



John Paul Construction

Building Smarter for a Better Future

Sustainability Report 2025 //

johnpaul.ie



At **John Paul Construction**, our ambition is to **lead our industry** in delivering sustainable, low-carbon and socially responsible construction. Guided by our Sustainability Strategy 2030, we continue to embed environmental stewardship, strong governance and positive social impact into every aspect of our operations.

We collaborate closely with our clients, design teams and supply chain partners to deliver high-quality projects that reduce carbon, protect natural resources, support our people and create lasting value for the communities in which we operate.

Sustainability is not a standalone initiative, it is fundamental to how we grow, innovate and build smarter for a better future.



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Introduction

The climate and sustainability challenges facing our industry are urgent, interconnected and evolving. Meeting them requires not only ambition, but measurable action and collective responsibility. As expectations continue to rise through regulation, and across our clients, end users, people, value chain and the communities in which we operate, we recognise that progress must be both accelerated and sustained.

As a major construction company, we play a fundamental role in society. Through the infrastructure and buildings we deliver, we help shape safe, resilient and sustainable cities and communities. Our work lays the foundations for places to thrive - supporting economic growth, enabling connectivity, and improving quality of life for current and future generations. With this responsibility comes a clear obligation to ensure that what we build today contributes positively to a more sustainable tomorrow.

This 2025 Sustainability Report outlines the key tenets of our new 2030 Sustainability Strategy and reaffirms our commitment to embedding sustainable thinking across every aspect of our operations and projects. It presents measurable progress against our targets and commitments, while also outlining our updated sustainability roadmap and core priorities for the years ahead.

While reducing the environmental impact of construction remains critical, our approach extends further. It is about empowering our people to make responsible decisions, strengthening partnerships across our value chain, and creating positive, lasting impact in the communities where we operate. This is the essence of our Environmental, Social and Governance (ESG) commitments: delivering outcomes that support both the planet and the people who depend on it.

Throughout 2025, we continued to enhance our sustainability performance. This report provides a transparent account of the progress we have made, the lessons we have learned, and the actions we are taking to build on that momentum.

This approach underpins our vision of Building Smarter for a Better Future, ensuring that growth, resilience and positive impact remain at the heart of everything we do.





Message from our CEO

2025 represents a defining step forward in the evolution of John Paul Construction.

The strong progress outlined in last year's report confirmed that we as an organisation were moving in the right direction. This year, we have focused on gaining momentum, strengthening our governance foundations, deepening our climate commitments, and embedding sustainability to a deeper level throughout the business.

While 2024 marked the conclusion of a successful five-year strategic cycle focused on diversification of sectors and geographies, 2025 offered us an opportunity to consider how we as an organisation wish to thrive in the future, resulting in our new framework, 'People + Growth 2030'. Financial performance was healthy and in line with forecast; our workforce continued to grow in scale, skillset and diversity; and we maintained our unwavering commitment to safety, the cornerstone of our business and my own personal priority as CEO.

From a sustainability perspective, we have sought to go further by equipping our own people with the means to achieve this aim. We developed a comprehensive Decarbonisation Implementation Plan, translating our climate ambition into a practical, measurable pathway. In parallel, we submitted our Paris-aligned (1.5°C) Science Based Targets, reinforcing our commitment to climate leadership and accountability. These milestones reflect a shift from aspiration to structured delivery.

Our governance framework has also matured considerably. We completed our Double Materiality Assessment, ensuring our strategy reflects both the impacts we have on the world and the risks and opportunities sustainability presents to our business.

This Sustainability Report is aligned with the Voluntary Sustainability Reporting Standard for SMEs (VSME Standard), strengthening transparency and preparing us for evolving regulatory expectations towards CSRD (Corporate Sustainability Reporting Directive) reporting.

Beyond environmental performance, we strengthened our culture and governance standards. We launched our Supply Chain Code of Conduct, enhanced our Compliance Helpdesk to reinforce ethical business practices, and rolled out Sustainability & ESG training across the organisation to ensure every employee understands their role in delivering our commitments.

Operationally, we are building smarter for a better future through hybrid power, HVO fuel, circular materials, digital innovation and nature positive partnerships.

Independently verified reductions in carbon, energy, waste and water, high Considerate Constructor Scheme scores and industry awards demonstrate progress and a credible pathway to Net Zero Carbon by 2050.

This year we also launch our updated Sustainability Strategy 2030 Roadmap, a clear, forward-looking plan designed to expand and accelerate progress across all ESG pillars.

Importantly, sustainability is no longer viewed as a parallel workstream, it is embedded within our 'Business as Usual' approach. It strengthens our competitiveness, reinforces our position as a trusted partner to clients, and ensures we continue to build projects that create lasting environmental and social value.

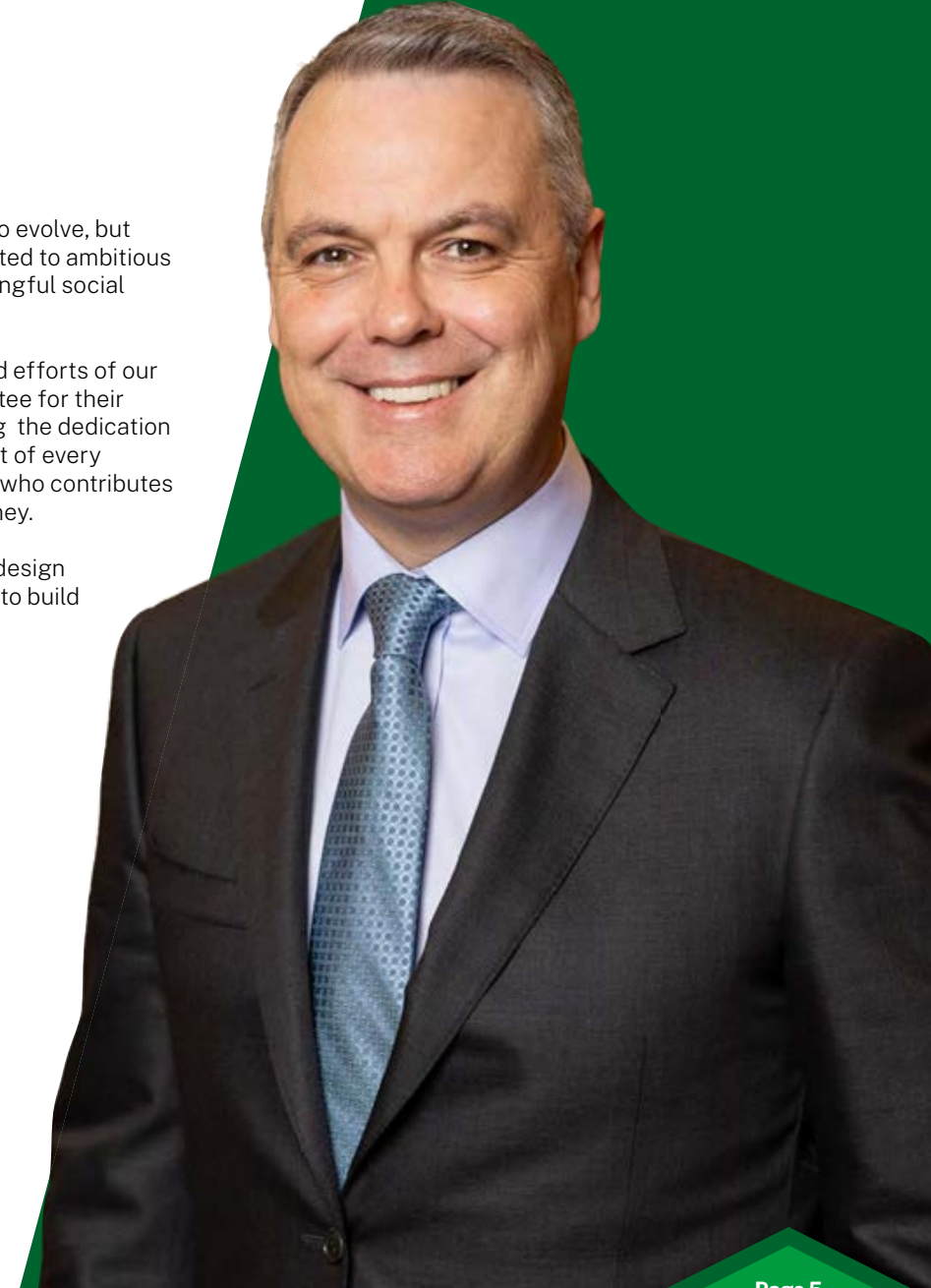
The regulatory landscape may continue to evolve, but our trajectory will not. We remain committed to ambitious climate action, strong governance, meaningful social impact, and transparent reporting.

I would like to acknowledge the continued efforts of our Sustainability Team and our ESG Committee for their tireless efforts, while also acknowledging the dedication of our project teams, and the commitment of every colleague across John Paul Construction who contributes daily to advancing our sustainability journey.

Together, in partnership with our clients, design teams and supply chain, we will continue to build smarter for a better future.

Sincerely,

Liam Kenny
Chief Executive Officer





2025 Highlights

The following milestones from 2025 mark a year of acceleration for John Paul Construction. They reflect a business transitioning from ambition to structured delivery, positioning John Paul Construction as a resilient, responsible and forward-looking leader within the construction sector.

 Governance	Establishing good governance to deliver success	People & Growth 2030 Strategy launched		Double Materiality Assessment Completed to CSRD standards	Sustainability Strategy 2030 Finalised with new Group Targets aligned with our DMA	Winner of the Green Awards 2025 & 2026
 Building Responsibly	Transitioning our supply chain towards sustainability	Supply Chain Code of Conduct issued to all supply chain partners		Construct Innovate Sharing construction activity carbon data	EcoVadis Bronze Top 35% of companies assessed	 Gold Level Partner of the Supply Chain Sustainability School Ireland
 Environmental Stewardship	Advancing decarbonisation while protecting nature	Net Zero Targets submitted for approval to SBTi		49% Reduction in Carbon Intensity (Scope 1&2) emissions, from 2023 baseline (Market based)	97%+ of construction waste diverted from landfill	 ReFarm Initiative for nature
 Our People	Investing in our people and culture	Great Place to Work Certification		CPD Accredited by Engineers Ireland		€700k+ invested in Training
 Community Impact	Supporting social value and communities	STEM Passport for Inclusion support		4 National Site Awards Achieved an 43/50 average score		€200k+ donated to charities and social enterprises
						Living Wage Employer



About Us

Founded in 1949, John Paul Construction Ltd. is an international technical contractor specialising in the data centre, residential, commercial, life sciences, and civil infrastructure sectors. The company operates in Ireland, the United Kingdom and mainland Europe.

In 2025, company turnover was over €900 million with over 600 direct employees as of 31st December 2025. This represents continued growth both in revenue and geographically.

John Paul Construction Ltd. is registered in Ireland (No. 361432), with its registered office at 3 Arkle Road, Sandyford, Dublin 18, D18 C9C5. The company is a private limited liability company operating within the construction industry (NACE codes F41 and F42).

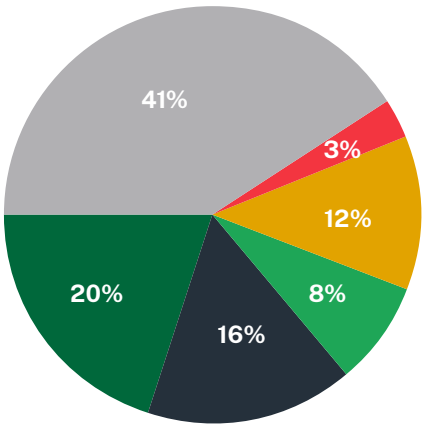
John Paul Construction Ltd. is from herein referred as the company, or JPC, has the following wholly owned subsidiaries:

- John Paul Construction (UK) Limited
- John Paul Construction (Germany) GmbH
- John Paul Construction B.V. (The Netherlands)

Contact details for all the company’s operational locations can be found at: www.johnpaul.ie/contact-us

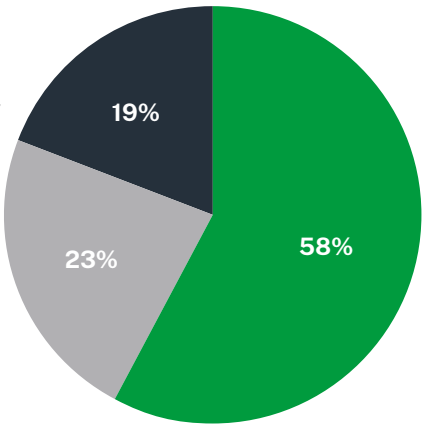
Sectoral Breakdown:

- Data Centres
- Residential
- Life Sciences
- Commercial
- Civil infrastructure
- Other



Regional Breakdown:

- Ireland
- Germany
- UK



Regions we operate in:





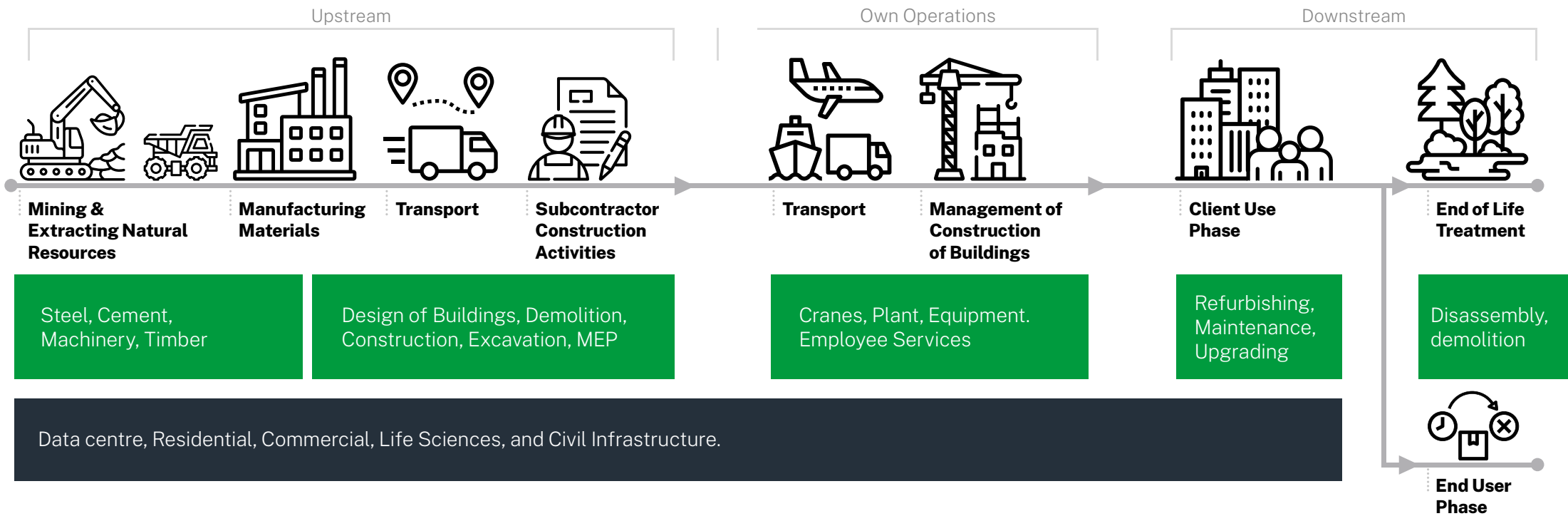
Business Model

We deliver construction and civil engineering projects across a diverse range of sectors, in line with the Business Model Map outlined below. Our Business Model is structured around three core elements: Upstream, Own Operations, and Downstream.

The Upstream element focuses on our direct engagement with specialist subcontractors and suppliers who provide the materials and services required to deliver projects for our clients. These organisations form our Tier 1 Supply Chain Partners, supported by multiple additional tiers within the broader supply chain.

During the pre-construction phase, including tendering, we collaborate closely with our clients, their design teams, and our supply chain partners to develop comprehensive delivery plans for each project. These plans integrate all three elements of our Business Model.

We typically act as the General / Main Contractor on our projects and assume the role of Project Supervisor Construction Stage (PSCS) / Principal Contractor, taking overall responsibility for the safe, coordinated, and efficient delivery of the works.





Double Materiality Assessment

While we are not currently in scope for the Corporate Sustainability Reporting Directive (CSRD), we proactively conducted a Double Materiality Assessment (DMA) in 2025 in alignment with the European Sustainability Reporting Standards (ESRS). This reflects our commitment to adopting best practice and preparing for future regulatory requirements, including CSRD.

The DMA was undertaken in collaboration with specialists from Goodbody Clearstream and included a detailed assessment of our key Impacts, Risks, and Opportunities (IROs) across environmental, social, and governance topics. This structured approach enables us to better understand where our activities have the most significant impacts on society and the environment, as well as the ESG-related risks and opportunities that could influence our business performance.

Stakeholder engagement formed a core component of the DMA process. We engaged three key stakeholder groups through targeted surveys, with each survey tailored to ensure relevance and meaningful input based on the stakeholder’s relationship with our business.

The results of the DMA highlighted several priority areas:

- Resource Use and Circular Economy emerged as the most significant environmental topic
- Health and Safety was identified as the highest priority within our people-related impacts
- Corporate Culture was ranked as the most important governance topic
- Under Workers in the Value Chain (ESRS S2), stakeholders emphasised the importance of reporting on the workforce of subcontractors operating on our sites
- Under Affected Communities (ESRS S3), stakeholders highlighted the need for transparent external reporting on our engagement with local communities

The outcomes of the DMA, including the identification and prioritisation of IROs, have directly informed the development of our Sustainability Strategy 2030 and underpin our ongoing sustainability reporting.

A detailed overview of the methodology is provided in Appendix 2, with the full results presented in the table across.

Impact on the Environment / People	Material from a Financial Perspective	Material from Both Perspectives “Double Materiality”
	E1 Climate Change • Adaptation • S4 consumers and end-users • Personal safety of consumers / end user	E1 Climate Change • Mitigation G1 Business Conduct • Corporate culture • Corruption and bribery • Management of relationships with suppliers
	Below our Materiality Thresholds	Material from an Environment / People Perspective
	E1 Pollution • Air pollution; water pollution; soil pollution; substances of concern; substances of very high concern; pollution to living organisms; microplastics E3 Water & Marine Resources • Water; marine resources E4 Biodiversity and Ecosystem Services • Impacts on the state of species; impacts and dependencies on ecosystem services S1 Own Workforce and S2 Workers in the Value Chain • Other work-related rights S3 Affected Communities • Communities’ economic, social and cultural rights; communities’ civil and political rights; rights of indigenous people S4 Consumers and End-users • Information related impacts for consumer / end user; social inclusion of consumer / end users G1 Business Conduct • Protection of whistleblowers; animal welfare	E1 Climate Change • Energy • E4 biodiversity and ecosystem services • Direct impact drivers of biodiversity loss • Impacts on the extent & condition of ecosystem E5 Resource Use and Circular Economy • Resource inflows, including resource use • Resource outflows related to products and services • Waste S1 Own Workforce • Working conditions • Equal treatment and opportunities for all S2 Workers in the Value Chain Working conditions Equal treatment and opportunities for all G1 Business Conduct • Political engagement and lobbying activities
Financial Impact		



Stakeholders

Effective stakeholder engagement is at the core of our sustainability strategy.

We publish Sustainability Reports annually via our website, and share them widely with our stakeholders, internally via townhalls, induction training, and intranet updates, and externally at our Supply Chain Seminar, through social media channels and other communication channels.

Going beyond direct stakeholders, ensures that we are mindful of the broader public and those impacted by our work, ensuring we both create value and drive sustainability across the sector.

As industry leaders, we are driving the sector’s response to the national climate and biodiversity emergencies by ramping up engagement with strategic partners to build industry capacity for sustainability and foster long-term change.

During 2025, we engaged with our stakeholders as part of our Double Materiality Assessment to identify the impacts of our operations, as well as external risks and opportunities we face. These stakeholders were broken into two categories, ‘Users of Sustainability Report’ and ‘Affected Stakeholders’.

Going beyond direct stakeholders, ensures that we are mindful of the broader public and those impacted by our work, ensuring we both create value and drive sustainability across the sector.

Our stakeholders Sustainability Report	
Affected Stakeholders	Users of Sustainability Report
 Own employees + agency workers Direct workforce	 JPC management + employees Internal decision-makers
 Suppliers + sub-contractors Value chain partners	 Customers External report audience
 Nature Environment & biodiversity	 Business partners Investors, lenders, peers
 Communities Local & wider society	





Sustainability Partners

Our sustainability journey is strengthened by the many partners who we work with to tackle sectoral, societal, and global challenges. Together, we each play our part in shaping a more resilient and responsible built environment.





Our Sustainability Strategy 2030

We are committed to responsible business practices and building sustainably for the long term, for our business, our people, our communities, and the environment. The success of our earlier strategy has been recognised widely, most notably at the Irish Green Awards, where we won the Green Construction category for the last two consecutive years.

We are proud to launch our Sustainability Strategy 2030, which builds on the foundations established in our 2023 Sustainability Report and brings together key initiatives from our Net Zero (decarbonisation) roadmap and our CSRD readiness programme, including our Double Materiality Assessment (DMA). This strategy reinforces and complements the ambitions of our People + Growth 2030 and People + Safety 2030 corporate strategies.

Together, these company strategies define our long-term direction and reinforce our ambition to deliver sustainable growth while prioritising our people and maintaining the highest safety standards.

Our People + Growth 2030 strategy aims to establish John Paul Construction as an international technical contractor recognised for quality and excellence, underpinned by a commitment to *“go further for our people, so that together we can grow.”* This ambition is grounded in our core values, which continue to shape our culture and approach:

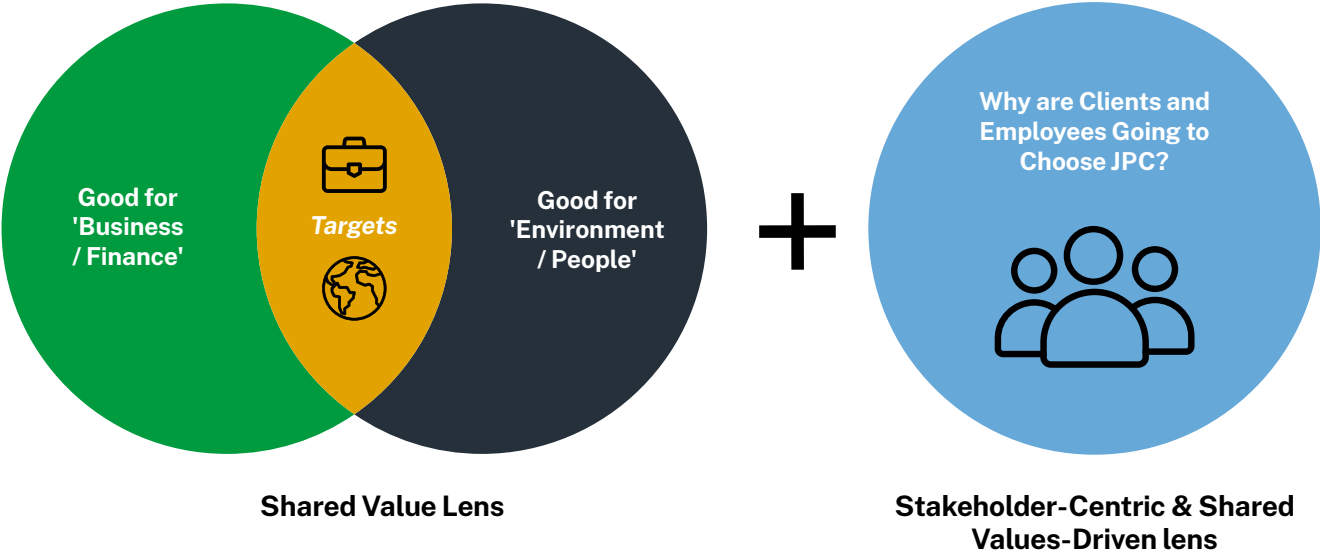
- **Excellence:** We are driven by continuous improvement and a commitment to delivering high-quality projects that stand the test of time.
- **Respect:** We value and respect our colleagues, clients, and supply chain partners.
- **Teamwork:** We believe collaboration is essential to achieving our shared goals.

Our Vision and Mission provide the foundation for our Sustainability Strategy, guiding how we create long-term value:

VISION: Building Smarter for a Better Future
MISSION: To be a leader in sustainable construction, recognised for excellence in ESG performance and responsible business practices.

The strategy has been shaped through a comprehensive stakeholder engagement process involving senior leaders from across the business and our ESG Committee. Our targets are developed through a lens that focuses on what is both good for business / finance and good for the environment and people, while aligning with the values of our clients and our culture.

The result is an ambitious, forward-looking strategy with best-in-class targets, tailored to our business through a stakeholder-centric and shared value approach.





2030 Strategy Pillars & Themes

Our Sustainability Strategy 2030 sets out a clear, structured pathway to deliver on our sustainability vision through four integrated pillars, reflecting both who we are and the future we are working to create.

These pillars are supported by 12 core themes, which provide clear direction on how we will address our material ESG topics and achieve our sustainability objectives. Each pillar is underpinned by dedicated Working Groups, with defined actions and initiatives assigned to relevant departments and overseen by members of our ESG Committee, providing strong oversight and governance.

All material issues identified through our Double Materiality Assessment are embedded within these pillars and themes, ensuring full alignment between our strategy and our most significant impacts, risks, and opportunities.



Sustainability Pillars

Building Responsibly

We collaborate with our supply chain to enhance ESG performance through clear standards, responsible sourcing, and continuous improvement - driving innovation, advancing sustainable materials and resource use, and embedding digital solutions across our projects.

- Main Themes:**
- Sustainable procurement
 - Sustainable materials & resources
 - Innovation and digitalisation

Environmental Stewardship

We take action on climate change by setting science-based targets aligned to achieving Net Zero by 2050, embedding lifecycle thinking across our operations and supply chain, and protecting the environment through efficient resource use, waste reduction, and circular practices.

- Main Themes:**
- Climate action
 - Environment and nature
 - Resource use

Our People

We invest in our people by developing future talent, building the skills and capabilities needed for long-term success, and fostering a safe, inclusive and engaging workplace where wellbeing and high performance go hand in hand.

- Main Themes:**
- Health, safety and wellbeing
 - Training & development
 - Employee engagement & inclusion

Community Impact

We create lasting social value in the communities where we operate by supporting charities and social enterprises, enabling meaningful community engagement, and delivering measurable, positive outcomes on every project.

- Main Themes:**
- Corporate giving
 - Community support
 - Social outreach



2030 Strategy Targets

Our strategy is underpinned by a set of clear, measurable group targets, supported by detailed supporting targets, KPIs, metrics, and initiatives, each with defined ownership. These targets align with internationally recognised frameworks and reflect our commitment to transparency, accountability, and continuous improvement.

We will track and report progress against these targets annually through our Sustainability Reports. All group targets are to be achieved by end of 2030, unless otherwise stated.





Strategy Overview

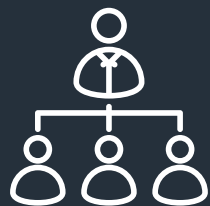
The figure below provides a comprehensive overview of our Sustainability Strategy 2030, illustrating how our strategic pillars and themes align with the UN Sustainable Development Goals (SDGs) and how they collectively guide our priorities, actions, and long-term impact.

Sustainability Strategy 2030

VISION: Building Smarter for a Better Future

MISSION: To be a leader in sustainable construction, recognised for delivering excellence in ESG performance and responsible business practices.

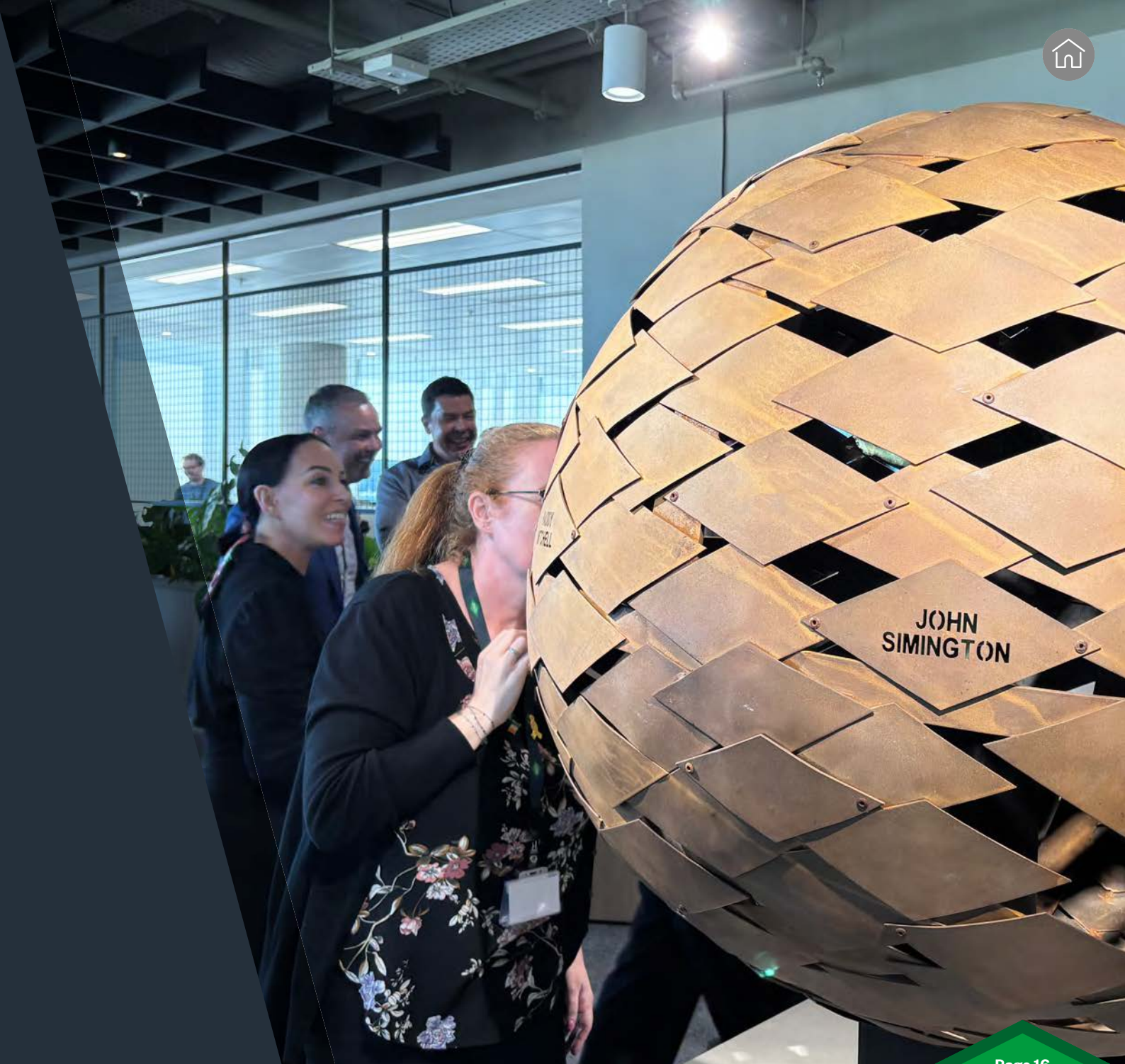




Governance

Strong Corporate Governance is fundamental to delivering our Sustainability Strategy, acting as a cross-cutting pillar that supports all four pillars and their main themes.

Grounded in ethical practices and continuous improvement, our governance approach ensures sustainability is embedded across our business. This section outlines key progress made in 2025 in governance structure, certifications, (ISO management systems), sustainability data and reporting.





Our Governance Framework

Our governance framework ensures that sustainability and ethical business practices are fully embedded into decision-making, risk management, and long-term strategy.

Our policies are aligned with applicable legal, regulatory, and industry requirements and are subject to regular review by our ESG Committee to ensure continued relevance and effectiveness. These policies are accessible to all employees and supported by formal management systems and procedures, enabling consistent implementation across all projects and operations.

Maintaining the highest standards of business conduct is central to this framework. Our Code of Conduct defines the behaviours and principles expected of all employees, guiding how we engage with colleagues, clients, suppliers, and communities.

In 2024, we further strengthened this approach through the introduction of a Supply Chain Code of Conduct, which sets clear expectations for our partners in areas including ethical practices, environmental responsibility, and labour standards.

To support transparency and accountability, we established an ESG Compliance Helpdesk, providing a confidential reporting channel for employees, supply chain partners, and workers to raise concerns or report potential breaches of legislation or company policies.

Together, these governance structures, policies and management systems ensure that sustainability is not treated as a standalone initiative, but as an integrated component of how we operate, manage risk and deliver long-term value.

Environmental Policy

Sustainability Policy

Continuous Professional Development (CPD) Policy

Energy + Carbon Policy

Health & Wellbeing Policy

Considerate Constructors Policy

Work Safe Home Safe (Health & Safety)

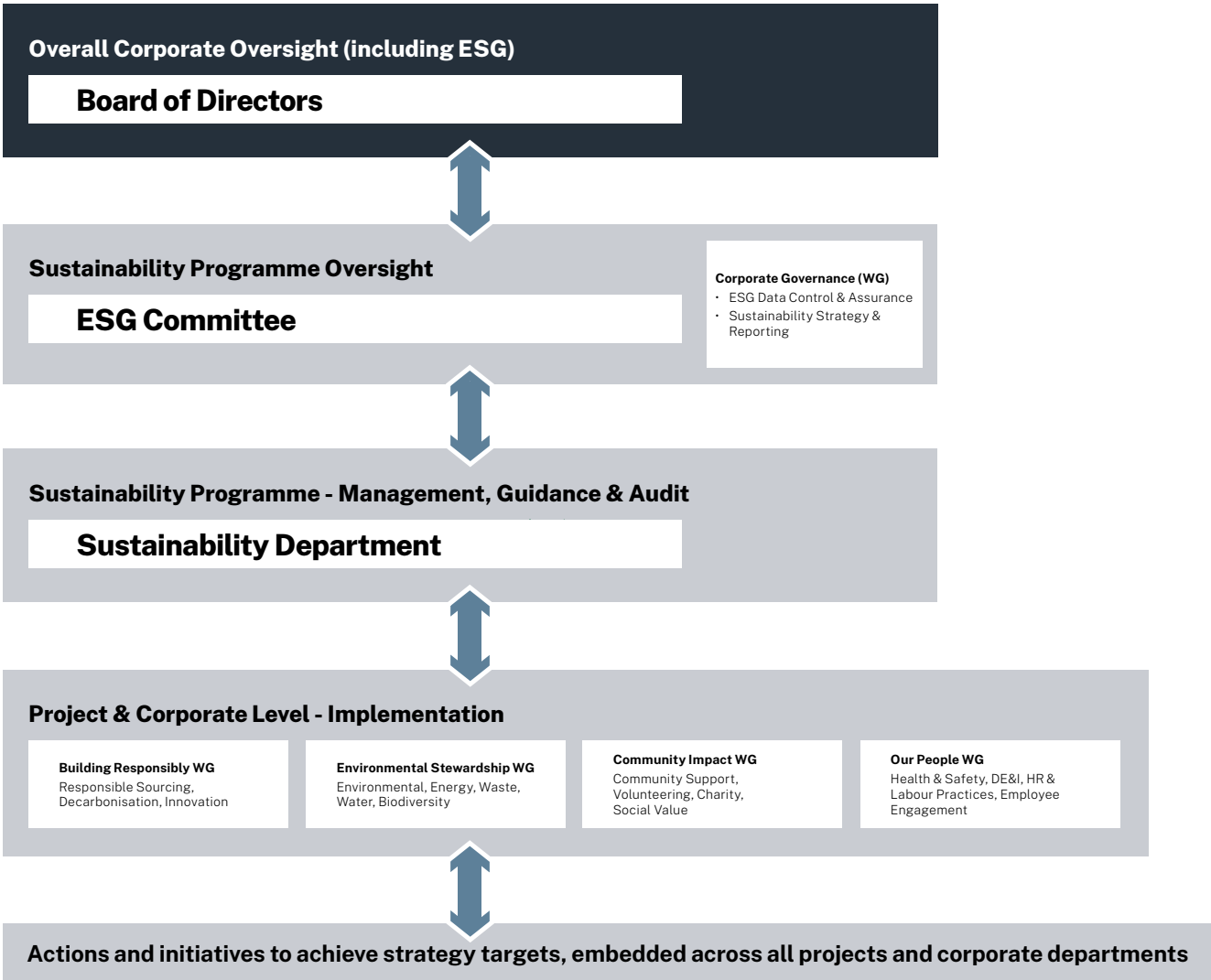
Anti-Bribery Policy

Corporate Social Responsibility Policy

Anti-Slavery & Human Trafficking Policy

Equity, Diversity & Inclusion Policy

Sustainable Procurement Policy





Business Conduct & Ethical Governance

Strong governance underpins our approach to sustainability and responsible business practices. In line with the European Sustainability Reporting Standards (ESRS), Business Conduct (G1) has been identified as a material topic for our organisation through our Double Materiality Assessment (DMA).

We recognise that maintaining the highest standards of integrity is critical to protecting our business, our stakeholders, and the markets in which we operate. While we operate a zero-tolerance approach to corruption and bribery, we acknowledge that there remains an inherent risk of such issues occurring within our operations or value chain. Any such instance could result in significant reputational damage, legal consequences, and loss of stakeholder trust.

We also recognise that, although John Paul Construction does not engage in direct lobbying, our participation in industry bodies, federations, and trade associations may contribute to shaping policy, regulation, and industry standards, including those related to sustainability. This creates both a responsibility and an opportunity to ensure our engagement is aligned with ethical principles and supports positive sector-wide outcomes.

These considerations reinforce the importance of a robust governance framework, supported by strong policies, oversight mechanisms, and a culture of accountability.

Risk Management and Double Materiality

Effective risk management is integral to our governance framework. In 2025 we completed our Double Materiality Assessment which identified the most significant environmental, social, and governance impacts, as well as the key risks and opportunities facing our business.

The outputs of this process are being integrated into our enterprise risk management framework, strengthening our ability to identify, assess, and manage ESG-related risks.

During the year, we also incorporated climate-related risks into our corporate risk register, including:

- **Physical risks**, such as extreme weather events
- **Transition risks**, associated with the shift to a low-carbon economy

Looking ahead, we will continue to strengthen our governance and risk management approach through the development of our Climate Transition Plan, which will define how we reduce emissions, manage climate risks, and support the transition to a more sustainable built environment.





Our Reporting Journey

In line with the introduction of our Sustainability Strategy 2030 and building on the commitments and progress made in recent years, this year marks an important step forward in how we structure and present our sustainability disclosures. We have aligned our reporting with the Voluntary Sustainability Reporting Standard (VSME), developed by the European Financial Reporting Advisory Group (EFRAG), and are publishing an enhanced VSME+ report.

Following the introduction of the Corporate Sustainability Reporting Directive (CSRD) Omnibus simplification package, John Paul Construction is no longer expected to meet the CSRD reporting threshold in the medium to long term. Despite this, we remain committed to progressing towards CSRD-level reporting. Our VSME+ approach ensures we continue to build the systems, processes and capabilities required for full alignment, while also enabling us to focus on delivering meaningful sustainability actions and deepening engagement with our supply chain partners.

Our VSME+ approach goes beyond the standard basic and comprehensive modules of VSME. It is informed by our Double Materiality Assessment (DMA) and Scope 3 emissions analysis, reflecting the growing maturity and ambition of our ESG programme. This enhanced framework enables us to provide more comprehensive, decision-useful disclosures to our stakeholders.

We view sustainability reporting as a continuous journey. Each year, we are strengthening our processes, improving data quality, and enhancing transparency. To support this progression, we will continue to engage independent specialists to carry out assurance and advisory reviews of our Sustainability Reports. This will help strengthen our data governance and control processes and also support continued alignment with European Sustainability Reporting Standards (ESRS).

From our first VSME+ Report this year, we will continue to develop our reporting through a defined ESRS transition phase, to align with CSRD over the coming years.





Sustainability Data & Assurance

Reliable, accurate, and timely data is fundamental to credible sustainability reporting and effective decision-making. As expectations continue to evolve, particularly in line with VSME, Science Based Targets initiative (SBTi), and forthcoming ESRS requirements, we are strengthening our data governance framework and digital infrastructure to enhance consistency, transparency, and auditability.

Historically, our sustainability data processes relied on structured monthly submissions supported by manual inputs and spreadsheet-based systems. While these approaches provided a solid foundation, they limited efficiency, scalability, and real-time visibility. In line with our Sustainability Strategy 2030, we are now significantly advancing our approach through digitalisation and process optimisation to enable more robust tracking, monitoring, and performance management.

Assurance and Continuous Improvement
Our company is committed to aligning its management systems, policies, and procedures with internationally recognised ISO and other relevant standards, as demonstrated by the range of ISO and ESG-related certifications outlined in the table across.

As part of our commitment to data integrity and transparency, our carbon footprint (Scopes 1, 2, and 3) disclosed in this report has been independently verified in accordance with ISO 14064-3. This provides external validation of our greenhouse gas data, methodologies, and controls, supporting our 1.5°C-aligned Science Based Targets and reinforcing the credibility of our decarbonisation pathway.

Looking ahead, we will continue to enhance our systems, controls, and governance processes to support increasingly granular, real-time sustainability data. This will enable stronger performance tracking, more informed decision-making, and full alignment with the ambitions set out in our Sustainability Strategy 2030.

John Paul Construction Ltd (JPC) holds the following ESG-related certificates:

Certificate	Description
ISO 9001	Quality Management Standard
ISO 14001	Environmental Management Standard
ISO 45001	Occupational Health & Safety Management Standard
ISO 27001	Information Security, Cybersecurity and Privacy Protection
ISO 19650	BIM - Building Information Modelling
Bronze	EcoVadis Bronze Medal
Certified	Great Place to Work
Silver	Investor in Diversity
Gold	Supply Chain Sustainability School Ireland





Building Responsibly

We recognise that most of the sustainability impacts associated with our activities occur within our value chain, including embodied carbon in materials, responsible sourcing and labour, and human rights practices.

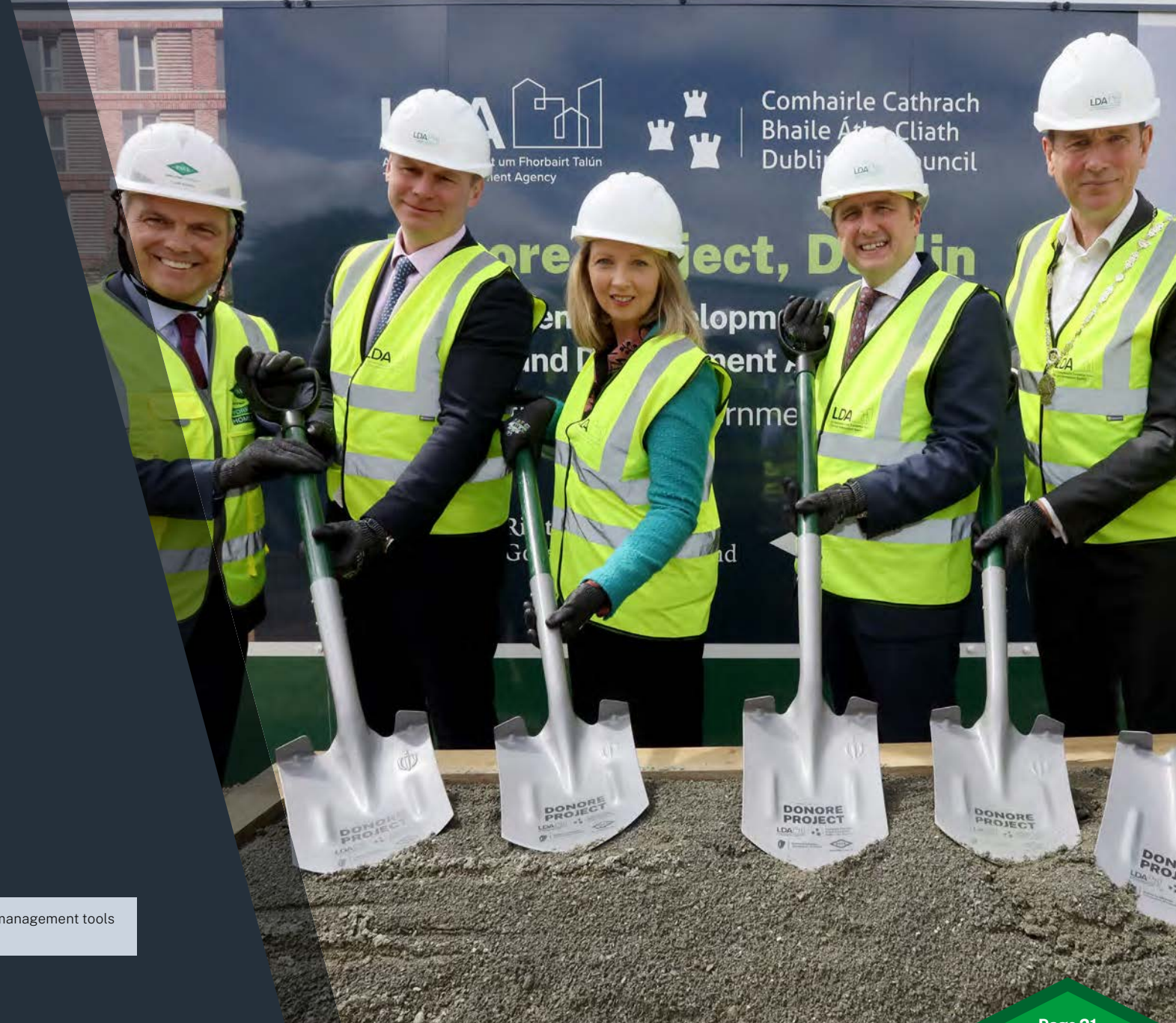
Strengthening our approach to 'Building Responsibly' and working more closely and collaboratively with our value chain is therefore critical to delivering on our sustainability commitments, meeting evolving client expectations and regulatory requirements. This section highlights our progress in 2025 under the key themes of the Building Responsibly pillar of our Sustainability Strategy 2030:

- Sustainable Procurement
- Sustainable Materials & Resources
- Innovation & Digitalisation



Group Target(s)

Drive measurable improvements by implementing third-party supply chain ESG performance management tools covering 75% of total spend by 2030





Sustainable Procurement

Sustainable procurement is a critical component of our Sustainability Strategy 2030, reflecting the significant environmental, social, and economic impacts associated with our value chain. The main theme is empowering our subcontractors and suppliers to adhere to high ethical and environmental standards through our Supplier Code of Conduct, and targeted engagements and training.

By focusing on a sustainable procurement strategy we have an opportunity to work with our value chain to reduce environmental and climate impacts associated with the production and transportation of construction materials. These include land-use issues, related to resource extraction and processing; as well as waste generation during material production.

From a social perspective, by focusing on sustainable procurement we aim to positively influence outcomes across our supply chain workforce. These include better health, safety & wellbeing, fairer working conditions, and improved access to training and skills development.

These insights reinforce the need to go beyond traditional procurement practices. As our business grows across new sectors and geographies, our supply chain partners play an increasingly important role in delivering not only technical excellence, but also our sustainability ambitions. Embedding ESG principles into procurement is therefore essential to ensuring that all aspects of project delivery contribute positively to our long-term objectives.

Progress in 2025

In 2025, we made significant progress in strengthening our sustainable procurement approach as part of our broader CSRD readiness programme. This included enhancing governance, improving supply chain visibility, and embedding ESG considerations into procurement processes.

Key initiatives delivered during the year include:

- Strengthened governance and policies
 - » Updated our **Anti Slavery & Human Trafficking Policy** and published our first annual **Anti Slavery & Human Trafficking Statement**
 - » Launched a **Supply Chain Code of Conduct**, setting clear expectations on ethical business practices, environmental responsibility, and labour standards
 - » Introduced a centralised ESG compliance helpdesk, providing confidential reporting channels for employees and supply chain partners
- Enhanced supply chain engagement and capability building
 - » Continued our annual supply chain summit, expanding the agenda to include ESG and sustainability topics
 - » Supported training and development through our membership of the Supply Chain Sustainability School Ireland
- Improved data and carbon management
 - » Utilised the CIF carbon calculator to identify carbon hotspots across projects and supply chains
 - » Strengthened our Scope 3 emissions measurement and decarbonisation planning

We are also Gold level partners of the Supply Chain Sustainability School Ireland, supporting both employees and suppliers in developing the knowledge and skills required to meet emerging sustainability expectations.

These initiatives have improved transparency, strengthened relationships with our supply chain partners, and enhanced our ability to manage sustainability risks and opportunities across our value chain.

Spotlight

01

Supply Chain Summit

Our annual Supply Chain Summit hosted 400+ attendees representing over 300 of our key partners. It was an opportunity to underline our ambition to build a truly sustainable business and provided insights into how our sustainability approach is delivering tangible benefits throughout our operation.



Sustainable Procurement

Spotlight02

Promoting Learning Through the Supply Chain Sustainability School

Since partnering with the Supply Chain Sustainability School in 2024, we have actively driven engagement across our business and supply chain, promoting free access to practical, high-quality sustainability learning.

In 2025, we brought this to life internally through a dedicated workshop led by Andrew Wilson, introducing employees to the School’s platform and resources. At leadership level, our involvement remains strong: David McKenna sits on the School’s Board, Leanne Dupreez contributes to its operational leadership group, and David has shared John Paul Construction’s expertise through industry webinars.

Engagement across our supply chain continues to grow. We encouraged all partners to join the school and adopt the CIF carbon calculator, supporting consistent carbon measurement. Between 2025 and 2026, our partners accessed over 1,300 e-learning resources, with 92 attendees from 16 partner organisations participating in school events.

Internally, we made access simple by automatically enrolling employees and promoting opportunities through regular communications. Over the same period, 44 employees attended eight events and completed 17 e-learning modules.

This strong level of engagement earned us Gold status in 2025. Building on this, we launched a Sustainability Training Plan in January 2026, creating a more engaging and accessible way for employees to build their sustainability knowledge.


John Paul Construction
Go Further. Build Smarter.


Green Site
Green Office


SUPPLY CHAIN SUSTAINABILITY
SCHOL

Sustainability Training Plan

Our Sustainability Training Plan 2026 supports your learning throughout the year. **Join the Supply Chain Sustainability School** and take part in our quarterly prize draw to win vouchers.

HOW TO TAKE PART:



01. SIGN UP
Join the School using your @johnpaul.ie email.
(3 x €50 vouchers per quarter)



02. COMPLETE THE QUARTERLY MODULE
Finish the quarterly e-learning.
(3 x €50 vouchers per quarter)



03. TAKE ACTION
Complete your assessment and start your learning plan.
(€100 voucher per quarter)



04. LEAD THE WAY
Complete all four modules and your learning plan
(€100 voucher per quarter)



SCAN THE QR TO LEARN MORE

For more information on the Sustainability Training Plan or support with signing up to the School, **please contact Leanne Dupreez** at ldupreez@johnpaul.ie.



Sign up today for a chance to win quarterly vouchers



Sustainable Procurement

Spotlight 03

Sustainability Common Assessment

Reflecting our commitment to supply chain sustainability, we are a founding partner in the development of the Sustainability Common Assessment (SCA), led by 'Supplyo' and developed in collaboration with industry peers.

The SCA aims to create a single, standardised ESG questionnaire for supply chains, replacing the need for multiple, duplicative forms across the industry. Suppliers will complete the assessment once, with responses scored via a common data platform.

The SCA questionnaire is aligned with the Voluntary Standard for Small & Medium Enterprises (VSME), ensuring that ESG data requests are fair and achievable for SMEs. This initiative reflects our collaborative approach to addressing industry-wide challenges that no single company can solve alone.

The SCA is expected to be launched in late 2026.



Spotlight 04

EcoVadis

In January 2026, we achieved an EcoVadis 'Bronze' rating, with a score of 68/100. This places us within the top 35% of more than 150,000 companies evaluated globally in the preceding year.

EcoVadis is a globally recognised sustainability ratings provider that assesses companies' Environmental, Social and Governance (ESG) management systems across four key areas: Environment, Labour & Human Rights, Ethics, and Sustainable Procurement. This independent benchmark demonstrates our year-on-year progress while providing valuable insights to strengthen our ESG governance framework.

We aim to build on this achievement by attaining a Silver rating by 2028 and a Gold rating by 2030, reinforcing our ambition to deliver world-class sustainability performance.



Next Steps

Looking ahead, our Sustainability Strategy 2030 sets out clear targets to further strengthen sustainable procurement across our value chain:

- Drive measurable improvements by implementing third-party supply chain **ESG performance management tools** covering 75% of total spend by 2030 (**Group Target**)
- Achieve **100% of key suppliers signed up to our Supply Chain Code of Conduct**
- Attain an **EcoVadis Silver rating by 2027**, progressing to **Gold by 2030**
- **Key supply chain partners to be signed up to the code of conduct** - covering 50% of our total spend by 2027 and 75% by 2030.
- **Adopt ISO 20400 principles** across procurement systems, with measurable targets to monitor and improve maturity.
- Achieve and sustain 25% by spend being active users on the **Supply Chain Sustainability School** from 2027

Through these initiatives and commitments, we continue to strengthen collaboration with our supply chain partners and embed sustainable procurement practices that support long-term environmental and social value creation.

Group Target

Drive measurable improvements by implementing third-party supply chain ESG performance management tools covering 75% of total spend by 2030



Sustainable Materials & Resources

Managing the impact of construction materials is a core component of our Sustainability Strategy 2030. The extraction, manufacture, and transport of materials account for a substantial portion of the built environment’s carbon footprint. As a result, informed material selection, improved data, and strong supply chain collaboration are critical to achieving our decarbonisation objectives.

Our sustainable procurement main theme addresses the responsible sourcing and efficient use of materials, including certifications, procurement from verified sources, robust specifications, and consideration of material composition such as recycled content.

We are acutely aware of how our construction materials are sourced, used, and managed across the lifecycle of our projects. Our operations depend on significant volumes of construction materials, including both virgin and non-virgin resources. The use of virgin (non-renewable) materials presents long-term environmental challenges, as these resources have irreversible impacts.

There are also lasting environmental impact of the buildings and infrastructure we deliver and we work to ensure that they are designed for adaptability, disassembly, and reuse. Optimising circularity in design can lead to waste and resources during construction and better material recovery options at end-of-life.

Finally, we are subject to strict regulatory requirements regarding structural integrity and safety. Any failure in design or construction could have serious consequences for building users, reinforcing the importance of quality, compliance, and robust design standards.

Alongside these impacts, we recognise significant opportunities to reduce environmental footprint and improve resource efficiency. In particular, adopting circular economy principles can reduce waste, lower costs, and minimise reliance on virgin materials.

Our Approach Focuses on:

- Embedding whole-life carbon thinking into design and procurement decisions
- Strengthening collaboration with clients, designers, and supply chain partners
- Advancing our capabilities in Life Cycle Assessment (LCA) capabilities
- Increasing the use of low-carbon and circular materials
- Delivering sustainable building certifications (LEED, BREEAM, HPI)
- Improving data quality and visibility across the material lifecycle, including EPDs

We are actively building internal knowledge and working with specialist partners to enhance our ability to assess whole-life carbon impacts at both project and material level. This includes aligning with recognised standards and methodologies, integrating Environmental Product Declarations (EPDs) into decision-making, and supporting more informed design choices at early project stages. Over time, this will enable more consistent and robust whole-life carbon assessments across our portfolio.

Our approach to sustainable materials and resources is underpinned by a strong quality ethos centred on continuous improvement. By actively capturing lessons learned and sharing insights across the organisation, we ensure that knowledge is embedded into future projects. This commitment to quality not only enhances performance and efficiency but also supports more responsible material use and improved sustainability outcomes over the long term.

Progress in 2025

During 2025, we made strong progress in embedding sustainable materials practices across our projects.

Sustainable Building Certifications

We delivered a growing number of projects aligned with leading sustainability standards (see right). We also progressed **Home Performance Index (HPI)** certification on Land Development Agency projects in Donore and Woodbrook

Embodied Carbon Measurement and Data Improvements

We continued to strengthen our approach to measuring and managing embodied carbon:

- Increased use of the CIF carbon calculator to quantify project emissions and identify carbon hotspots
- Improved capture of material delivery data and supply chain emissions across projects
- Enhanced visibility of emissions associated with key materials such as concrete, steel, timber, and aggregates

These improvements are enabling more informed, data-driven decision-making at both project and organisational level, while also strengthening the accuracy of our Scope 3 emissions reporting.



Ironworks Residential Development
BREEAM Excellent



Abbott Facility Kilkenny
LEED Silver



Dexcom Facility Athenry
LEED Gold



Castleforbes Residential Development
LEED Gold



Harcourt Square Development
LEED Platinum



Confidential Data Centre, Wales
LEED Gold



Sustainable Materials & Resources

Targets and Looking Ahead

Looking ahead, we have established clear targets to strengthen our performance in sustainable materials & resources:

- Ensure **all sites capturing delivery-related carbon emissions**, including subcontractor activity
- **All sites reporting on embodied carbon and responsible procurement data** for key supply chain materials, such as concrete, steel, timber and aggregates
- Achieve 50% or more of key supply chain partners apportioning emissions via the **CIF carbon calculator** from 2027
- Engage on site subcontractors for low carbon solutions, including HVO *, hybrid generators, electric plant and other clean plant & machinery options
- Increase the use of low-carbon materials, including higher-GGBS concrete, recycled aggregates, and lower-emission steel
- Prioritise procurement of materials with verified **Environmental Product Declarations (EPDs)**
- Embed **PAS 2080 principles** to support whole-life carbon management across procurement and project delivery
- Achieve **CO₂ Performance Ladder** certification (Step 3) by 2027

We will also continue developing our **Life Cycle Assessment (LCA)** capabilities, with the aim of embedding whole-life carbon assessment into project design and delivery processes. Through these actions, we aim to significantly reduce the embodied carbon of our materials, improve resource efficiency, and support the transition to a more circular and sustainable built environment.

*HVO and other alternative renewable fuels

Spotlight

05

Sapphire Balconies at Castleforbes Residential Development

At Castleforbes in Dublin's North Docklands, the integration of Sapphire balcony systems highlights how sustainable materials, responsible sourcing, and innovative construction methods can significantly reduce environmental impact on a complex high-rise development. Delivered across 702 apartments in eight blocks, including an 18-storey tower, the balconies were manufactured offsite and delivered just-in-time, optimising material use, reducing waste, and minimising on-site disruption.

A key sustainability benefit is the reduction in embodied carbon. Sapphire balconies achieve 2.7 tCO₂e per 6m² balcony, compared to approximately 4 tonnes for conventional steel alternatives, representing a 32.5% reduction. The use of high-performance, durable materials, including Passivhaus-certified anchor systems with M30 stainless steel components, enhances longevity, corrosion resistance, and thermal efficiency, supporting whole-life carbon performance.

This approach reflects a strong commitment to responsible sourcing and material efficiency, supported by close collaboration between contractor, manufacturer, and installer. By prioritising low-carbon materials and precision-engineered systems, this is a great example of how innovation in design, procurement, and construction can deliver measurable environmental benefits while maintaining quality and performance.





Sustainable Materials & Resources

Case Study

In 2022, Microsoft purchased a defunct radiator factory sitting on 40 acres of land in Newport, Wales, as the site of a data centre. During the tendering process for the project, an interesting challenge was set, the old factory was a steel framed structure, could we find the means to build the data centre, at least in part, by repurposing those steel beams.

Working closely with Wall Steel, the client’s design team, and the demolition contractor Colemans, a strategy was developed to maximise the integration of “green steel” using both reused and low-carbon materials.

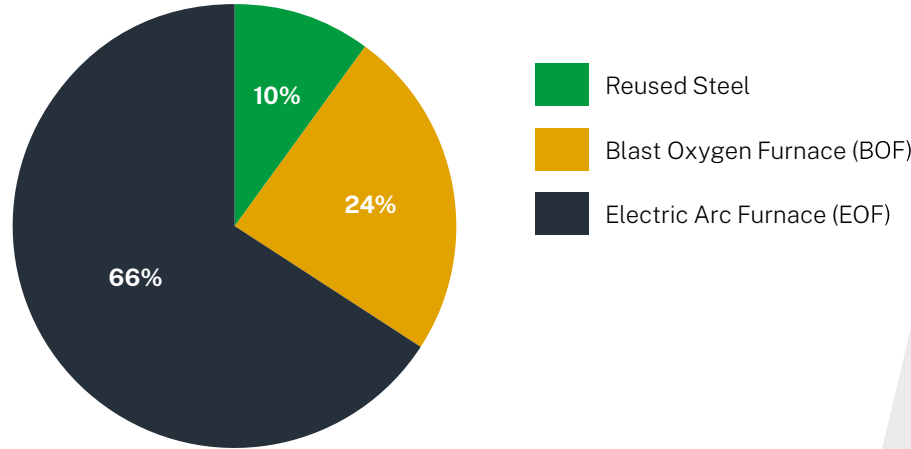
Our BIM teams successfully incorporated 249 tonnes of reused steel and 1,553 tonnes of low-carbon steel, produced via Electric Arc Furnace (EAF) with an average recycled content of 71%. When compared to using new steel, the ‘Green Steel’ initiative delivered an estimated 65% reduction in embodied carbon

76%

Recycled & Reused Steel

4,400

tCO₂e Carbon Saving



Today the structure is fully complete and 10% of the steel holding it up comes from the original building, saving circa 520 tonnes of carbon dioxide. We then sourced a high volume of recycled steel, meaning the building used 76% recycled steel overall, with a carbon saving of 4,400 tonnes.

Beyond steel, the data centre has prioritised landscaping and biodiversity, with trees, scrub habitat and native grasses planted to create wildlife corridors between habitats on either side of the property.

Once an industrial hub with a steel plant that employed 10,000 people, Newport has shifted its focus to developing its tech economy.

Read more about Microsoft’s sustainable approach to data centre creation [here](#).





Innovation & Digitalisation

Innovation and digitalisation are critical to the long-term success of John Paul Construction. Our approach focuses on leveraging technology, data, and modern construction methods to improve efficiency, reduce environmental impact, and deliver better project outcomes.

This strategic pillar supports improved sustainability performance through the adoption of advanced technologies in design, Building Information Modelling (BIM), and modern methods of construction.

Our Approach

Our Innovation and Digitalisation strategy is led by our Digital Construction team, working in close collaboration with Design Management, Surveying, and Project Engineering functions. Together, these teams identify and implement practical, value-driven solutions that enhance project delivery while supporting sustainability objectives, particularly the reduction of embodied carbon.

Our key areas of focus include:

- Building Information Modelling (BIM) and Virtual Design & Construction
- Digital collaboration platforms and common data environments
- Innovative Modern Methods of Construction (MMC), including off-site manufacturing and Design for Manufacture and Assembly (DfMA)
- Data-driven decision-making across the full project lifecycle

Our approach is grounded in the principle that innovation must deliver tangible value, enhancing quality, safety, efficiency, and sustainability, rather than being adopted for its own sake.

Progress in 2025

We continued to advance our digital and innovation capabilities in 2025, embedding technology across our operations and project delivery processes.

Digital Transformation and Platforms

Our core project delivery processes are now fully digitised through integrated platforms, including Procore, HammerTech, and SustainIQ. These systems support project management, health and safety, and sustainability data, delivering measurable improvements in efficiency, transparency, and performance monitoring.

Advanced Digital Construction Capabilities

Building on our position as the first main contractor in Ireland to achieve ISO 19650 accreditation for BIM management, we have continued to strengthen our leadership in digital construction through:

- Expanded use of BIM and common data environments to enhance collaboration with clients, designers, and supply chain partners
- Increased collaboration with industry partners to drive innovation across the sector
- Greater adoption of DfMA, modular construction, and off-site fabrication, reducing waste, programme durations, and on-site impacts

Driving Sustainable Outcomes

Through innovation, we are delivering leaner and lower-carbon construction projects by:

- Reducing rework and material waste through improved design coordination
- Minimising transport emissions through off-site construction approaches
- Enhancing project planning to optimise sequencing and resource use

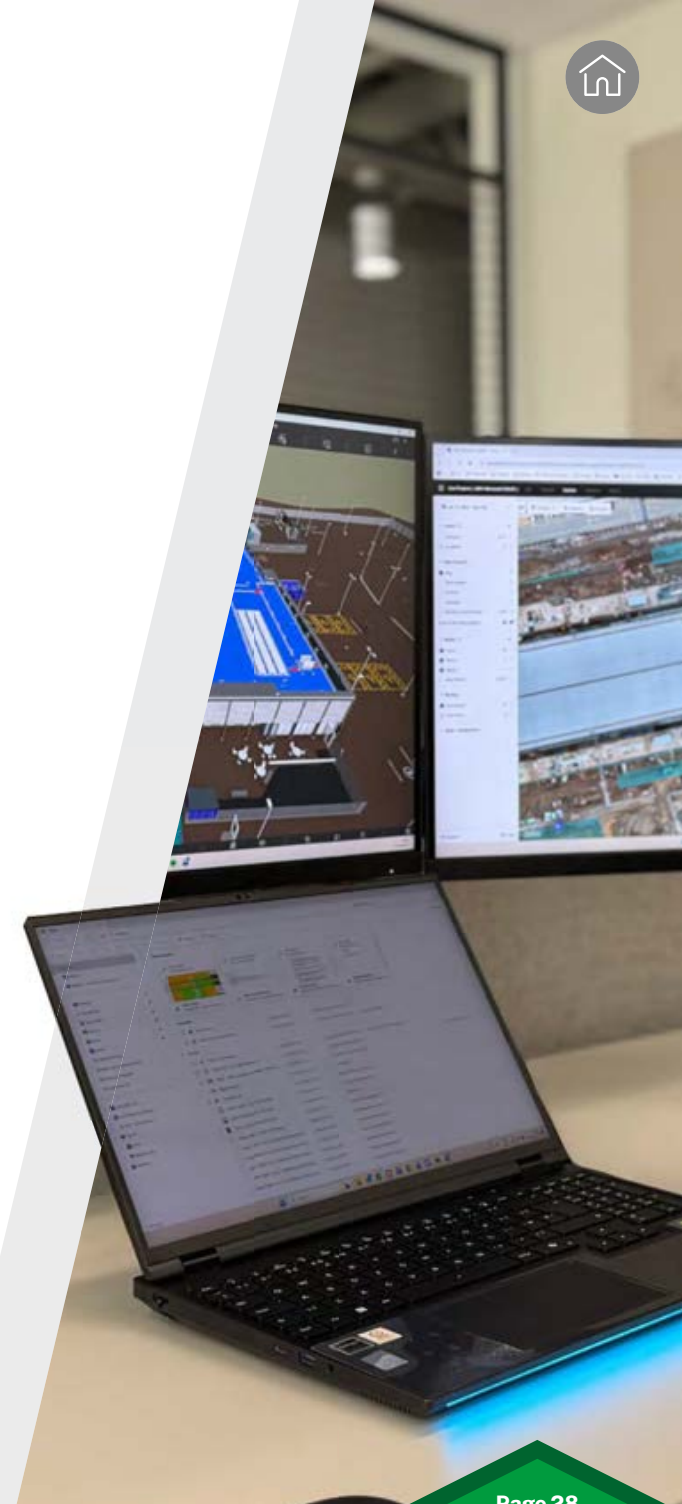
Information Security and Resilience

In 2025, we achieved ISO 27001 certification, the international standard for information security management. This reflects the strength of our systems in protecting sensitive data, managing cyber risks, and ensuring operational resilience. It also enhances trust with clients and partners, providing a secure foundation for continued innovation in an increasingly digital construction environment.

Innovation in Practice

We have implemented 'Look Ahead' 4D planning models, integrating time and spatial data to improve project coordination and communication with clients and supply chain partners. This provides clear visualisation of work sequencing, safety requirements, and programme timelines, while improving communication, reducing risk, and enhancing overall efficiency.

In addition, augmented reality tools are now the 'norm' on our sites, allowing teams to visualise digital models on-site, supporting early issue identification, improved collaboration, and safer delivery. This improves quality, by early identification of design clashes, improves collaboration, and enhances safety and efficiency on site.





Innovation & Digitalisation

Digital Data Transformation

Since 2023, we have implemented SustainIQ as our centralised sustainability data management platform. It enables the streamlined capture, validation, and consolidation of sustainability metrics across all projects and business functions.

SustainIQ supports our transition to more mature, data-driven sustainability management by enabling us to:

- Capture and report data in alignment with VSME Basic and comprehensive modules (VSME+)
- Track carbon emissions and monitor progress against our SBTi-aligned targets
- Improve Scope 3 emissions visibility through enhanced supply chain data integration
- Establish consistent and reliable baselines through the migration of historical data
- Strengthen data quality through improved controls, traceability, and validation processes

SustainIQ is embedded into our wider Digital Transformation Programme, including API integrations with Procore and Hammertech to automatically pull relevant sustainability data, and push it into our SharePoint reporting dashboards.

We have also developed our sustainability department's SharePoint workspace to provide a central hub for guidance, training, and communication, supporting consistent data practices across the organisation.

Together, these developments are enhancing data quality, improving oversight, and positioning us for progressive alignment with ESRS disclosure requirements.

Spotlight

06

Enhancing Project Visibility with DroneDeploy

We won the DroneDeploy EMEA Horizons 2025 Award for “Reality Capture Program of the Year,” recognising the successful standardisation of drone technology across projects. The award highlights our use of DroneDeploy to enhance construction efficiency, productivity, and digital asset management across the EMEA region.

At our Ironworks project in Dundrum, we are using digital tools to improve project visibility and delivery. By integrating DroneDeploy with our Building Information Modelling (BIM) systems, we can track progress and validate on-site activities in near real time.

Led by our Virtual Design and Construction (VDC) team, this approach combines BIM models with 360-degree imagery captured during site walks, enabling direct comparison between design intent and actual installation.

This improves quality assurance, creates a detailed digital record of construction stages, including hidden elements, and supports faster issue resolution while reducing rework. It also enables remote access to site conditions, reducing the need for physical visits and supporting quicker, more informed decision-making.

Overall, this innovation supports more efficient, transparent, and data-driven project delivery.



Next Steps

Looking ahead, we will continue to scale our innovation and digitalisation capabilities to further enhance sustainability outcomes and operational performance.

Our key priorities include:

- Expanding the use of digital tools to support whole-life carbon assessment and decision-making at design stage
- Increasing adoption of MMC and DfMA to further reduce waste and embodied carbon
- Enhancing integration between digital platforms to enable real-time sustainability performance tracking
- Strengthening supply chain engagement to improve data quality, particularly for Scope 3 emissions
- Continuing to invest in digital skills and training to support adoption across all project teams

Through these actions, we will continue to embed innovation and digitalisation at the core of our operations - supporting more efficient, lower-carbon, and higher-quality project delivery.



Environmental Stewardship

As leaders in the construction industry, we act on climate change by setting science-based targets aligned to achieving Net Zero by 2050, and embedding lifecycle thinking across our operations and supply chain. We also improve resource efficiency by designing out waste, reducing material use, and prioritising reuse and circularity across our projects and operations.

This section highlights our progress in 2025 under the key themes of the Environmental Stewardship pillar of our Sustainability Strategy 2030:

- Climate Action
- Environment & Nature
- Resource Use



Group Target(s)	By 2033, achieve a 60% reduction in Scope 1 & 2 emissions from a 2023 baseline; and a 55% reduction in Scope 3 emissions from a 2024 baseline.	Achieve a 50% reduction in construction waste intensity (annual waste / revenue) from a 2025 baseline, while diverting ≥97% C&D waste from landfill.
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Climate Action

We recognise the urgency of the climate emergency and are fully committed to reducing our carbon emissions. To support this, we have set ambitious Net Zero targets, which were submitted to the Science Based Targets initiative (SBTi) for validation in early 2026.

In 2025, we partnered with Goodbody Clearstream to develop a comprehensive Decarbonisation Implementation Plan. This plan identified the key levers and actions required to achieve our Net Zero ambitions, with Scope 1, 2, and 3 emissions pathways modelled over a 10-year period to assess feasibility. It has directly informed our Science Based Targets and builds on our earlier efforts to address both operational and value chain emissions.

We are also progressing our Climate Transition Plan (CTP), to be published in 2026. This will set out a clear, time-bound roadmap aligned with a 1.5°C pathway, integrating climate-related risks into our broader risk management processes and incorporating scenario analysis to strengthen long-term resilience.

In parallel, we continue to demonstrate leadership through our participation in the Accelerate Pact with Business in the Community Ireland, collaborating with industry peers to share best practice and enhance our approach to climate transition planning.

Together, our Science Based Targets, Decarbonisation Implementation Plan, and forthcoming Climate Transition Plan provide a structured and integrated framework for climate action, supporting the ‘Building Responsibly’ and ‘Environmental Stewardship’ pillars of our Sustainability Strategy 2030.

Carbon Performance (2025 vs Baseline)
Our carbon footprint is presented in the table overleaf, including trends against our baseline. The baseline year for Scope 1 and Scope 2 emissions is 2023, while Scope 3 uses a 2024 baseline.

In 2025, our total carbon footprint (Scopes 1–3) increased by 7%, rising from 161,183 to 175,411 tCO₂e compared to 2024. However, when considered alongside our strong revenue growth, our carbon intensity decreased significantly, demonstrating improved emissions efficiency.

Scope 1 Emissions
Scope 1 emissions decreased by 17% compared to our 2023 baseline. This reduction was achieved despite a 59% increase in site fuel consumption, driven by revenue growth. The overall decrease reflects the impact of our HVO transitional fuel strategy and Green Site Programme. In 2025, HVO accounted for 54% of total site fuel usage, alongside significant progress in the deployment of battery solutions. Further details are provided overleaf.

Scope 2 Emissions
Market-based Scope 2 emissions decreased by 47% from the baseline, reflecting our procurement of renewable grid electricity. In contrast, Location-based Scope 2 emissions increased by 41%, primarily due to greater reliance on mains electricity for site operations in 2025, replacing generator use and helping us decarbonise. Further details are provided overleaf.

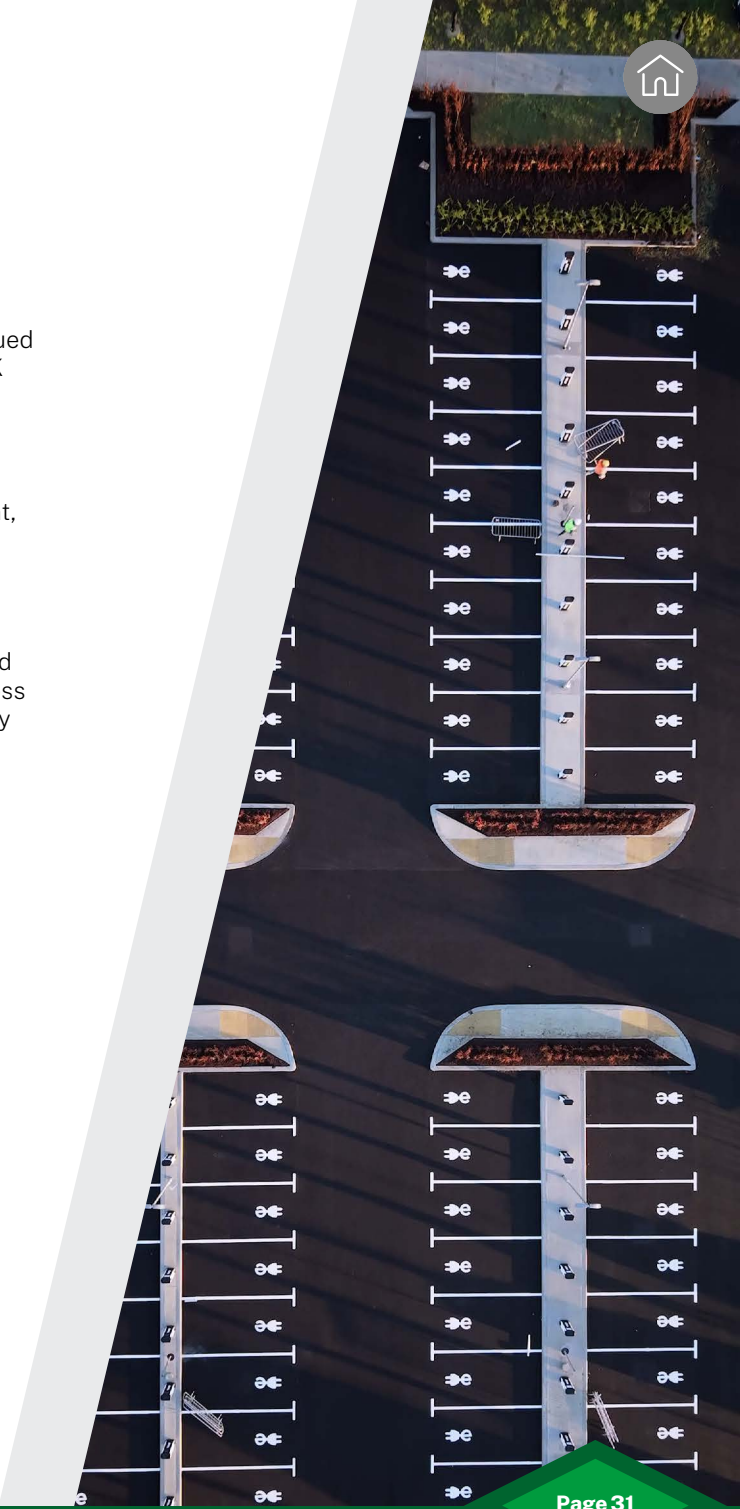
Scope 3 Emissions
Overall, Scope 3 emissions increased by 7%, with Purchased Goods and Services (PG&S) accounting for 97.7% of total Scope 3 emissions. However, in the context of a 42% increase in revenue from 2024 to 2025, this modest 7% rise in PG&S indicates progress decoupling emissions from business growth.

The increase in business commuting reflects the continued expansion of our international project portfolio in the UK and Germany. During this period of transition towards a more internationally focused business, additional travel by Irish-based staff has been necessary. In parallel, measures are being implemented to address business travel emissions and to support the growth of permanent, regionally based teams.

In 2025, we improved our methodology for calculating several other Scope 3 emission categories (3.3, 3.4, 3.5 and 3.7) and updated our footprints for these in 2023 and 2024. Our full carbon footprint has been calculated across Scopes 1 - 3 for 2023, 2024 and 2025, and independently validated in accordance with ISO 14064-3:2019.

Key Results

- **49% decrease in Carbon Intensity for Scope 1&2 emissions, from baseline 2023 (market based)**
- **Scope 1&2 emissions decrease of 18% against baseline year 2023, despite 59% energy increase (market based)**
- **Scope 3 emissions increase of 7% in 2025, against baseline year 2024; despite 42% revenue increase.**



Climate Action

Ref:	GHG Emissions [tCO ₂ e]	2023	2024	2025	Trend from baseline
1	Direct GHG emissions	4,082	3,724	3,311	▼
2a	Indirect GHG emission from imported electricity (Market Based)	289	126*	182	▼
2b	Indirect GHG emission from imported electricity (Location Based)	571	360*	639	▲
3	Indirect emissions from Value Chain	144,117*	160,142*	171,513	▲
3.1	Purchased goods and services	140,497	156,084	166,824	▲
3.2	Capital goods	477	408	640	▲
3.3	Fuel- and energy-related activities (not included in Scope 1 or 2)	1240*	1034*	1,490	▲
3.4	Upstream transportation & distribution	1245*	2,049*	1,582.7	▼
3.5	Waste generated in operations	178*	50*	47	▼
3.6	Business travel	240	253	647	▲
3.7	Employee commuting	241*	264*	282	▲
Total Carbon Emissions (Scope 1, 2 & 3)		148,488*	163,992*	175,006	▲
Carbon intensity Scope 1 & 2 (tCO ₂ e / € million)		7.7	6.0	3.9	▼
Carbon Intensity Scopes 1-3 (tCO ₂ e / € million)		261.4*	256.6*	193.4	▼

Values denoted with * have been updated due to availability of more accurate data.

Energy Performance 2025

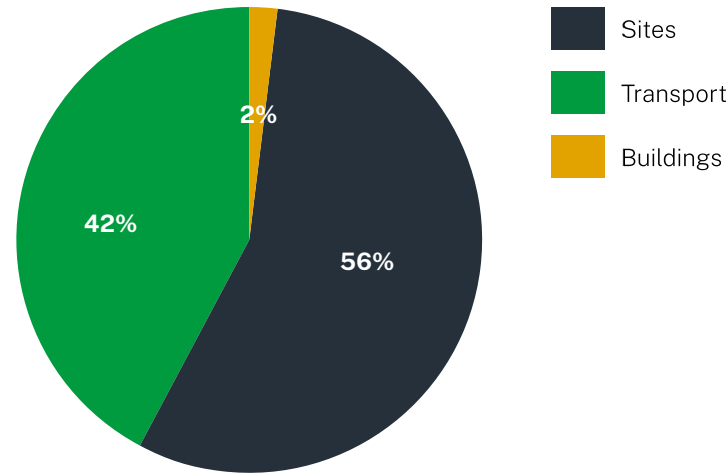
In 2025, we made significant progress in implementing the recommendations from our SI426 energy audit, conducted in 2024. Key measures included the deployment of Battery Energy Storage Systems (BESS), Smart Distribution Boards, EV chargers, smart metering, and energy-efficient equipment.

We deployed over 15 BESS units across our projects during 2025. These units were integrated with our generator fleet to operate as hybrid systems, improving overall energy efficiency and reducing emissions.

Our energy usage is categorised across three main areas:
Sites, Transport, and Buildings:

- **Sites:** Powered by Electricity, HVO, and Diesel (Gas-oil)
- **Transport:** Powered by Diesel, Electricity, and Petrol
- **Buildings:** Powered by Electricity and Natural Gas

% Energy Usage 2025





Climate Action

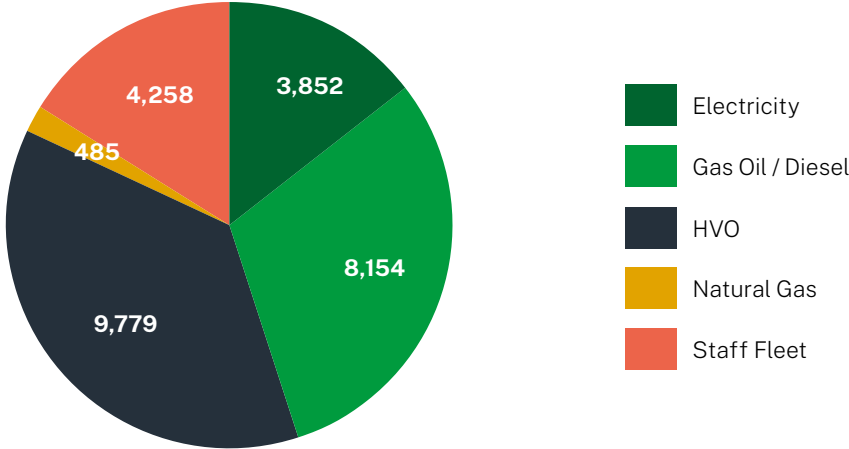
Construction sites accounted for the largest share of energy consumption (56% of total MWh) and carbon emissions (65% of total tCO₂e). Transport represented 42% of energy use and 32% of emissions, while buildings accounted for a smaller proportion, at 2% of energy use and 3% of emissions. Our staff fleet increased by 20% in 2025, with 65% of new vehicles added being Electric Vehicles (EVs)."

Generator fuel consumption remains the primary driver of site energy use and emissions. Total fuel consumption increased by 84%, from 967m³ in 2024 to 1,775m³ in 2025, reflecting increased operational activity and revenue growth. However, through the adoption of HVO (which accounted for 54% of total fuel use) and the use of hybrid generator systems, we successfully reduced overall site emissions despite higher fuel consumption.

These insights are shaping our Green Site Green Office (GSGO) programme, which focuses on reducing energy consumption, emissions, and costs through targeted actions and continuous improvement.



Energy Breakdown 2025 (MWh)



Next Steps

Looking ahead, we will continue to strengthen our climate action approach by embedding robust targets, improving energy management, and accelerating the transition to low-carbon operations.

A key priority will be progressing our Net Zero Science-Based Targets by embedding the identified decarbonisation levers and actions into our business-as-usual operations, alongside the development of our Climate Transition Plan.

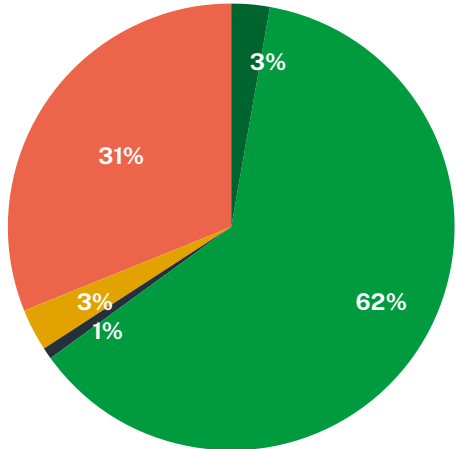
We will enhance how we manage and monitor energy across our operations by implementing ISO 50001 and smart energy management systems by 2027. This will enable more effective tracking and optimisation of electricity use across our sites.

In parallel, all site setups will align with our Green Site programme, incorporating energy efficiency measures and remote monitoring capabilities, while recognising that this may not apply to smaller or short-duration projects. We aim to continue purchasing electricity from renewable sources.

Decarbonising our fuels and fleet will remain a key focus. We will increase the use of Hydrotreated Vegetable Oil (HVO) and other alternative renewable fuels, targeting over 70% of our site fuel by 2026 and 100% by 2030.

Group Target

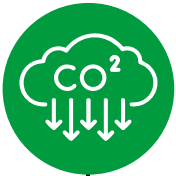
Climate Action:
By 2033, achieve a 60% reduction in Scope 1 & 2 emissions from a 2023 baseline; and a 55% reduction in Scope 3 emissions from a 2024 baseline.



% Emissions for Energy Breakdown 2025



Climate Action



Carbon Intensity Decrease from baseline

Scope 1-2 Carbon Intensity:
49% decrease (from baseline 2023, market based)

Scope 3 Carbon Intensity:
25% decrease (from baseline 2024)

Next Steps (Continued)

From 2027, all new diesel-powered plant, machinery, and vehicles will be fully HVO compatible. In addition, we will continue transitioning our vehicle fleet to lower-emission alternatives, aiming for over 50% electric or plug-in hybrid vehicles by 2028, increasing to 65% by 2030.

To support data-driven decision-making, all site setups will incorporate smart metering for energy and water use, with capabilities to monitor out-of-hours and excessive consumption. This will enhance our ability to identify inefficiencies, reduce waste, and drive continuous improvement across our projects.

Looking ahead to 2026, our priorities include implementing our Decarbonisation Implementation Plan, finalising our Climate Transition Plan, and progressing certification to ISO 50001 and PAS 2080.

Spotlight

01

Tackling Carbon on our Donore Residential Project

In early 2025, we partnered with JTM Energy to deploy 90kVA / 120kWh Battery Energy Storage Systems (BESS) across the Donore residential project for the LDA. These systems were integrated with our generator fleet and tower cranes to operate as hybrid energy solutions. Between April 2025 and December 2026, five BESS units were successfully phased into operation on the project.

During the construction stage, the projects achieved significant reductions in carbon emissions by lowering fuel demand through BESS deployment, increasing the use of lower-carbon energy sources (grid electricity), and largely eliminating diesel through the adoption of HVO. The project's energy mix (by kWh) to date is as follows:

- 40.4% supplied by grid electricity
- 58.2% supplied by HVO (biofuel)
- 1.4% supplied by diesel (gas oil)

Further emissions reductions were achieved through energy efficiency measures, including hybrid generators for tower cranes and welfare compounds, as well as smart distribution boards enabling remote monitoring and control.

Compared to a business-as-usual scenario, total construction activity emissions savings are estimated to exceed 885 tCO₂e, representing a reduction of almost 95% for the project to date.



Spotlight

02

Industry Collaboration Through Construct Innovate

In 2025, we contributed to the DECAR-CON initiative, a collaborative research project focused on understanding and reducing carbon emissions from construction activities across Ireland. By sharing project data and insights, we supported the development of an industry-wide baseline for emissions associated with construction processes.

The initiative places particular emphasis on Modules A4 (transport) and A5 (construction) under BS EN 15978, helping to identify key carbon hotspots and opportunities for improvement. The outcome will be a practical roadmap to support contractors in reducing emissions across diverse project types, while allowing for flexibility in delivery.

Led by the University of Galway in partnership with the Irish Green Building Council and funded by Construct Innovate, DECAR-CON brings together leading contractors and industry stakeholders. This collaboration reflects our commitment to working collectively to accelerate decarbonisation and drive meaningful change across the construction sector.





Environment & Nature

Protecting the environment and enhancing biodiversity are central to our Environmental Stewardship pillar. As a construction business, we recognise that our activities have the potential to impact the natural environment, through land use, resource consumption, and site operations.

Our Environment & Nature theme focuses on safeguarding biodiversity and preventing pollution across all stages of our projects. Managing these impacts responsibly is essential to ensuring we minimise harm and contribute positively to the environments in which we operate.

Environment Progress

We achieve this through our ISO 14001:2015 certified environmental Management System (EMS), we proactively manage potential risks such as air emissions from plant and transport, water pollution from site activities, and soil contamination arising from construction works. By embedding robust controls and continuous improvement practices, we aim to protect natural ecosystems, prevent pollution, and support more sustainable project delivery.

Our EMS sets out roles and responsibilities of those in charge of complying with environmental standards and practices on our projects. This structure encourages collaboration to monitor, audit, and coach teams on environmental best practices.

Our Sustainability Department has expanded to enable us to increase the frequency of in-person audits and on-site meetings. Reporting dashboards have been created to give senior stakeholders greater visibility on how each project was performing. We also issue a Sustainability League Table with a round up of all the Sustainability Audit scores from each project.

All of this has helped in normalising the role of sustainability, and in particular environmental management, on any given project. Reporting dashboards were then created to give senior stakeholders greater visibility on how each project was performing.

Nature Progress

As signatories of the All-Island Pollinators Plan (AIPP) biodiversity considerations form part of our monthly environmental inspections on site. We encourage all projects to adopt biodiversity initiatives.

Through management plans and on-site actions on our projects, we actively enhance biodiversity. From the construction phase to the handover stage, we integrate biodiversity initiatives such as bird boxes, bat boxes, green walls, ponds, irrigation systems, and surface water management. These efforts align with our clients’ sustainability goals and biodiversity net gain targets, as well as certification programmes such as LEED, BREEAM, and HPI.

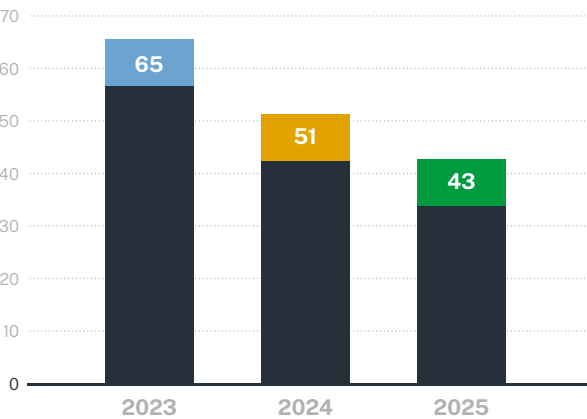
Through our long-term partnership with Stepping Stone Forests, we delivered Ireland’s largest school mini forest at Deansrath (2,500 trees), contributing to over 5,000 native trees planted to date, with a further 1,200 planned for 2025/26.



Water

In 2025 our Water Intensity (m³/€ million) decreased by 33% from our 2023 baseline. Our Water Consumption increased from 37,092m³ (2023) in 2023 to 38,660m³ in 2025, which was a small increase (1,569m³) considering our strong revenue growth (59%) from 2023. Our Water Consumption in 2025 was significantly increased from 2024 (5,803m³), however this was attributable to the significant growth in revenue over the same period (42%). We remain committed to reducing our water intensity.

Water Intensity (m³/ €million)



Spotlight

03

Accelerate Pact (Business in the Community Ireland)

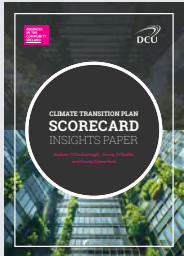
In 2024, we became a signatory to Business in the Community Ireland’s (BITCI) Accelerate Pact, a business-led initiative focused on climate and nature action. As part of this commitment, signatories pledge to set Science Based Targets aligned with achieving Net Zero by 2050 and to develop a Climate Transition Plan by 2030.

Throughout 2025, we actively engaged in Accelerate Pact activities, including events and Community of Practice sessions focused on knowledge sharing and peer-to-peer learning. These forums have supported the development of our Climate Transition Plan and strengthened our approach to decarbonisation.

The Accelerate Pact challenges businesses to go beyond setting long-term targets by placing a strong emphasis on credible, actionable Climate Transition Plans. It focuses on nine key leverage areas, encouraging organisations to take meaningful short-term actions to accelerate progress towards a climate-neutral future.

Through our participation, we are contributing to the development of a Centre of Excellence for Climate Transition Planning, while collaborating with BITCI and a network of like-minded organisations committed to delivering a fair, nature-positive, and sustainable future.

[Climate Transition Plan Scorecard – Insights Paper](#)





Environment & Nature

Spotlight

04

Environmental Management in Practice

As part of our commitment to raising environmental standards across all projects, our Green Site Guidelines now require the use of concrete washout systems (CWS). These systems provide a simple and effective solution for managing washout water from concrete chutes and equipment. By capturing suspended solids and pollutants in filtration or absorption sacks, they prevent contaminated water from entering soil and drainage systems.

The process also enables water to be reused on site and allows for pH neutralisation where required. This reduces environmental risk, supports compliance, and promotes more responsible resource use. Through the consistent adoption of CWS, we are strengthening pollution control practices and supporting cleaner, more sustainable construction sites.



Next Steps

Looking ahead, we will build on our strong ISO 14001-certified Environmental Management Systems by enhancing our focus on nature, biodiversity, water stewardship, and environmental protection across all operations. A key milestone will be the completion of our Climate Transition Plan in 2026, setting out a clear and structured pathway to support our long-term environmental and climate ambitions.

We will continue to align with leading frameworks and initiatives, including meeting or exceeding the requirements of the Business in the Community Ireland Accelerate Programme. At project level, we will strengthen environmental performance by ensuring all sites implement and record actions relating to biodiversity, water management, and pollution prevention.

This includes a renewed focus on efficient water use through the adoption of water-saving technologies, smart monitoring systems, improved washing systems, and rainwater capture across our sites. We aim to achieve a 50% reduction in water intensity (annual water / revenue) from a 2023 baseline by 2028.

Our commitment to nature will be further reinforced through our role as a Business Supporter of the All-Ireland Pollinator Plan, alongside the development of a dedicated JPC Nature Strategy under the Business for Biodiversity Ireland (ACT-D) framework.

Collaboration will remain central to our approach. We will continue to work with key partners, including Business for Biodiversity Ireland, ReFarm, the All-Ireland Pollinator Plan, Business in the Community Ireland, and the Irish Green Building Council, to share best practice, enhance our impact, and support the protection and restoration of nature.





Environment & Nature

Case Study ReFarm

We joined ReFarm prior to its launch in 2024 as part of a five year pilot project to promote biodiversity and nature actions across Ireland.

The initiative is backed by Trinity College Dublin as research partner seeks to set a framework where biodiversity actions can be measured and funded to address biodiversity loss in Ireland. With over 70% of land in Ireland owned by Farmers, ReFarm brings private sector funding towards farmers to scale up the adoption of on-farm actions to support Ireland’s climate resilience.

ReFarm is building a practical, scalable model that directs investment to farmers to undertake actions that deliver real ecological and social impact. Drawing on proven Irish models like the Burren Programme and the Farming for Nature, it mobilises private and public finance to support both actions and outcomes.

Trinity College Dublin serves as an independent research partner, ensuring credibility and measurable outcomes.

- ReFarm’s work is guided by the following set of principles:
- Farmer-led
 - No change in land ownership
 - Blended finance
 - Research-backed
 - Transdisciplinary team
 - Action and results-based payments
 - Breaking down silos (systems approach)
 - Action-oriented: investing in nature from day one a founding

Participating farmers choose the actions that best suit their land and farming systems. The focus is on Ponds, Mixed Species hedgerows, Woodland Copses, and Species Rich Grasslands,

For more details, click the [ReFarm-Impact-Report-2025.pdf](#) link below or watch the video from a recent ReFarm Field Day, where Farmers and Funders explain the initiative.



[ReFarm-Impact-Report-2025.pdf](#)





Environment & Nature

Sustainability Campaign June

In June 2025, we launched a month-long Sustainability Campaign to raise awareness, inspire action, and encourage our people to play an active role in delivering our vision of building smarter for a better tomorrow. The campaign brought together teams from across the business through a series of events, challenges, and initiatives focused on environmental responsibility and sustainable practices.

A key highlight was the Green Site Challenge, where project teams showcased innovative approaches to repurposing waste and surplus materials. The quality and creativity of entries demonstrated a strong commitment to sustainability at site level, with Dexcom, Rosslare, and Donore projects recognised for their outstanding contributions. In parallel, the Green Office Challenge encouraged employees to commit to simple, practical sustainability actions in their daily work.



The campaign also included a range of engagement activities, such as a beach clean-up in Bray in partnership with Clean Coasts, and a “Green Construction Strategies” talk delivered by industry expert Nellie Reid, which attracted strong participation both in person and online. In addition, training sessions with the Supply Chain Sustainability School helped further build knowledge and capability across our teams.

The success of the campaign reflects the enthusiasm and commitment of our people to sustainability. Through collective action, both on site and in our offices, we continue to build awareness, drive behavioural change, and embed environmental responsibility across our organisation.



SUSTAINABILITY CAMPAIGN

>>> JUNE 2025

COMPETITIONS - PRIZES TO BE WON!

Green Office Challenge
Individuals (office and site) commit to one green action for the month

Green Site Challenge
Create a planter or display using materials found on site. Bonus points for use of sustainable materials. See flyer for details

EVENTS

5th June - Clean Coasts Beach Clean Up, Bray

TALKS

18th June - Nellie Reed, Green Strategies for Construction

26th June - Supply Chain Sustainability School - Introduction to the School

SMALL CHANGES

>>> BIG IMPACT

PAUL





Resource Use

Resource use is a priority issue for our business. This section outlines our approach, actions, and targets for reducing and managing waste through recycling, reuse, and circular initiatives. We are committed to minimising waste generation, maximising diversion from landfill, and ensuring hazardous materials are managed safely and in full compliance with regulatory requirements.

Our Sustainability team works closely with site-based EHS Advisors and Green Site Champions to ensure compliance and embed best practices across all projects. This includes a strong focus on the elimination, reuse, recycling, and recovery of waste materials. Each project develops a tailored Site Waste Management Plan, building on the ‘Resource & Waste Management Plans’ established during the planning application stage. These plans cover all phases of activity, from excavation and demolition through to construction, and ensure clear waste segregation, appropriate signage, and consistent implementation of best practices.

Collaboration with our civil and demolition supply chain partners is central to our approach. Through these partnerships, we have significantly reduced the volume of waste sent to landfill, with a particular focus on diverting inert materials from disposal.

Our Weekly environmental inspections and monthly sustainability audits support high standards across all waste streams. In addition, our GSGO programme enhances awareness and performance through targeted training, clear signage, and regular toolbox talks. We also provide role-specific training, for example, for teleporter drivers, to help identify and prevent contamination at source before it escalates.

Annual Mass Flow
In 2025, our annual mass flow of relevant materials comprised 228,632 tonnes of aggregates, 198,589 tonnes of masonry units, 169,623 tonnes of concrete, 1,849 tonnes of insulation, 1,297 tonnes of reinforcement steel, and 279 tonnes of timber. These figures reflect materials directly procured by us for our construction activities and exclude those purchased by subcontractors. Monitoring these flows supports improved resource visibility and ongoing efforts to enhance material efficiency and reduce environmental impacts.

Progress in 2025 - Waste Performance
In 2025, total waste generated across our operations was 288,079 tonnes, comprising excavation waste (274,134 tonnes) and construction waste (13,945 tonnes). Where Excavation Waste is made up of soil and stone materials from greenfield and brownfield sites and this is managed by licensed hauliers (tipper trucks) and civil contractors.

Excavation Waste
As a major civil and infrastructure contractor, we manage significant volumes of excavation waste across our projects. In 2025, we handled 274,134 tonnes of excavated material, comprising soil and stone, with 100% recovered or recycled.

Year	2023	2024	2025
Excavation Waste (ton)	379,000	496,096	354,249

Effective management of Excavation Waste begins at the planning stage, where site investigations, soil testing, and excavation strategies are developed to ensure materials are appropriately classified and directed to approved end-user facilities. Wherever possible, we prioritise the reuse of soil and stone on site, minimising the need for off-site transport and disposal.

We work closely with our civil subcontractors, licensed haulage providers, and end users to maximise recovery opportunities. This includes the use of EPA Article 27 (by-product) and Article 28 (end-of-waste) applications to enable the beneficial reuse of materials.

We are also actively engaging with the Construction Industry Federation (CIF) and other industry partners to further strengthen our processes and guidance. This includes aligning with evolving regulatory requirements and industry understanding of ‘brownfield’ and ‘greenfield’ sites, as reflected in updated Waste Regulations, EPA application processes, and Government levies on greenfield material sent to disposal facilities.

Through these measures, we are supporting a more circular approach to material management while ensuring full regulatory compliance.





Resource Use

Construction Waste

In 2025, we achieved a 97.1% diversion rate from landfill, compared with 97.5% in 2024 and 95.6% in 2023. This continued strong performance reflects the effectiveness of our waste management practices and our commitment to responsible resource use.

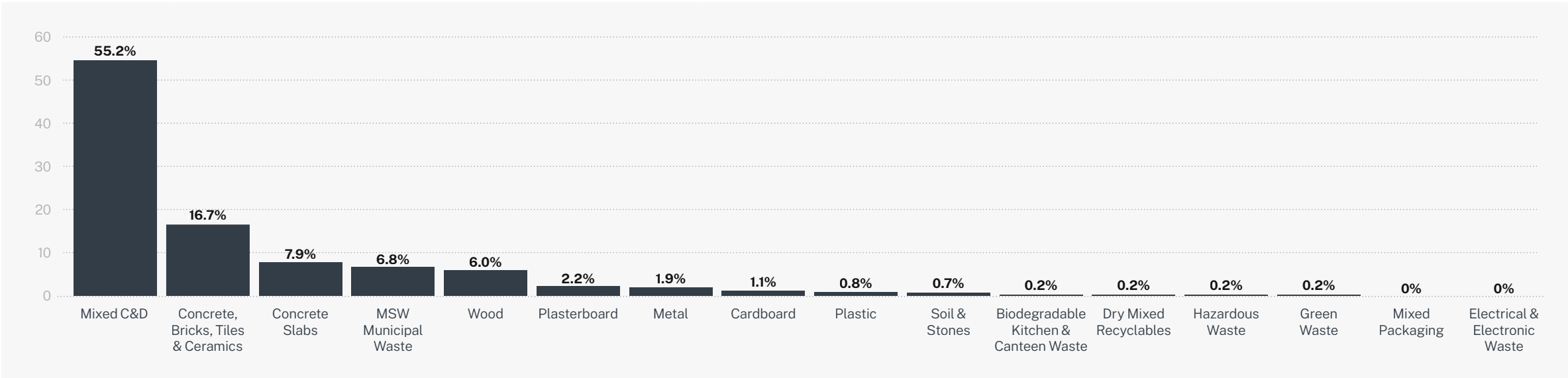
Total construction waste increased significantly in 2025 to 13,945 tonnes (2024: 7,387 tonnes; 2023: 8,378 tonnes). When adjusted for revenue growth, our waste intensity increased by 33%, from 11.6 in 2024 to 15.4 in 2025.

This increase is partly attributable to the nature of projects delivered during the year, with a higher proportion of residential apartment developments and fewer industrial and infrastructure projects.

Addressing this increase is a key priority. We have established a Group Target to reduce construction waste intensity by 50%, reinforcing our commitment to improving resource efficiency and advancing circular construction practices.

Year	2023	2024	2025
Construction Waste (ton)	8,378	7,388	13,945
Recycled (tonne)	8,010	7,203	13,544
Landfilled (tonne)	369	183	402
Diversion from Landfill (%)	95.6%	97.5%	97.1%
Waste Intensity	14.8	11.6	15.4

Waste Breakdown 2025





Resource Use

Spotlight 05

The Pallet LOOP - Driving Circular Resource Use

As part of our commitment to reducing waste and promoting circular construction practices, we have signed up to **The Pallet LOOP** scheme across our projects. This innovative initiative focuses on the collection, recovery, and reuse of pallets, eliminating the inefficiencies associated with single-use timber pallets.

Unlike traditional recycling schemes, where pallets are often broken down for secondary uses, The Pallet LOOP returns pallets directly to manufacturers and suppliers for reuse, keeping materials in circulation for longer and truly closing the loop. This approach reduces timber waste, lowers carbon emissions, and delivers cost savings across the supply chain.

By implementing this scheme, we are taking a simple but impactful step towards improving resource efficiency on our sites. It supports our wider ambition to minimise waste, reduce disposal costs, and embed circular economy principles into our operations.



Next Steps

Looking ahead, we will continue to strengthen our approach to resource efficiency by embedding structured processes, setting clear targets, and enhancing performance monitoring across all projects. Our focus will be on reducing waste and water intensity, while driving more sustainable use of materials through improved planning and innovation.

We are targeting a 10% reduction in both waste intensity (tonnes/€1m) and water intensity (m³/€1m) by 2027, with a commitment to ongoing improvements beyond this milestone. To support this, we will develop and implement a Resource & Waste Management Framework aligned with the UK Zero Avoidable Waste Routemap, ensuring a consistent and best-practice approach across all operations.

At project level, all sites will be required to implement Resource & Waste Management Plans, supported by training and engagement with our supply chain. We will also expand the use of circular economy initiatives, including reducing unnecessary packaging and promoting reuse schemes such as pallet return systems.

To drive accountability and continuous improvement, we will introduce enhanced dashboard reporting across all sites, covering energy, water, and waste performance. This will include benchmarking through internal “league tables,” enabling project teams to track performance, identify opportunities, and share best practice.

We will also efficiently manage water consumption through efficient washing systems, smart monitoring and rainwater capture on all sites

Through these actions, we aim to improve resource efficiency, reduce environmental impact, and support the transition towards a more circular construction model.

Group Target

Resource Use:
Achieve a 50% reduction in construction waste intensity (annual waste / revenue) from a 2025 baseline, while diverting ≥97% C&D waste from landfill.





OUR PEOPLE

As leaders in the construction industry, we place our people at the heart of our business, recognising that their safety, wellbeing, and development are fundamental to long-term success. We prioritise health and safety through our Work Safe Home Safe programme, embedding a culture that strives for the highest standards across all our operations. We also strengthen our talent pipeline by investing in the development of future professionals and building the skills and capabilities needed to support sustainable growth. In addition, we ensure a safe, inclusive, and engaging workplace culture where our people can thrive.

This section highlights our progress in 2025 under the key themes of the Our People pillar of our Sustainability Strategy 2030:

- Health & Safety
- Training & Development
- Employee Engagement



Group Target(s)	Achieve and sustain 15% of the workforce in paid earn-and-learn, apprenticeship, graduate, and placement programmes by 2028	Drive measurable improvements in belonging, by achieving and maintaining a ≥80% employee engagement score from 2027
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Health, Safety & Wellbeing

Our Safety vision is that everyone gets home safe everyday. Everything we do from a safety perspective is geared toward this single outcome. Our Work Safe Home Safe philosophy seeks to support our management teams and supply chain partners to achieve this. This safety vision extends to the health, wellbeing and mental health of everyone who works for us and on our projects and to those affected by our works

WORK SAFE

HOME SAFE

2025

In many ways 2025 was a very successful year in terms of health, safety and wellbeing, with our highest work hours completed we recorded our lowest ever accident frequency and lost time incident rates, we launched a new Safety Strategy, People & Safety 2030 and received a GOLD Award at the NISO Safety Awards, placing us second in Ireland among organisations from all sectors who entered these awards. We also delivered an Internationally recognised Safety Leadership Programme to our full Senior Leadership Team, ran numerous safety, health, wellbeing and mental health campaigns throughout the year and achieved over One Million LTI Free milestone on three of our projects. However, accidents still occurred on our projects and from both near misses and high potential incidents, we know that collectively there is more to do to really deliver on our vision.



“

“We are extremely grateful for the buy-in and support of our safety culture from all our staff, our project teams and our supply chain partners. As we continually strive for excellence in Health and Safety, we know that it cannot be achieved without such buy-in and that this is an unending journey that requires an awareness of the potential of incidents, combined with a relentless approach to driving the highest standards. Together we can further enhance our culture and continue to deliver on our Work Safe Home Safe commitment“

Mike McLoughlin
Group Director – Health, Safety and Sustainability

Health & Safety Campaigns

Throughout the year we ran a calendar of campaigns to align with seasonal topics and also targeted topics. These ranged from Winter and Summer ready campaigns, to Home Safe for Christmas and Men’s Health and also included the CIF Safety Campaign and European Safety week in October and Construction Safety Week in May. Targeted campaigns included Work at Height, Hand Safety, Plant Safety, and Hazardous Energy.



Highlights

0.05 AFR Accident Frequency Rate (per 100,000 hours)	0.13 LTIR Lost time Incident Rate (per 200,000 hours)	0.27 TRIR Total Recordable Incident Rate (per 200,000 hours)
70,000+ Safety Observations	NISO GOLD Award (second place in Ireland)	NISO Exceptional High Achiever Award
RoSPA Presidents Award	3 Projects One Million LTI Free projects Dexcom, Castleforbes, Frankfurt DC	
46 Senior Team attended two day Safety Leadership Programme		
97% Said “this is a physically safe place to work” Great Places to Work survey		





Health, Safety & Wellbeing

We engage a wide range of industry experts and motivational speakers as part of campaigns and at strategic times in our projects. These include Theatre at Work and speakers such as James Gorry, Mick Loughran, Steven Kirby, Fergus Farrell, Sinead Bradbury and also industry experts in areas such as Work at Height, Plant Safety, Asbestos, Hazardous Energy, Underground Services, Scaffolding, Temporary Works, Lifting Operations and more.

Health and Safety Strategy

In late 2025 we launched our new health and safety strategy, “A New Approach to Health and Safety – People + Safety 2030”. This exciting strategy represents a step change in how we approach safety across the organisation. Initial actions included:

- Commitment of Personal Safety Statements from all members of Senior Management
- Enhanced and structured Safety Leadership Walks to promote visible leadership and engagement on-site
- Introduction of Life Saving Rules to increase focus on the high risk activities on our projects.
- A formalised Stop Work Authority, empowering individuals at all levels to intervene where risks are identified
- Enhanced Safety Onboarding and Annual Refresher Training for everyone in the company
- Standardised Reward & Recognition programme on every project
- Improved engagement and communication with our Supply Chain
- Embedding an effective Feedback Loop into our Safety Observation (SOR) process

This strategy is designed to further strengthen our Work Safe Home Safe programme and to work closer with our people and supply chain to deliver our Safety Vision.





Training & Development

€700k+

Invested in Training
(up from €500k in 2024)

16,844

Hours of Learning
Completed

15%

of Training Hours
by Women



Engineers Ireland
CPD Accredited

We recognise that our people are at the core of our success. Our Employee Engagement & Inclusion theme focuses on creating a supportive, inclusive, and high-performing workplace where everyone can grow and contribute. By investing in learning and development, promoting continuous professional growth, and fostering a culture of inclusion and wellbeing, we aim to empower our people to reach their full potential while delivering excellence across all our projects.

Progress in 2025

In 2025, we delivered a broad and impactful learning programme, supporting technical excellence, professional development, wellbeing and leadership capability. Our focus remains on providing relevant, flexible and engaging development opportunities that prepare our people for the future of construction. We invested over €700,000 in employee training and development, up from €500,000 in 2024, reflecting our commitment to the long-term development of our people.

Employees completed 16,844 hours of learning, with 15% of hours completed by women. This growth in training hours is driven by our focus on leadership development, technical excellence, and professional skills.

Our learning offering spans essential safety compliance training, professional and technical development, graduate learning pathways, and leadership programmes. This ensures our people are equipped to deliver safely, sustainably, and to the highest standards across all sectors.

Leadership, Continuous Professional Development (CPD) & Professional Development

A highlight of the year was our re-accreditation by Engineers Ireland for the CPD Employer Standard. This process reviewed how our programme had evolved in the preceding three years and highlighted substantial development with the audit team observing that they were, "...struck by the scale and breadth of training delivered in the past 18 months, and by the strategic effort to embed learning more deeply into the company's systems and planning processes."

Our core development priorities included building technical expertise, strengthening leadership capability, and supporting structured career pathways.



“



“CPD must empower us to build more sustainably with the skills to grow our expertise across multiple sectors utilising digital transformation to enhance project delivery certainty“

Helen Forbes
HR Director

Empower Emerging Leaders Programme



Our **EMPOWER Emerging Leaders Programme** continued to evolve and gain greater momentum in developing the next generation of leaders in John Paul Construction. Over six months, participants completed bespoke modules, practical group projects, and a final presentation to the Board. Mark Prendergast of Prendergast Leadership delivered leadership modules, and we had dedicated module with Engineers Ireland which focused on:

- **Diversity:** using diverse perspectives to innovate
- **Inclusion & Equity:** building fair, empathetic teams
- **Sustainability:** embedding responsible leadership practices





Training & Development

Leadership Development for Sustainable Performance

We continued to support experienced leaders through the **LeaderShift Programme**, delivered by Shane Cradock. With a focus on resilience, wellbeing and sustainable performance, the programme emphasises the mindset and behaviours needed to lead effectively in complex environments.

We also partnered with Poll Moussoulides a renowned coach and facilitator to deliver advanced communication and engagement training, supporting leaders to communicate with confidence, authenticity and impact, essential for building trust and a healthy organisational culture.



Safety Leadership

A new **Leadership Safety Programme**, developed with Ingenium, reinforced our commitment to a safe and responsible working environment. The programme equipped managers to model safe behaviours, make informed decisions and embed safety as a core value across all sites. Strong safety leadership continues to play a central role in incident prevention, compliance, and team wellbeing.

Graduate Development

Our Engineering / Construction Graduate Development Programme was relaunched in 2025 with a significant number of positive enhancements. To support the development of our Graduates, we introduced comprehensive bootcamps where individuals came together for leadership and professional skills training, while also building their own peer-to-peer network which is incredibly important for this cohort.

Developing the soft skills of our Graduates is an integral part of their early career education; providing them with the skillsets to work with others, take leadership roles, find compromise, and to understand and meet deadlines.

Our People & Growth 2030 strategy aims to invest in practical, experience-based training that develops capability, confidence, and industry understanding, setting up greater potential for long term success as a business.

Our 2025 Graduate intake was our largest to date. We welcomed 21 Graduates from multiple disciplines. Within this, we achieved a diversity split of 62% male to 38% female, a 5% increase on our female intake in 2024. We aim to continue this growth year on year and are on target to do so for 2026.

Quantity Surveying Earn & Learn

We doubled our intake of Quantity Surveying 'Earn and Learn' candidates in 2025. We expanded into part-time Masters engagement with Technological University Dublin (TUD) and Technological University of the Shannon (TUS), supporting employees studying the MSc in Quantity Surveying on a part-time, blended basis.

Placements

Our placement students are integral to the long-term future of John Paul Construction with many going on to join our graduate programme and developing successful careers with us. 2025 saw the business attract our highest intake to date with thirty-nine placements. We achieved a 31% diversity balance in terms of female placements. Our project sites took on the placements through different periods of the year with some completing a required placement period as part of their studies, while others chose to gain practical hands-on experience in their field of study during the summer holiday period.





Training & Development

Spotlight

01

Graduate Development Programme at Constructionarium

In another first, we engaged Constructionarium Ltd, a not-for-profit organisation in the UK, to develop a week-long programme for our new Graduate group. During their time in the UK, the group came together as a real-life project team where they each appointed specific roles, delegated tasks and worked together to bring to life a scaled version of the Barcelona Tower.



Spotlight

02

Civil Engineering Apprenticeships

In 2025, we partnered with Atlantic Technological University (ATU Galway & Sligo) for Civil Engineering Partnerships at Level 6 & 7. These programmes are designed to develop the skills, knowledge, and competencies required to meet the future needs of the civil engineering industry.

The apprenticeship programs, a unique "earn and learn" model offers a two year Level 6 certificate, or a three year Level 7 degree in Civil Engineering. This initiative aims to address the growing demand for skilled civil engineers, essential for the successful delivery of Project Ireland 2040 through the deployment of the National Development Plan.

We met the target of three apprentices for our first-year involvement in 2025, with an aim to increase this intake to five in 2026.



Next Steps

Looking ahead, we are committed to strengthening our approach to training and development as a core element of our Our People pillar and People + Growth Strategy 2030. Our focus will be on building capability across the organisation, supporting career progression, and ensuring our people are equipped with the skills needed for a rapidly evolving industry.

A key priority will be advancing diversity within our talent pipeline. We are targeting a 50:50 gender balance across all graduate hires by 2030, with an interim milestone of one in three by 2027. In parallel, we will implement targeted actions to increase the representation of women in senior and leadership roles, particularly within the top 25% of employee grades.

We will continue to formalise and enhance our Learning & Development (L&D) strategy, ensuring alignment with our wider business objectives. This will include tracking and reporting total training hours across the organisation, with detailed breakdowns by gender,

location, and managerial level to support transparency and continuous improvement. Our ambition is to achieve an average of at least 10 structured training hours per employee annually.

Maintaining the quality and reach of our development programmes will remain a priority. We will retain accreditations for our Graduate Development Programmes while expanding their availability into new regions in which we operate. In addition, we will roll out mandatory ESG training for all employees, covering key areas such as ethics, modern slavery, and diversity, equity and inclusion.

We will also extend our focus beyond our direct workforce by increasing engagement across our supply chain. From 2027, we aim to achieve and sustain at least 25% active participation on the Supply Chain Sustainability School, supporting knowledge sharing and capability building across our partners.

Group Target

Training & Development

Achieve and sustain 15% of the workforce in paid earn-and-learn, apprenticeship, graduate, and placement programmes by 2028.



Employee Engagement & Inclusion

Diversity, Equity & Inclusion

A sense of belonging only thrives when every person feels accepted and respected. Our Diversity, Equity and Inclusion Statement articulates this clearly: we strive to create an inclusive workplace where people’s contributions are valued and respected . This commitment is anchored in our core values and reflected in our Dignity and Respect at Work Policy and Code of Conduct.

Equality of opportunity runs through every process; recruitment, promotion, pay and learning. Shortlists are reviewed for balance, interviews follow structured competency criteria, and salary benchmarking ensures fairness.

Our progress in this area has been recognised externally with the Investors in Diversity Silver Award, acknowledging tangible progress in inclusive culture, representation and leadership accountability.

We remain a signatory to the Business in the Community Elevate, The Inclusive Workplace Pledge, committing to being a living wage employer and ensuring gender-neutral language in all job descriptions and policies.

Inclusion Highlights 2025

- **AsIAm Lunch & Learn:** Adam Harris, founder of Ireland's Autism Charity hosted a webinar to share practical ways to support neurodivergent people
- **Pride Month:** Samuel Riggs shared insights on authentic allyship and support for LGBTQ+ colleagues
- **Women in Construction Ireland (WICI):** Partnership to strengthen our network, support women in the industry, and review policies to improve working conditions.
- **Sports & Social Club:** Our Sports & Social Club arranged several great events throughout the year

Gender Pay Gap

John Paul Construction operates in a traditionally male-dominated industry, which significantly influences workforce composition and pay distribution. In our [2025 Gender Pay Gap Report](#), we demonstrated measurable progress in narrowing our gender pay gap, increasing female representation and enhancing our diversity strategy.

30.9%	28.6%	20.7%	38%
Mean Gender Pay Gap	Median Gender Pay Gap	Female Headcount	Female Graduate Intake

The gender pay gap at JPC reflects the broader industry challenge of attracting and retaining women in technical, operational and senior leadership roles, not a difference in pay for equivalent roles. John Paul Construction provides equal pay for like work, with regular monitoring of salaries, policies and procedures to ensure parity is maintained.

Wellbeing

Employee wellbeing is a central pillar of our Our People strategy. In 2025, we launched a range of initiatives to support the physical, mental and financial health of our people:

- **Fitness & Nutrition Workshop:** Four one-hour weekly sessions in January 2025, covering eating, sleeping and exercise.
- **International Women's Day:** 25+ staff attended the CIF IWD event; an internal event featured RTÉ journalist Marie Crowe and a JPC panel.
- **Lighthouse 'Breathe & Bloom':** 15 female staff attended this mindfulness-focused event in September 2025.
- **Financial Wellbeing Seminars:** A series of seminars throughout 2025 covering budget management and mortgages, available to all employees.
- **EAP Service:** Employees continue to make steady use of our EAP Service with particular use of Mental Health supports.



Employee Engagement & Inclusion

Spotlight04

Great Place to Work Survey

72%

83%

87%

86%

77%

Overall Trust

Response Rate

Confidence in Executive Team

Diversity & Inclusivity

Employee engagement

We are proud to have achieved Great Place to Work accreditation in Ireland. In 2025, we completed the Great Place to Work Trust Index® survey. The survey measures the consistency of the employee experience across 60 core Trust Index statements, 12 additional national statements, and 3 open-ended questions.

Great Place To Work®

Certified

NOV 2025–NOV 2026

IRELAND

Our overall Trust Index score was 72%.

Key dimension scores: Corporate Social Responsibility 83% (matching Best Large benchmark) | Teamwork 86% | Strategy & Direction 79% | Wellbeing 77%. Priority areas for improvement include Talent Management (59%), Recognition (57%), Career & Development (72%), and Communication & Involvement (64%).

The Culture Audit highlighted our investment in professional development, and our sustainability roadmap as key strengths. Opportunities identified include developing a mentorship programme for women in construction, expanding innovation channels, and further integrating AI and new technologies.

Next Steps

Looking ahead, we are committed to continuously strengthening employee engagement and inclusion across the business, in line with our People + Growth Strategy 2030. Our focus will be on embedding inclusive practices, enhancing employee experience, and ensuring that our culture supports diversity at all levels of the organisation.

We will continue to align with leading frameworks and benchmarks, including meeting or exceeding the requirements of the Business in the Community Ireland Elevate Programme. This will support the ongoing development of our diversity, equity and inclusion (DE&I) performance, alongside enhanced reporting and transparency. In addition, we will roll out mandatory DE&I training for all employees to build awareness, capability, and inclusive behaviours across our workforce.

Maintaining high standards will remain a priority, including retaining our Investors in Diversity Silver Award as a minimum benchmark.

We will also continue to implement and track actions arising from our Great Place to Work survey on an annual basis, ensuring that employee feedback directly informs improvements across the organisation.

Attracting and developing diverse talent is another key focus. We are targeting a 50:50 gender balance in graduate recruitment by 2030, supporting greater diversity within the future pipeline of the business. Alongside this, we will maintain and enhance our family-friendly policies, including maternity and parental leave, to support employees at different life stages and promote a more inclusive and supportive working environment.

Spotlight05

Inter-firm GAA Team

We entered our first team into the Inter-Firm GAA competition. We are proud that the John Paul Construction team competed at senior level, getting into the Leinster semi-final

We were delighted to see people from across the business come together, build camaraderie, team spirit and compete at a high level, whilst having a great time.



Group Target

Employee Engagement & Inclusion

Drive measurable improvements in belonging, by achieving and maintaining a ≥80% employee engagement score from 2027

Sustainability Report 2025

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Community Impact

As leaders in the construction industry, we are committed to creating positive and lasting impacts in the communities where we operate. We support this through charitable giving, contributing to causes that matter to our people and communities, and through community support initiatives that strengthen local clubs, schools, and organisations. We also drive social outreach by addressing wider societal challenges, promoting local employment, and engaging with students and future talent to encourage interest in careers in construction and STEM. Together, these efforts form a core part of our Social Value Framework and reflect our commitment to delivering meaningful social impact.

This section highlights our progress in 2025 under the key themes of the Community Impact pillar of our Sustainability Strategy 2030:

- Charitable Giving
- Community Support
- Social Outreach



Group Target(s)

Contribute €1 million to charitable causes and social enterprises between 2026 and 2030, supporting initiatives that deliver positive social impact.



Charitable Giving

Charitable giving is a significant part of the social aspect of our sustainability strategy and is an excellent way for us to support worthy causes and give back both in the communities we work in and on a wider basis. Our strategy seeks to support causes that affect the communities in which we work, that affect society in more general terms and causes that are both meaningful to our people and ones in which they can get involved.

Our Charity Committee oversees our charitable spend and continues to build relationships with longer term partners and to forge relations with new partners. Our approach is flexible as we wish to support local charities and causes in the communities we work, while also maintaining longer term partnerships at companywide level.

Progress in 2025

In 2025, we contributed over €200,000 to charitable causes through a combination of financial support, sponsorship, and in-kind donations. The majority of charitable causes we engaged with are outlined overleaf, ranging from small to larger contributions, with some examples outlined here.

Lighthouse Construction Industry Charity: We are proud to continue our support of the Lighthouse Charity, who provide such fantastic support to the construction industry in Ireland and UK with their motto, “No worker or their family should be alone in a crisis”. In addition to our annual partnership we support talks, their annual lunches, golf days and women’s events.



Childhood Cancer Ireland: Again in 2025 we partnered with Childhood Cancer Ireland and ten of our team completed the Dublin Marathon in October for the charity for the second year in a row, raising over €47k over the two years. The charity does amazing work supporting children, young adults and their families as they deal with their cancer journey.

Irish Heart Foundation: 1 in 4 people in Ireland die from heart disease or stroke, so supporting their Run 100 event each February is an excellent way to raise awareness, support the charity and promote health and wellbeing.

Diabetes Ireland: This is also our second year partnering with Diabetes Ireland. Over 300,000 people in Ireland are estimated to be living with diabetes, so to support this charity and raise awareness across our projects is fantastic.

Barnardos Toy Appeal: Our annual Christmas toy appeal this year was run for Barnardos through their Family Support Centre in Ballyogan in Dublin. The response from our people in the company was fantastic and the feedback from the centre who engage directly with families in need in Dublin was very complementary, with families in crisis given gifts for their children.

Pieta – Darkness Into Light: Each year we take part in Darkness into Light (DIL) across the country and beyond to raise awareness of mental health. People take part in groups and individually, with some sites arranging walks to increase awareness on sites.



Spotlight

01

Momentum Games for Simon Community

In September five teams from John Paul construction took part in the Momentum Games, hosted by our client Hibernia REG in aid of the Simon Community. Each team of 10 completed in a high-tempo circuit challenge on ski machines, bikes and rowing machines in a “fitness showdown, where strategy meets stamina, and teamwork powers performance.”

The event which was hosted in One Windmill Lane raised much needed funds for the Dublin Simon Community who are a homeless charity providing excellent support in the areas of housing, prevention, addiction treatment, emergency response, and other targeted interventions.

The event is a great example of how our people can get involved, and in combination with the company and the wider industry, support such a great cause.





Charitable Giving

Novas Sleepout: We continued our long-standing relationship with Novas in Limerick taking part in their sleepout in Limerick for over 10 years.

As outlined here we contributed to a wide range of charitable causes, which in 2025 extended further in the UK and Germany.

Next Steps

As part of our Sustainability Strategy 2030, over the coming years we seek to further strengthen our approach to charitable giving through a more structured and strategic programme, aligning with our growth and geographic spread.

The intention is to build more structured and longer term partnerships with charities while ensuring ongoing involvement of our people and supporting local charities and communities. A formal volunteering initiative will form part of this strategy.

Group Target

Charitable Giving:
Contribute €1 million to charitable causes from 2026 to 2030, supporting initiatives that deliver positive social impact.

Here are some of the Charity groups we supported in 2025:







































Community Support

Community Support for part of our Community Impact pillar focuses on supporting local clubs, schools, social enterprises, and community groups in the areas where we operate. This includes initiatives with Tidy Towns groups, sports clubs, schools, and other local community organisations, and is a long-standing part of our Social Value Framework.

Our activities bring us into close contact with local communities and businesses surrounding our construction sites. Recognising the potential for disruption, we place a strong emphasis on minimising impacts through effective communication, forward planning, and innovative construction solutions. Our aim on every project is to become a positive and welcomed presence within the local community. To support this, we take a structured approach to engagement across all sites. This includes appointing dedicated Community Liaison Officers, holding regular meetings with residents and business groups, and maintaining clear communication through newsletters, social media, and on-site signage with project and contact information.

Through our actions, we aim to strengthen relationships, reduce disruption, and deliver lasting positive impact. Below is a small example from our Woodbrook project, where during the school summer holidays in August, we arranged an ice cream van for both our workforce and the local residents.

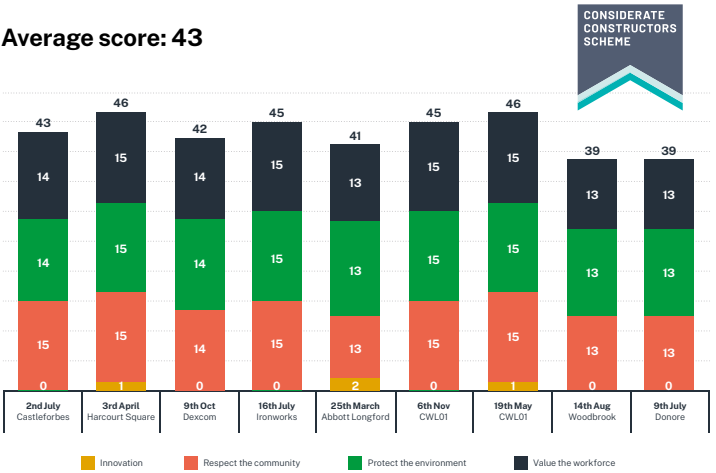


Considerate Constructors Scheme (CCS)

The Considerate Constructor Scheme is an excellent scheme that promotes and supports construction companies in their efforts to improve impacts to local communities, protect the environment, and support their workforce. The scheme scores sites out of 45 points with bonus points available up to a maximum of 50 points, where they achieve excellence in innovation and best-practice.

During 2025 we scored an average of 43 / 45 with four of our projects selected for National Site Awards and also two of our initiatives shortlisted for Best Practice Awards in the areas of Innovation and Excellence.

The National Site Awards were awarded to Castleforbes Residential, Ironworks, Harcourt Square and a Hyperscale Data Centre project in the UK.



Spotlight02

Donore Boxing Club

We were proud to support our neighbours at Donore Boxing Club, which is beside our Donore Avenue Residential project. Our project team sponsored new training kits for all club members and in recognition of this partnership, Head Coach Stephen Fitzgerald presented our team with a framed, JPC-sponsored jersey, which now takes pride of place in our site office.

A cornerstone of the St Teresa's Gardens community in The Liberties since 1972, Donore Boxing Club holds a special place in the local area, with a rich history and strong community ties. As the club prepares to move into a new, purpose-built facility, this marks an exciting new chapter in its legacy.

We are proud to play a role in supporting both the heritage and future of Donore Boxing Club, and we look forward to handing over a facility that will serve the club and its community for generations to come.





Community Support

Spotlight

03

Rosslare Europort Terminal 7 - Supporting the Local Community

Rosslare Europort is a critical gateway to Europe and the construction of its Terminal 7 by John Paul Construction was one of the largest capital infrastructure projects of its kind undertaken in Ireland. The project required the development of 19.5 hectares of reclaimed land and the construction of 28 buildings, along the coast adjacent to the small rural town of Rosslare.

Our project team engaged proactively with schools, community groups and local organisations throughout the works. We supported local initiatives, contributed to environmental activities and invested significantly in the local economy through procurement and employment.

One particularly meaningful contribution was the creation of a 1.5km nature trail at Kilrane National School. This facility has delivered tangible benefits for students, staff and local residents, supporting daily exercise, biodiversity initiatives and community events. Feedback from the school principal expressed deep appreciation for the professionalism of the team and the long-lasting value of the facility.

The project team, also supported the Rosslare Harbour Festival, helped repair the car park at St Patrick’s Church and participated in various community activities.



Business in the Community Ireland (BITCI)

In 2023, we became a member of Business in the Community Ireland (BITCI), strengthening our commitment to responsible business practices. We actively engage with BITCI’s specialists and participate in a range of their programmes and events.

As signatories of BITCI’s Elevate Pledge since 2023, we commit to taking new actions each year to advance diversity and inclusion, while also sharing our workforce data for inclusion in the annual Elevate Report. We also signed up to BITCI’s Accelerate Pact, which is a business pact for Climate & Nature. Accelerate signatories commit to setting Science Based Targets aligned with achieving Net Zero by 2050, as well as developing a Climate Transition Plan by 2030.

In addition, we participate in BITCI’s World of Work Programme, supporting engagement with students from disadvantaged schools (see Social Outreach section for further details).



Spotlight

04

Support for the Local Community in Newport, Wales

The project team at our Data Centre development in Newport has made a positive impact across the local community, supporting schools, families, and local initiatives. Their efforts reflect a strong commitment to giving back and building meaningful connections in the area.

During the festive season, the team organised a special visit from Santa to Tredegar Park Primary School, providing selection boxes for every child and their siblings through site donations. They also partnered with Oliver Connells to build a new goat shed for the school, enhancing its outdoor learning space.

The team supported three local schools through the Cycle Champs initiative, donating five balance bikes to each and helping promote road safety education. In addition, they contributed to the Duffryn Community Food Bank and supported both the Duffryn Community Centre and the Tredegar Park Primary Forest Group, reinforcing their ongoing commitment to the wider community.





Community Support

Spotlight

05

Dexcom Project: Support for Local Charities & Primary School in Athenry

Volunteers from our Dexcom project rolled up their sleeves to support Athenry Tidy Towns to plant 600 native Irish Oak trees along the town’s railway station embankment. This involved working alongside other volunteers from the community, to prepare the ground for planting, plant the trees and spread topsoil.

Our Dexcom project also assisted Athenry Primary School by building a new school fence at the front of the school in order to extend the playground area and make it a safe place for the students. Working with our Landscaping subcontractor Radharc, we removed two mature trees, which had stood on the site for over 100 years, but were left dangerously compromised after Storm Eowyn. We excavated the trunk roots, safely removed and disposed of branches, and ensured the areas were made fully secure. We also installed a new pondliner for the school. The staff and students were very thankful and sent us a lovely video



Next Steps

Engaging in local communities and ensuring we leave a lasting legacy is extremely important to us and to our project teams. We will continue to operate in positive and impactful manner in every community in which we work.

However, looking ahead, we are seeking to further strengthening our approach to community support by embedding a more measurable social value approach.

We will continue to register all applicable sites with the Considerate Constructors Scheme, targeting an average score of 43 out of 50, while recognising that this may not apply to smaller or short-duration projects or where there are other restrictions such as confidentiality.

We will seek to expand participation in volunteering events and initiatives coordinated by our Sustainability Department, ensuring that personnel on all projects and in all our offices have an opportunity to contribute actively to community-focused activities.





Social Outreach

Another key theme of our Community Impact pillar focuses on how we support wider societal issues and address challenges facing our communities. This includes promoting local employment and engaging with schools, colleges and universities. It also involved the promotion of apprenticeships both in trade and professional fields.

We participate in a wide range of activities in order to promote STEM careers and to specifically support those in underserved communities. Such initiatives include STEM Passport for Inclusion, the BITC World of Work programme for 2nd year students in DEIS (Delivering Equality of Opportunity in Schools) Schools, but also include promotion of apprenticeships, local employment and use of local small suppliers and contractors.

STEM Passport for Inclusion (STEMP Inc.)

We are a proud partner of the STEM Passport for Inclusion programme, delivered by Maynooth University and led by Dr. Katriona O’Sullivan. The programme continues to have a significant impact, with nearly 10,000 Transition Year students across 143 disadvantaged schools benefiting from the support of over 1,000 mentors. During 2025, John Paul Construction hosted Transition Year students from Our Lady of Mercy Secondary School in Drimnagh and continued its involvement in the programme, with nine employees acting as mentors supporting 45 students.



World of Work Programme, by Business in the Community

We participated in the “World of Work” programme, delivered by Business in the Community Ireland, for the second consecutive academic year. This programme supports second-year students in disadvantaged schools through a series of five to six sessions delivered both in the classroom and on site. The programme includes a €1,900 donation to each participating school, match-funded by Tusla.

In 2025, we engaged with schools in Cork, Wicklow, Wexford and Dublin, aligning participation with our active project locations. By taking part in this initiative, we are building long-term relationships with local schools, raising awareness among students of the many rewarding career opportunities available in construction, and providing our employees with meaningful opportunities to give back to their communities.



University & School Engagement

In 2025, we engaged with 16 universities to promote early career opportunities. Key highlights included sponsoring the Trinity College Dublin Engineering Society, reaching over 800 students, and establishing new school partnerships with St. Patrick’s College, Cavan, and Scoil Chaitríona, Glasnevin. We also continued our sponsorship of the TU Dublin Quantity Surveying Award for best overall student performance in Year 2 of the BSc in Quantity Surveying & Construction Economics.



Social Outreach

Spotlight06

Local Jobs Created in Rosslare

Our Rosslare project demonstrates how construction can create meaningful and lasting social value within local communities. A key focus has been supporting the local economy, with approximately €40 million spent to date with County Wexford-based supply chain partners. These businesses have delivered a wide range of services, including groundworks, plant and equipment, M&E services, roofing and cladding, materials distribution, cleaning, accommodation, catering, waste management, and specialist services, ensuring that project investment directly benefits the local area.

Beyond economic impact, the project team has actively supported the local community through a range of initiatives. This includes sponsoring the local Rosslare Harbour festival, carrying out street sweeping, and assisting with traffic management to help minimise disruption and maintain a positive presence in the area.

Through these initiatives, the Rosslare project showcases our commitment to delivering positive social impact, supporting local communities, and leaving a lasting legacy beyond the built environment.



Next Steps

Over the coming years, the company will strengthen its Social Outreach activities by ensuring all sites implement Social Value Plans and consistently achieve defined social value targets. This will provide a more structured approach to delivering meaningful engagement and measurable outcomes across the communities in which we operate.

We will continue to support a wide range of outreach initiatives annually, including engagement with schools, career fairs, tidy towns groups, sports clubs, and other community programmes. Promoting careers in construction will remain a key priority, with all sites actively contributing through school visits, careers events, and related initiatives designed to inspire future talent and raise awareness of opportunities within the industry.

To further strengthen our impact, we will enhance our data collection and reporting processes for social value. This will enable improved tracking of outcomes and support continuous improvement, helping to maximise positive contributions such as local employment, opportunities for the long-term unemployed, and lasting benefits for the communities we work in.





John Paul Construction



GREEN
AWARDS

WE ARE PROUD WINNERS OF THE 2026 Green Construction Awards



As we reflect on our progress, we remain focused on the journey ahead. Our achievements in 2025 demonstrate what can be accomplished through strong leadership, collaboration, and a shared commitment to sustainability. As we continue to deliver complex projects across multiple sectors and regions, we are committed to embedding responsible practices in everything we do, creating lasting value for our people, our partners, and the communities we serve.



“

“Sustainability is central to how we operate and will be a key enabler of our People + Growth 2030 strategy, driving continuous improvement and better outcomes across our projects.”

Mick Kelly

Managing Director - Germany
(Co-Chair ESG Committee)



“

“Our ambition is to embed sustainability at the heart of everything we do, empowering our people and partners to play their part in building smarter for a better future.”

Niall O'Connor

Managing Director - Ireland
(Co-Chair ESG Committee)





Appendix 1 - VSME Index & Notes

This Sustainability Report covers our activities in Ireland, UK, and Europe and is intended to provide our stakeholders with the information they need to understand our sustainability values and commitments and how we are progressing towards realising them. We are using the VSME standard as the basis for ESG disclosures in this report and we have adapted our VSME aligned reporting based on our Double Materiality Assessment. The index table below maps out where our VSME aligned disclosures can be found in this report.

Section	VSME Module & Disclosure Requirement (DR)	VSME Disclosure Index & Notes
General Information	B1 – Disclosure of Sustainability-related certification(s) or label(s)	Page 20, Section 5.4
General Information	B1 – Basis for Preparation - List of Subsidiaries and Sites owned, leased & managed	Page 7, Section 3
General Information	B1 – Basis for Preparation - NACE sector classification, Balance Sheet & Turnover, No. Employees	Page 7, Section 3, Balance Sheet figures to be published with our 2025 Annual Accounts
General Information	C1 – Strategy: Business Model and Sustainability – Related Initiatives	Pages 7 - 15, Sections 3 & 4
General Information	C2 – Description of practices, policies and future initiatives for transition to a sustainable economy	Pages 16 - 20, Section 5
Environmental	B3 - Energy (in MWh) & Greenhouse Gas Emissions (in tCO2e)	Pages 31-34, Section 7.1
Environmental	C3 - GHG Reduction targets (in tCO2e)	Pages 31-34, Section 7.1
Environmental	C3 - Climate Transition (initiatives & plans)	Pages 31-34, Section 7.1
Environmental	B3 - GHG emission intensity per turnover (in tCO2e)	Pages 31-34, Section 7.1
Environmental	B5 - Biodiversity	Page 35-38, Section 7.2 - Disclosures on proximity of our sites to Biodiversity Sensitive Areas will be published next year.
Environmental	B7 - Resource Use, Circular Economy and Waste Management	Page 39-41, Section 7.3
Environmental	C4 - Climate Risks	Page 18, Further disclosures on climate-related risks will be published in the Company’s Climate Transition Plan in 2026
Social	B8 – Workforce – General characteristics	Page 7, Section 3, As at Dec 31st 2025 we had 614 permanent employees and 77 contract workforce (691 in total).
Social	B9 – Workforce – Health and safety	Page 43-44, Section 8.1, Zero fatalities recorded in 2025
Social	B10 – Workforce Remuneration & Collective Bargaining	Page 48-49, Section 8.3, No collective bargaining agreements are in place, as we are part of the Construction Industry Federation (CIF). All our employees are paid a Living Wage, which is mentioned on Page 48.
Social	B10 – Workforce Training	Page 45-47 Section 8.2
Social	B11 – Convictions & Fines for Corruption & Bribery	Zero convictions for corruption and bribery reported in 2025
Social	C5 - Additional Workforce Characteristics	Page 48-49, Section 8.3, Refer to our Gender Pay Gap Report
Social	C6 - Additional Workforce Characteristics - Human rights policies and processes	Page 48-49, Section 8.3, Refer to our Anti-slavery & Human Trafficking Policy
Social	C7 - Severe Negative Human Rights Incidents	Zero incidents of negative human rights, whistle blowing cases or ethics violations reported
Governance	C8 - Revenues from certain sectors and exclusions from EU Reference Benchmarks	Zero revenues from any of the sectors and exclusions referred to under C8 Module of VSME
Governance	C9 – Gender diversity ratio in the governance body	Refer to Gender Pay Gap Report



Appendix 2 – Double Materiality Assessment Process

As part of our commitment to transparent and credible sustainability reporting, JPC conducted a Double Materiality Assessment (DMA) in accordance with the European Sustainability Reporting Standards (ESRS). The DMA is a structured process that identifies the sustainability topics that are material to our business – both in terms of our impacts on people and the environment (impact materiality), and in terms of the sustainability-related risks and opportunities that could affect our financial performance (financial materiality).

The assessment was carried out using a structured five-step process, developed in partnership with Goodbody Clearstream, ensuring methodological rigour and alignment with best practice. The five steps are described in detail below.

STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
Context & Scope	Identify Long List of topics	Engagement	Asses Significance & Prioritise	Analysis & Reporting
• Mapped our business model activities, and value chain • Identified key stakeholder groups and relationships • Reviewed applicable legislation and regulatory requirements • Established assessment boundaries per ESRS 1	• Screened ESRD, GRI & sector frameworks for relevant IROs • Mapped topics across the full value chain • Considered short, medium & long-term horizons • Compiled a comprehensive long list for assessment	• Structured survey covering all long-list topics • Engaged internal & external stakeholder groups • Interviews & workshops for qualitative insight • Feedback used to calibrate materiality scoring	• Scoped topics on scale, scope & irremediability • Assessed financial magnitude & likelihood • Plotted results on a Double Materiality Matrix • Applied reporting threshold to confirm material IROs	• Confirmed applicable ESRS topical standards • Identified disclosure requirements per material topic • Mapped gaps against existing policies & targets • Documented outputs to support external assurance



Appendix 3 - Glossary

AFR: Accident Free Rate

BITC: Business in the Community Ireland (www.bitc.ie)

BIM: Building Information Modelling

CCS: Considerate Constructors Scheme (www.ccscheme.org)

C&D: Construction & Demolition

CIF: Construction Industry Federation

CSRD: Corporate Sustainability Reporting Directive

CPD: Continuous Professional Development

DE&I: Diversity, Equity and Inclusion

EFrag: European Financial Reporting Advisory Group.

EMS: Environmental Management System

EPD: Environmental Product Declaration

ESG: Environment, Social, Governance

ESRS: European Sustainability Reporting Standards

EV: Electric Vehicles

FSC: Forestry Stewardship Council

GHG: Green House Gas

GSGO: Green Site Green Office

GRI: Global Reporting Initiative

HVO: Hydrotreated Vegetable Oil

IGBC: Irish Green Building Council (www.igbc.ie)

LCA: Life-cycle Assessment

LED: Light Emitting Diode

LEED: Leadership in Energy & Environmental Design (www.usgbc.org)

LTIR: Lost Time Injury Rate

PEFC: Programme for the Endorsement of Forestry Certification

PHEV: Plug-in Hybrid Electric Vehicles

PPE: Personal Protective Equipment

SBTi: Science Based Targets Initiative

SDGs: [United Nations] Sustainable Development Goals

SMEs: Small Medium Enterprises

TRIR: Total Recordable Incident Rate

VSME: Voluntary Sustainability Reporting Standard for non-listed Small and Medium-Sized Enterprises

VOC: Volatile Organic Compound



John Paul Construction