment, we are proud to support TU Dublin's Centre of Excellence for Design + Construct. Through this partnership, we are contributing to the development of a new state-of-the-art facility that will transform the teaching and learning of Architecture, Engineering and Construction (AEC) in Ireland. This centre will not only redefine educational practices but also place sustainability at the core of future industry training. Our contribution ensures that students gain access to vital resources and enhanced educational opportunities, helping to nurture the next generation of industry leaders. By supporting this initiative, Designer Group continues to invest in long-term sustainability empowering future talent to innovate and lead responsibly.

We are actively engaged with the TU Dublin School of Surveying and Construction Economics, and the School of Building Engineering. We are proud to support three annual Student Excellence Awards across Quantity Surveying and Building Engineering. These awards highlight our dedication to recognising and encouraging academic achievement, while nurturing the next generation of industry leaders.



Social Responsibility

Health and Safety

Safety Leadership and Continuous Improvement

Safety is our licence to operate and the foundation of how we plan and deliver projects. We apply an ISO-aligned EHS management system with clear roles from Board to site, routine audits and learning reviews that drive preventive action. Visible leadership, targeted training and behaviour-based observation help control risk before it becomes harm. Corrective actions are tracked to closure, which strengthens confidence among clients and keeps our teams safe.

Employee Wellbeing and Engagement

Darkness Into Light

In May, colleagues from across Designer Group came together to take part in the annual Darkness into Light Walk, a global event held at sunrise to raise awareness and vital funds for those impacted by suicide and self-harm. At 4:15 a.m., teams from our offices and sites walked side by side, joining a worldwide movement of hope, remembrance, and solidarity. An internal fundraising campaign ran alongside the event, with our Vienna team making an outstanding contribution to the overall amount raised. We are proud to support Pieta and the invaluable work they do, knowing that every step taken and every euro raised helps bring light to someone in their darkest moment.



Lighthouse Charity Ladies Golf Day

Designer Group's golf team recently took part in the Lighthouse Construction Industry Charity Ladies Golf Day at the Carton House, Maynooth. Held on Friday, October 4th, 2024. The event brought together participants of all skill levels for a day of golf, networking, and support for a meaningful cause. We are proud that our team contributed to this important initiative, demonstrating DG's ongoing commitment to community engagement, charitable support, and fostering connections within the construction industry. The event was a great success, and we look forward to participating in future initiatives that make a positive impact.



Social Responsibility

Wellbeing Framework

We foster an inclusive, supportive culture with access to health resources, flexible practices where roles allow and regular engagement touchpoints. Surveys, forums and manager check-ins provide feedback that informs year-round improvements. The goal is a workplace where people feel safe, respected and able to do their best work, which in turn delivers better outcomes for our clients.

Mount Kilimanjaro Trek 2024

A group of our UK employees embarked on a remarkable 7-day expedition to climb Mount Kilimanjaro, Africa's tallest peak and one of the world's most challenging treks. Made up of three volcanic cones, the climb demands determination, resilience, and teamwork qualities our employees demonstrated every step of the way.

This challenge was about far more than reaching the summit. The Designer Group team took on Kilimanjaro in support of The Genie's Wish Charity, raising vital funds to bring joy, hope, and unforgettable experiences to children and young adults living with critical or life-limiting illnesses. Every mile climbed symbolised a commitment to making a real difference, transforming a physical challenge into an opportunity to create lasting positive impact.

This inspiring effort reflects Designer Group's broader commitment to ESG values, combining employee wellbeing, teamwork, and community engagement with meaningful charitable support. We are proud of our colleagues who pushed their limits for such an important cause.



Governance

Board Oversight and Sustainability Committee

Designer Group governs sustainability through a clear line of accountability from the Board to a cross-functional Sustainability Committee and into operational workstreams. The Committee is mandated to embed ESG into decision-making, monitor progress against targets, and escalate risks to the Board.

Purpose

Provide strategic direction on ESG; integrate sustainability into operations; agree targets; track KPIs; and coordinate delivery across functions. The Committee was established to bring Finance, People, Procurement, EHS, Engineering and Sustainability departments together under one governance forum with Board oversight. By drawing on the knowledge and perspectives of different disciplines, the Committee fosters cross-functional collaboration and builds awareness of sustainability initiatives throughout the business.



Members



Alan Woods
Head of Engineering



Paul O'Donnell
Chief Financial Officer



Anusri Jagadeesh
Lead ESG Coordinator



Seamus Lacey
QEHS Director



Philip Donohoe
Group Procurement Manager



Shauna McDonnell
Senior People
Business Partner



Elizabeth Kalandadze
ESG Coordinator



Lily Bradley
EHS Coordinator

Governance

Strategy oversight and integration

The Committee steers delivery of our ESG commitments and ensures alignment with UN SDGs and corporate strategy. These commitments are the foundation of our Sustainability Strategy and are reaffirmed in prior ESG reports.

ESG data is captured via dedicated software platforms; this is overseen by the Committee and reported to the Board.

Compliance and Reporting

Corporate Sustainability Reporting Directive (CSRD)

Where we are

We are in the final review phase of **Designer Group's Double Materiality Assessment (DMA)**. The work has been led by the Sustainability Committee with oversight from the Board, and involved structured input from internal teams (Finance, People, Procurement, Engineering, QEHS, Project/Site teams) and external stakeholders (key clients and suppliers). We will publish full DMA results including material topics, boundaries and rationale in our **FY2025 Sustainability Report**.

How we did it (aligned to CSRD/ESRS)

Our approach follows the CSRD and ESRS guidance for double materiality:

- **Two lenses, one decision set:** We assessed each topic for **impact materiality** (our effects on people and planet) and **financial materiality** (potential impacts on business model, cash flows and enterprise value).
- **Evidence-based scoring:** Topics were evaluated using defined criteria (scale, severity, remediability, likelihood, and time horizon) with traceable documentation from source evidence to prioritisation.

- **Governance and transparency:** The process, assumptions and decisions are documented; outcomes feed directly into targets, policies and disclosures.
- **Stakeholder voice:** Findings were informed by interviews, workshops and surveys with a cross-section of stakeholders.

What has already changed

Acting on preliminary DMA insights, **we refined our commitments** to focus on what is most material to our business:

- We found that **office water use is not material** at Group level, so we **retired the stand-alone water commitment**.
- We introduced **Sustainable Sites** to concentrate on the site-level levers that matter most (energy and fuels, waste, water stewardship in context, materials/emodied carbon, and on-site environmental controls).
- Our other four commitments remain in place and continue to guide delivery.

Regulatory context

In **February 2025**, the EU adopted changes that **adjust the CSRD implementation schedule** (often referred to as the “omnibus” measures), including deferrals intended to ease first-time adoption for many companies. While these changes provide additional time in some cases, Designer Group is proceeding **proactively**.

Our stance

Despite these deferrals, we are proceeding proactively: CSRD readiness work is at full pace, mapping ESRS requirements, closing data and topical gaps, and strengthening governance, systems and controls now so that future reporting is reliable, decision-useful, and efficient from day one.

Future Initiatives

WHAT'S NEXT? »

Decarbonise the Vehicle Fleet

We will phase out all diesel and petrol vehicles, target a minimum hybrid/EV mix by 2030, and achieve a fully electric fleet by 2035. We're building from a strong baseline as our fleet is already 19% fully electric and 10% plug-in hybrid (PHEV) and will align vehicle procurement and charging infrastructure rollout to meet these milestones. This phased approach allows us to balance the upfront costs of new technologies with the long-term benefits of reduced recharging expenses, improved air quality, and a substantial decrease in lifecycle carbon emissions. Our fleet transition is a core element of our decarbonisation strategy and will play a vital role in achieving our sustainability targets.

Electrify Heat at our Offices

We are replacing legacy gas systems at our offices with high-efficiency electric heat pumps, eliminating a major source of stationary combustion and cutting Scope 1 emissions materially as part of our Net Zero roadmap. These upgrades form a core pillar of our Carbon Reduction Plan overseen by the ESG Committee.

Generate Clean Power On-Site

We are progressing a solar PV solution at our office to deliver significantly more on-site renewable electricity, strengthen energy resilience, and reduce market-based Scope 2 emissions. The project is moving through approvals, with implementation planned to align with our broader decarbonisation roadmap.

Circular PPE & Materials Recovery

We will roll out a PPE recycling scheme across applicable sites, partnering with licensed providers to keep high-volume items out of landfill and feed them back into circular streams, with performance tracked through site KPIs.

Sustainable Procurement (ISO 20400-Aligned)

We're formalising a Sustainable Procurement Policy and integrating ESG checkpoints into supplier onboarding, scorecards, and periodic reviews, prioritising responsible materials, legality, and continuous improvement with strategic suppliers. Existing procedures and governance (approved supplier lists, KPI reviews, escalation) provide the framework this policy will build on.

Supplier EPDs & Data Transparency

We are engaging suppliers to provide Environmental Product Declarations and verified sustainability data to support embodied-carbon decisions and project reporting. This aligns with our environmental objectives to tighten supplier evaluation and monitoring through updated procurement systems.

Scale Transparent Reporting

We will continue publishing decision-useful ESG data and submit to leading industry platforms (CDP, EcoVadis, CIF), supported by dedicated software and an assurance-ready data model in preparation for CSRD-aligned disclosures.

