

en**é**rgia group

Responsible Business Report 2023





Foreword

The energy transition is the cornerstone of a sustainable future. Our commitments to decarbonisation, security of supply and the people we interact with, underpin the leading role Energia Group is playing in this transition across the island of Ireland. Investing in the energy transition is our future, a low carbon future that will power sustainable growth.

Our Positive Energy investment programme provides a platform for us to make real change on the island of Ireland. In the past year, I am proud of the progress the Group has continued to make on a number of key projects. Our 50 MW battery storage

facility in Castlereagh near Belfast was successfully commissioned, we installed the first green hydrogen facility on the island of Ireland at our Long Mountain windfarm and substantial progress was made in the construction of our 49 MW Drumlins Park windfarm in Co. Monaghan.

As well as the required investment, accelerating the energy transition requires that policies, markets, grid and resources are all aligned to the achievement of this shared goal. Working in collaboration with our stakeholders we can deliver over 3 GW of new renewable electricity capacity and provide necessary support to the system through flexible gas-fired generation and battery storage. There is more work to do in terms of this alignment and to achieve key policy objectives set out this year. We will continue to advocate for conditions necessary for the acceleration of the energy transition on the island.

The role of our existing assets and activities will also be key to supporting the transition. Our Huntstown campus has delivered critical security of supply generating capacity to Dublin this year and we have been selected by EirGrid and the Irish Government to provide 50 MW of additional temporary emergency generation to address wider security of supply issues facing the market this coming winter. I know that through the Group's proven ability to deliver projects and to oversee their responsible operation, we will play a key role in supporting this equally critical element of the transition.

Policy, grid and resource challenges, particularly in planning, coupled with the critical role Huntstown has played in security of supply has delayed progress towards our carbon intensity target for 2030. However, in the year it was very pleasing to see the work across the Group recognised with a B- score in our first Carbon Disclosure Project (CDP) submission and through our continuous work on Diversity, Equity and Inclusion, I'm delighted that this year we are adding SDG 5 Gender Equality to our core SDG pillars to which the Group's activities are aligned.



The dedication and resourcefulness of our staff has also been a very satisfying feature of the Group's activities this year. As well as the excellent customer service routinely provided by our teams, I am particularly proud of the way we responded to the extraordinary challenges posed by the energy crisis this year. Working with governments in Ireland and Northern Ireland we facilitated the timely implementation of a number of different schemes to support homes and businesses, and provide much needed assistance.

Consistent with our Group's values, we have also continued to support important activities in local communities directly and through various charity initiatives across the island. Our Greener Possibilities fund was launched and provided funding to eleven projects to pursue climate action related initiatives.

Local community engagements around the new renewable projects we are developing onshore and offshore is a key aspect of the Group's approach, as is the funding support provided to local communities from our operating windfarms.

In the past year the energy system on the island of Ireland has faced unprecedented challenges and despite these, our commitment to invest in a sustainable future and to powering the energy transition is unequivocal. At Energia Group I know we have the people and the projects to accelerate this change in the energy system and for our customers, providing opportunities to support a model of sustainable growth across the island of Ireland.

Ian Thom, CEO

Energia Group



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1

Energia Group Introduction

Energia Group is committed to playing a key role in the decarbonisation of the energy system across the island of Ireland.



1.2. Introduction

Energia Group is a leading integrated and innovative energy company with substantial businesses in both Ireland (Republic of Ireland or ROI) and Northern Ireland (NI) and is committed to playing a key role in the decarbonisation of the energy system across the island of Ireland. The Group primarily operates through three business units; Renewables; Flexible Generation; and Customer Solutions (Energia in ROI and Power NI in NI).

The Renewables business owns and operates 309MW of wind assets and purchases electricity from 1,247MW of renewable generation capacity throughout Ireland. The Flexible Generation business owns and operates 747MW of conventional generation assets in the ROI and procures power under contract with 600MW of conventional generation assets in NI. The Flexible Generation business also owns and operates a 50MW battery storage facility in Belfast which was commissioned in October 2022 and is progressing the development of a proposed data centre at its Huntstown campus in Dublin. The Customer Solutions business supplies electricity and gas to 311,700 customer sites in the ROI and 516,600 customer sites in NI through its two retail brands, Energia and Power NI.

Our Environmental, Social and Governance commitments are a vital component of how we do business now and how we will do business

into the future. We are committed to integrating ESG across our business and have aligned our responsible business activities to the UN Sustainable Development Goals (SDGs). We believe that by aligning our activities to the broader global efforts to deliver the SDGs we are demonstrating our commitment to the communities in which we operate and serve, our employees and to climate action.

This year, Energia Group achieved a B- rating in our first CDP response and remain committed to continue to further develop our climate related disclosures through the CDP platform. In addition we continue to work towards our target to reduce the carbon intensity of our electricity generation by 50% by 2030 when compared to FY2020 levels and to increase by threefold our onshore renewable energy generation capacity by 2030.

Energia Group believes in the importance of a just transition to Net Zero. We are committed to providing a secure, affordable and clean energy supply to homes and businesses as well as offering accessible energy services and products to ensure no one is left behind. Securing the necessary investment in renewable energy projects is critical for a transition to Net Zero.

We are continuing to make progress on our €3bn Positive Energy investment programme, focussed on renewable energy projects. Ongoing projects include onshore and offshore wind, solar, battery storage and green hydrogen, and it is anticipated this programme can add circa 1.5 Gigawatts of additional renewable capacity to the system by 2030 to facilitate the achievement of Government targets and keep momentum towards the overall objective of Net Zero.

We also provide critical, flexible electricity generation at our Huntstown campus in Dublin. The responsible management and operation of these gas-fired generation units supports the significant security of supply challenges in Dublin and facilitates further in the energy transition across the island. With a capacity of 747 MW (10% of all-island peak demand), Huntstown is critical to the security of electricity supply and will, for the foreseeable future, play an

important role in supporting the energy transition as renewable energy generation increases. Our stakeholders have identified security of supply as a key material issue affecting the Irish electricity system and our Huntstown campus highlights the critical role existing assets play in providing essential capacity, power and system services to maintain supply.

We employ 1,090 people across the Group and our people are core to our success. Through the implementation of our People Strategy we want to ensure that our current and future employees in the energy sector will be provided with a safe working environment and a great place to work as we continue to build an inclusive company culture that supports employees through every life stage.

We are committed to making a positive impact in the communities in which we operate and serve through comprehensive and meaningful engagement with people living in those community on all issues of relevance. The Group has strong links with community groups, NGOs and Education

programmes through various partnerships, our employee volunteering programmes, Greener Possibilities, Brighter Communities programme and Windfarm Community Benefit funds. Energia is the Sustainable Energy Partner of Waterford Chamber of Commerce and supplies green electricity to homes and businesses across the City and County. From a cultural perspective Energia Group is supporting the national Wexford Opera festival and is also the national sponsor of Seachtain na Gaeilge le Energia. In sport, Energia is the sustainable energy partner of the IRFU and sponsor of the Energia All Ireland Leagues and also sponsors a range of local and regional sporting activities and events.

Energia Group has won a wide range of awards for programmes encompassing sustainability, innovation in energy supply, customer service, sponsorships and community engagement. Energia Group is also 1 of only 41 companies in Ireland to have been awarded the Business Working Responsibly Mark by Business in the Community Ireland.



1.3. Responsible Business Highlights



Employs 1090 people



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



Ambition to increase onshore wind and solar threefold by 2030



Developing 2 offshore wind projects – 1600 - 1800MW capacity



The first green hydrogen production facility on the island of Ireland



50 MW battery storage facility



B- in our first CDP disclosure



Business Supporter of the all-Ireland pollinator plan



Almost 830,000 customer sites



€750,000 annual community benefit fund



11 Greener Possibilities awardees





125 employees spent 700 hours volunteering



1.4. Our Purpose

To continue to play a leading role in the decarbonisation of the energy system across the island of Ireland through the development of new renewable projects whilst providing critical security of supply and excellent service to homes and businesses.



OBJECTIVES

TO DECARBONISE THE ENERGY SYSTEM  

We are committed to reducing the carbon intensity of our electricity generation by 50% by 2030 compared to FY2020 levels.

TO INVEST IN RENEWABLE ENERGY INFRASTRUCTURE  

We will increase the volume of onshore renewable electricity threefold by 2030.
We will progress with the delivery our solar farm portfolio.
We will continue to develop 2 significant offshore wind farms.

TO EMPOWER OUR CUSTOMERS  





We will support our residential and business customers' energy transition journey through the provision of a range of innovative energy efficiency products and services and by delivering education and awareness campaigns for a just energy transition and to ensure that no one is left behind.

TO EMPOWER OUR PEOPLE   

We remain committed to providing a safe, healthy and inclusive working environment for our employees who are core to our success.

TO SUPPORT COMMUNITIES  

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

UNDERPINNED BY OUR VALUES  **TRUSTWORTHY**  **DYNAMIC**  **RESOURCEFUL**  **COMMUNITY FOCUSED**

1.5. Our Values

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



TRUSTWORTHY

We're trusted to bring our best selves to work, treat our customers with care and empower people and communities



DYNAMIC

We're creative and capable, countering everyday problems and committing our resources to developing the solutions that deliver the best service for all



RESOURCEFUL

We're adaptable and agile, always developing new ideas to improve our customers' lives, achieve our business goals and lead on climate action



COMMUNITY FOCUSED

We're at the heart of communities, investing in green energy infrastructure and jobs, looking after people in need and empowering clubs and teams across Ireland



1.6. ESG at Energiagroup

At Energiagroup we consider our Environmental, Social and Governance (ESG) commitment a vital component of how we currently do business now and how we will do business into the future. We are committed to the continued integration of ESG across our business. We have made environmental and social disclosures on a voluntary basis for a number of years and we are preparing for greater reporting standardisation in the future through the Corporate Sustainability Reporting Directive and the Corporate Sustainability Due Diligence Directive. This is our third Responsible Business Report.

1.7. Aligning our business activities to the UN SDGs

We have identified the UN Sustainable Development Goals as a key framework for informing the development and implementation of our ESG strategy. We conducted a materiality assessment to map the issues identified as most material to the Energiagroup under the SDGs that are core to our business activities and services.

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared roadmap for governments,

businesses and society to work together to address a multitude of global challenges including the climate crisis for people and the planet, now and into the future. There are 17 UN SDGs and 169 indicators and whilst Energiagroup contributes to many of the SDGs, in FY22 we identified 5 with which we believe our purpose most closely aligned. In FY23 we added an additional SDG to our priority SDGs, Gender Equality;

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



Members of the Management Team promoting the SDGs during SDG Week 2022



UN Sustainable Development Goals

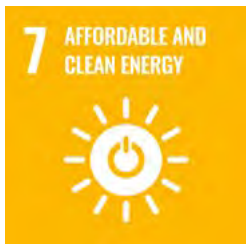
At Energia Group, we believe that by aligning our activities to the broader global efforts to deliver the SDGs we are demonstrating our commitment to the communities in which we operate and serve, our employees and to climate action. Throughout this report we disclose our targets, activities and performance in relation to our contribution to progressing the SDGs.



13 CLIMATE ACTION

Take urgent action to combat climate change and its impacts

- Committing to reducing the carbon intensity of electricity generation by 50% by 2030 supported by the Group's strategy.
- Identifying and evaluating climate risks and opportunities linked to our business including taking steps to measure, reduce and report our climate exposure and progress on actions to confront climate change on an annual basis.
- Supporting high level partnerships and industry bodies advocating for responsible public policies on climate, including carbon pricing and trading schemes.
- Supporting carbon trading schemes and purchasing carbon credits to offset emissions.
- Education and awareness through supporting schools' climate action programmes.



7 AFFORDABLE AND CLEAN ENERGY

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

- Increasing the availability of renewable energy through the expansion of our renewable energy portfolio through the development of innovative offshore wind, onshore wind, solar energy and battery storage solutions.
- Consumer education on how to conserve energy and benefits of safe, renewable and cost-effective energy solutions.
- Sharing our energy sector expertise with other stakeholders fostering a collaborative approach to climate action.
- Supporting prosumer activity through microgeneration and other services.



8 DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all

- Energia Group directly employs almost 1,100 people across the island of Ireland.
- Promoting high standards of health and safety, encouraging employees to take personal and collective responsibility for creating a safe working environment and investing in training, equipment, technology and H&S awareness across the Group.
- Implementing hiring and training programmes that will support greater diversity in the workplace.
- Establish a Women's Network with new supports and policies.



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

- Increase by a factor of three the amount of renewable electricity generated by the Group by 2030.
- Incorporating sustainability and resilience features into our capital projects and incorporating community benefit for surrounding communities.
- Implementing local procurement and employment initiatives.
- Building on current EV Home Charging Infrastructure Partnerships to help simplify the transition to electric vehicles for consumers and to continue to support publicly accessible EV charging.



11 SUSTAINABLE CITIES AND COMMUNITIES

Make cities and human settlements inclusive, safe, resilient, and sustainable

- Supporting the power grid in Ireland ensuring continuity of supply and facilitation of the further build out of renewables through the efficient operation of the Huntstown power plants.
- Proactively engaging with communities from the outset of a project/site development to identify and mitigate impacts on sites.
- Developing products which improve the efficiency of homes and offices and their ability to track and control their energy usage over time.
- Support cultural and natural heritage projects and community groups.



5 GENDER EQUALITY

To achieve gender equality and empower all women and girls.

- Building an inclusive company culture that leverages diversity and supports professional development opportunities for women.
- Launched our Women in Energy Network as part of the Group's broader Diversity and Inclusion programme.
- Introduced two women's health policies, Pregnancy Loss and Fertility Treatment and a Managers guidance document to support women through the Menopause forming part of the company's broader strategy of supporting all employees through every life stage and fostering a culture of inclusion.
- Partnership with Riley to provide free period care products to employees across all their offices. The partnership between the two organisations aligns to Energia Group's commitment to provide a more inclusive working environment for women and will benefit approximately 500 employees.
- Continuing to be a signatory of Business in the Community's Elevate pledge.

1.8. Stakeholder Engagement and Materiality

As a Group, we engage with a broad range of internal and external stakeholders including; our employees, commercial and residential customers, communities, regulators, industry groups, investors, NGOs, academia; rating agencies and other organisations that affect, or could be affected by, our activities, products and services. As the development and implementation of our ESG Strategy continues we understand how important our stakeholder views are. A critical element of our strategy is to understand the issues that are considered to be most important or material to our stakeholders.

1.9. Materiality Assessment

In FY2022 we conducted our first Materiality Assessment focussed on ESG related issues. The Materiality assessment survey was shared via an online platform and both internal and external

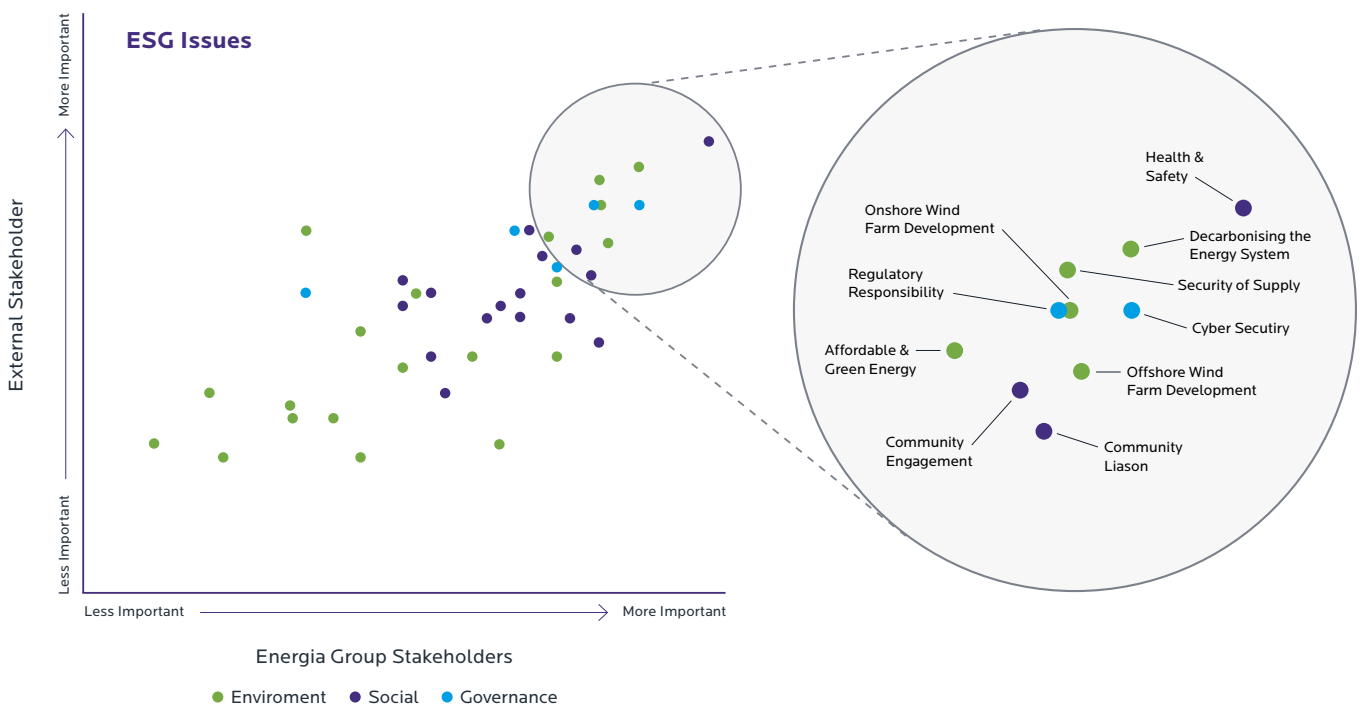
stakeholders were invited to respond. The materiality issues were prioritised based on the responses received. The most material topics are reviewed on an ongoing basis and in depth every 2-3 years. The disclosures in this report focus on the most material issues identified in the top right quadrant.

1.10. Materiality Matrix

The results of our materiality assessment have informed our overall ESG approach and are summarised in the Group's Materiality Matrix. Overall the results indicate that our stakeholders view a range of Environmental, Social and Governance factors as being important to Energia Group. Half of the issues identified as most important are specific environmental factors. Some of the other issues identified are relevant to our decarbonisation activities such as community engagement and there is also an important focus on health and safety and governance.

ESG Top 10 Issues

- Health and Safety
- Cyber Security
- Decarbonising the Energy System
- Affordable & Green Energy
- Security of Supply
- Offshore Wind Farm Development
- Regulatory Responsibility
- Community Engagement
- Onshore Wind Farm Development
- Community Liaison



Stakeholder Matrix Summary

STAKEHOLDER TYPE	TYPE OF ENGAGEMENT	ISSUES DISCUSSED
Employee	Company-wide Group quarterly briefs, team meetings, email updates, one to one meetings, newsletters from various teams, The Volt internal website, Employee Engagement surveys, volunteering opportunities	Business performance, sustainability, safety at work, ways of working, recognition and reward, engagement, career development, wellbeing
Supply Chain	Tender documents outlining procurement process	Eligibility, requirement scope, pricing, contractual clauses'
Government Departments (national / local)	Briefings, policy meetings, consultations, relevant business updates	Energy and sustainability policy, security of supply issues
Networks	Meetings, project updates	Grid connection applications, project planning for renewable energy connections and security of supply
Industry NGOs	Information meetings, stakeholder updates, public consultations, participation on boards	National and EU energy policy, climate action and sustainability policy development, public consultations, security of supply, planning system.
Environmental NGOs	Regular scheduled meetings, participation in working groups and peer circles	ESG, sustainability initiatives, CSR programme, emission reduction initiatives, emissions analysis
Environmental & Safety Regulators	Licensing, environmental and safety inspections, compliance reviews, ISO standards	Annual reports, complaint handling, legal compliance issues,
Environmental Authorities	Compliance and planning requirements	Environmental protection and notification of environmental incidents
Customers	Customer contact centre, website, social media, surveys, customer acquisition and retainment team, advertising/marketing campaigns, focus groups	Security of supply, energy efficiency, tariffs
Financial Institutions	Annual and quarterly reports, covenants and KPIs	Business and financial performance updates, covenant compliance, 'Know Your Customer' checks
Environmental & Safety Certification Body	Certification of ISO standards, audits, compliance reviews	Environmental and safety compliance with the standards.
Utility Regulators	Quarterly exec meetings, quarterly operational meetings, ad hoc engagement as issues arise and as part of their public consultations.	Compliance and regulatory matters and responses to industry specific feedback.
Local Groups	Information clinics for projects, public consultations, community benefit funds, greener Possibilities, volunteering	Project progress, funds available to local community projects and groups through the Group's fund mechanisms
Internal Auditors	Energia Group's Internal Auditors	Internal Audit engagements, identification of risks for Energia Group and internal controls

1.11. Stakeholder Interviews

In 2023, we extended our Materiality Assessment approach to include detailed stakeholder interviews to garner greater insights into the views of our stakeholders. Whilst the final report is expected to be issued shortly, the initial findings include;

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

Our approach to materiality will be regularly reviewed and our materiality matrix will be revised based on our continued engagement with key stakeholders and consideration of emerging challenges with a consistent focus on delivering our ESG Strategy.

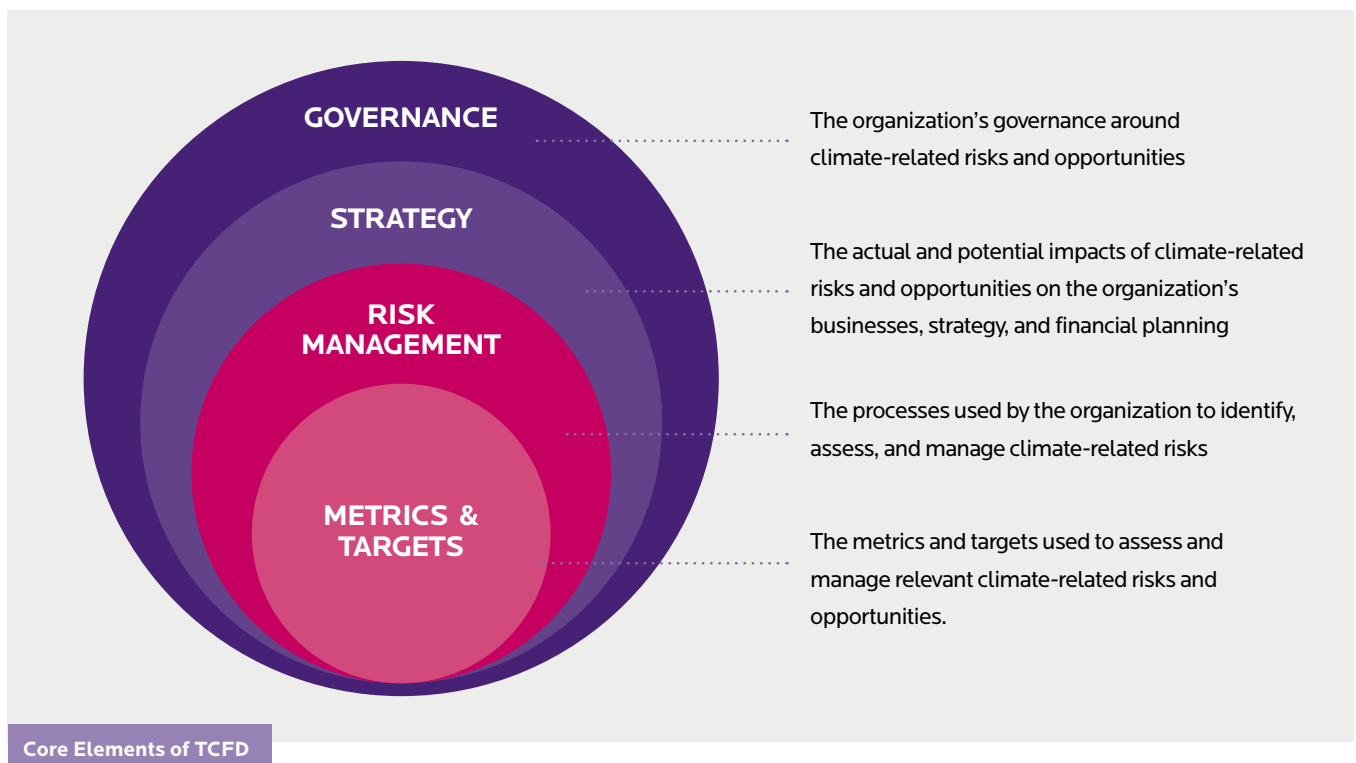
1.12. Climate Risk & Opportunity

Energia Group's approach to TCFD

Climate change impacts our business in terms of both risks and opportunities. These risks and opportunities have the potential to affect all aspects of our operations, the products and services we provide and our wider business strategy over the short, medium and long term.



The Financial Stability Board created the Task Force on Climate-related Financial Disclosures (TCFD) to improve and increase reporting of climate-related financial information. The core elements of recommended Climate-Related Financial Disclosures are outlined below.



In 2022/2023 we held a series of workshops to consider the climate risks and opportunities relevant to Energia Group following a TCFD-aligned approach. The workshops were attended by the Energia Group Management Board, senior management teams from our three business units; Energia Renewables, Flexible Generation and Customer Solutions and relevant internal stakeholders from across the Group. A selection of physical and transitional risks and opportunities for the Group were identified and some are summarized below.



Climate Risk and Opportunity Workshop in Progress

Selection of Climate Risks and Opportunities Identified

TYPE OF RISK / OPPORTUNITY	RISK / OPPORTUNITY
Physical Risk (Acute)	Extreme weather events, such as storms can pose challenges to our business. <ul style="list-style-type: none"> » Potential for disruption to business. » Damage to renewable energy assets. » Extreme low temperatures and cold outbreak events could result in more demand for heating and energy causing extreme demand surges.
Physical Risk (Chronic)	Changes in climate patterns causing sustained higher temperatures that can result in lower rainfall and reduced wind levels which could be a risk to our business. <ul style="list-style-type: none"> » Reduced renewable energy output. » Higher temperatures and winter precipitation mean lower demand for heating and energy. » Future climate changes reduce gas and power forecasting accuracy.
Transitional Risk	Policy Environment for development of renewable energy capacity <ul style="list-style-type: none"> » Delays in planning could delay construction timelines for onshore and offshore wind and solar generation capacity.
Transitional Risk	Development and expansion of low emission goods and/or services such as EV charging, heat pumps and other retrofit services help to empower customers to be part of the energy transition <ul style="list-style-type: none"> » Provide service to customers enhancing our brand, increasing loyalty and protecting our market share.

1.13. CDP

Energia Group achieved a B-, an excellent score as a first time responder to the CDP Climate Change programme. B companies are those that are already taking responsibility for their impacts & taking actions to manage them. The next stage is to accelerate that strategy, in line with best practice. Energia Group is committed to continuing to provide the various disclosures to CDP and participate in the CDP network.



Annabel FitzGerald ESG & Corporate Communications Manager participating in a panel discussion at the recent CDP Ireland Report launch sharing our insights as a first time responder and highlighting our commitment to the CDP network.

2

Climate Action & Biodiversity

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

2.1. Powering climate action

A just energy transition is key to the achievement of climate action goals. The energy transition requires a more efficient use of energy, far greater levels of renewable electricity and the widespread adoption of electrification for other energy requirements such as heating and transport.

At Energia Group, these requirements are central to our strategy and are embodied in our €3 billion Positive Energy investment programme.



Our alignment to the UN SDGs, specifically SDG 13: Climate Action, has resulted in Energia Group setting a climate science related carbon intensity reduction target for electricity generation (Target 13.2).

Through our ongoing advocacy work, as well as our community and industry engagements, we seek to raise the awareness of climate change and the urgency with which the energy transition must progress (Target 13.3).

The Group's activities in powering climate action also go beyond SDG 13. In SDG 7: Affordable and Clean Energy and SDG 9: Industry, Innovation and Infrastructure, the Group is taking important steps in progressing these targets also. Our planned investments in renewable electricity will facilitate the achievement of ambitious targets across the island (Target 7.2) and through these substantial infrastructure investments, will enable industries to accelerate their electrification and decarbonisation (Target 9.4).

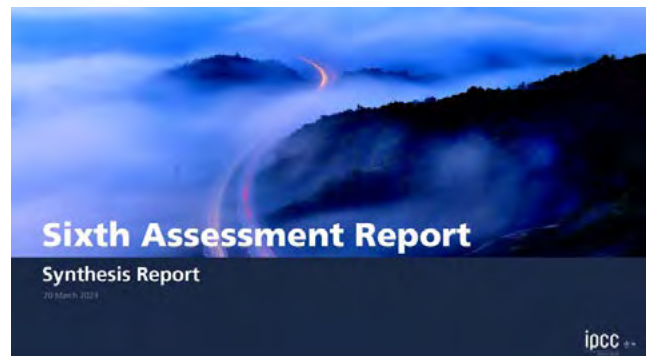
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2.2. Energy & Climate – the policy landscape

The effects of the climate crisis are increasingly noticeable, reminding us that climate change is a global issue that requires urgent and unprecedented action to ensure a sustainable future for our planet. At a global level, these issues received a lot of attention at the United Nations Climate Change Conference (COP27), which took place in Sharm el-Sheikh, Egypt, in November 2022, where the commitment to limit global temperature rise to 1.5 degrees Celsius above pre-industrial levels was reaffirmed. Finance was at the centre of the negotiations and one of the headline outcomes was an agreement to compensate nations for loss and damage caused by climate change.



In March 2023, the Intergovernmental Panel on Climate Change (IPCC) produced a Synthesis Report of their Sixth Assessment Report (AR6¹) on the state of knowledge of climate change, its widespread impacts and risks, and climate mitigation and adaptation. The report finds there to be an unequivocal causal relationship between human activities, principally through emissions of greenhouse gases, and global surface temperature increases; 2011-2020 temperatures were 1.1oC above 1850-1900 and emission continue to increase causing widespread and rapid change and damage.

¹ <https://www.ipcc.ch/report/ar6/syr/>

The report also identifies progress but continued gaps in policies to address climate adaption and mitigation to limit global warming to below 1.5oC. Deep, rapid, sustained and in most cases immediate reductions in greenhouse gas emissions across all sectors is required this decade to achieve global Net Zero by 2050, in the most optimistic scenario.

The climate crisis has also been a major focal point at a local level. Climate challenges have become evident from recent research undertaken by Ireland’s Environmental Protection Agency (EPA) and the UK’s Climate Change Committee (CCC), as both have published reports and studies that highlight the scale and complexity of the transformation that Ireland and Northern Ireland need to do to achieve their 2050 Net Zero targets.

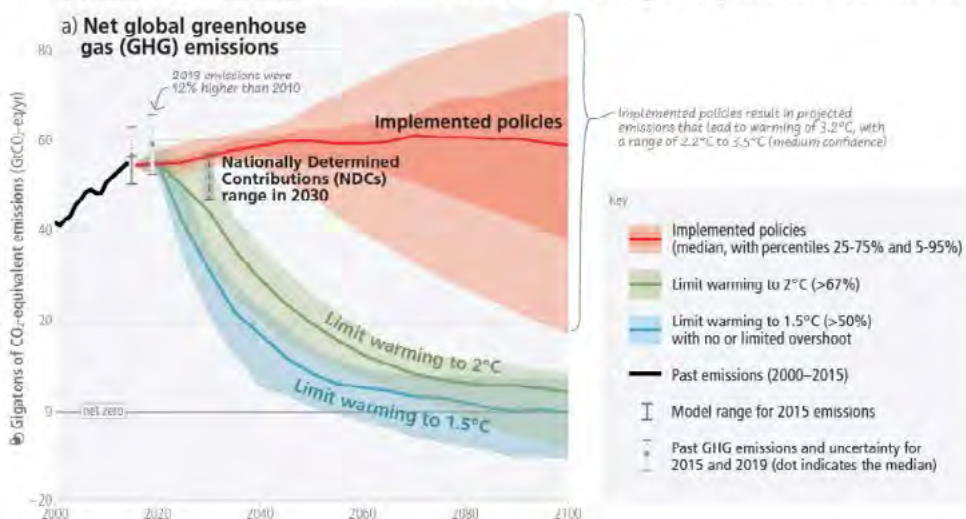
2.2.1. Overview of Policy Developments in FY23

During the year, the respective Governments in Ireland and Northern Ireland introduced new legislation and policies to address the need for a more significant and urgent response to the climate crisis.

In April 2022, the Irish Government implemented binding, economy-wide carbon budgets to support the requirement in the Climate Action and Low Carbon Development (Amendment) Act 2021.Over the course of this decade, Ireland’s greenhouse gas emissions are required to fall from 68.3 mt CO2eq (2018) to 33.5 mt CO2eq to achieve the 51% reduction set out in the Act.

Limiting warming to 1.5°C and 2°C involves rapid, deep and in most cases immediate greenhouse gas emission reductions

Net zero CO₂ and net zero GHG emissions can be achieved through strong reductions across all sectors



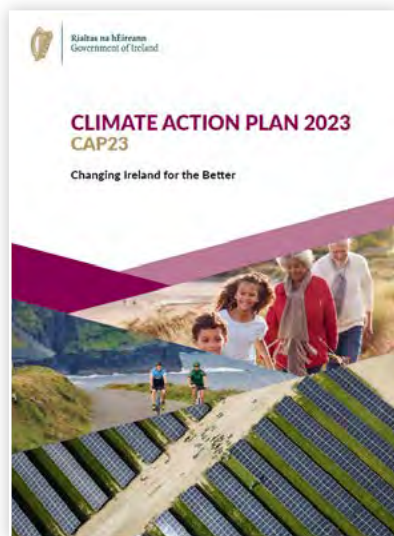
The overall carbon budgets were translated into sectoral emission ceilings and published by Government in September 2022. The electricity sector is required to reduce emissions from a baseline of 10 mt CO2eq in 2018, to 3 mt CO2eq in 2030 (approx. 75% reduction).

The Irish Government published the second update of its Climate Action Plan (2023²), to set out a series of actions and targets specifically designed to achieve the sectoral emissions ceilings and overall binding emissions reduction target of 51% by 2030. Some of the key measures in the plan include:

- » Enough renewable electricity to power every home and business in the country by 2030.
- » 500,000 homes to be retrofitted to BER B2 to make them warmer and easier to heat.
- » 1 in 3 private cars on Ireland’s roads to be electric by 2030.
- » The development of a new, comprehensive, national climate adaptation framework to ensure that Ireland is resilient to the impacts of climate change.

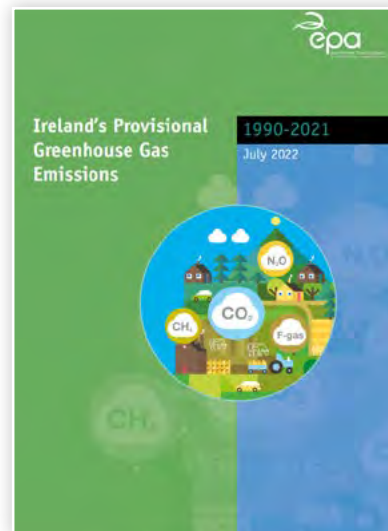
²<https://www.gov.ie/en/publication/7bd8c-climate-action-plan-2023>

As with the previous plans, the Climate Action Plan 2023 outlines a broad range of targets across all sectors of the economy. To achieve the overall 2030 emissions reduction target, emissions from electricity will have to reduce by 75% (from 2018 levels) to 3 million tCO₂e with 80% of electricity demand from renewable energy by 2030. To achieve this, some critical measures will include:



- » The commitment to having 9GW of onshore wind, 8GW solar and 5GW of offshore wind installed by 2030, with an additional 2GW of non-grid connected offshore wind.
- » The delivery of 2GW of new flexible gas-fired power generation.
- » The continuation of the phase out of the use of coal and peat in electricity generation.
- » The establishment of 3 new interconnectors to Northern Ireland (North-South), Great Britain (Greenlink) and the EU (Celtic) and explore further interconnection opportunities.
- » The expansion and reinforcement of the grid, through the addition of lines, substations, and new technologies.
- » Ensuring that 15-20% of electricity system demand is flexible by 2025, increasing to 20-30% by 2030, to reduce peak demand and move it to times of high renewable output.

FY23 was a significant year in the development of key policies to support Ireland's pathway to Net Zero. However, a recent report from Ireland's Environmental Protection Agency (EPA) – Ireland's Provisional Greenhouse Gas Emissions Report 1990-2021³ - highlights some of the challenges in



achieving these targets in the context of the reopening of the economy after the COVID-19 pandemic and the impact this has had on greenhouse gas emissions in Ireland. While, there was a reduction in

greenhouse gas emissions recorded in 2020, in 2021 the report notes Ireland's emissions went back to pre-pandemic levels. The return to coal use in electricity generation and the drop of the renewable share from 42% to 35% were key drivers of this increase, as well as the continued growth of the emissions from the agricultural sector.

These figures highlight that transformational change will be needed for the targets to be met. While policy and legislation advances will help progress towards the 2030 and 2050 targets, the decoupling of economic growth from emissions growth will be essential to meet them.

In Northern Ireland, the Northern Ireland Assembly passed the Climate Change Act in June 2022, reaffirming its Net Zero target for Northern Ireland by 2050. This new piece of legislation, in line with Northern Ireland's 'Path to Net Zero Energy'⁴ sets out a requirement for a 48% reduction in net CO₂ emissions by 2030, relative to 1990 and sets other sectoral targets including 2030 targets of at least

³ https://www.epa.ie/publications/monitoring--assessment/climate-change/air-emissions/EPA-Ireland's-Provisional-GHG-Emissions-1990-2021_July-2022v3.pdf

⁴ <https://www.economy-ni.gov.uk/sites/default/files/publications/economy/Energy-Strategy-for-Northern-Ireland-path-to-net-zero.pdf>

80% of electricity consumption from renewable sources. The Act contains an extensively detailed and highly prescriptive policy mandate for reaching its targets, with this mandate being divided broadly into two types of policy: overarching “climate action plans” and specific “sectoral plans”, with climate action plans being tied to carbon budgets, and “sectoral plans” being tied to the emissions targets (for 2030, 2040 and 2050).



- » For climate action plans, sector-specific consultations by all Northern Ireland departments will be complemented by a general overall public consultation. Furthermore, each Northern Ireland department must have regard to a range of matters, among the most important of which are the ‘desirability’ of policy-coordination across the UK and Ireland, the just transition principle, and the importance of nature-based projects. This is a unique requirement in climate change legislation across the UK and Ireland, and demonstrative of the Northern Ireland Assembly’s resolve to address Northern Ireland’s climate concerns through positive action.
- » Sectoral plans, in contrast to the detailed and interrelated requirements underlying climate action plans, are more straightforward. General requirements for sectoral plans are complemented by specific requirements for specific sectoral plans, such as a requirement that at least 80% of electricity consumption comes from renewable sources by 2030.

Overall, the policy and legislative developments in FY23 have been transformative and create a foundation for the achievement of respective targets but it is clearly still early in the process. Setting targets and achieving targets are two different things and it is essential that an immediate focus is given to accelerating delivery of the energy transition and achieving alignment with global Net Zero ambition and binding domestic targets.

2.3. Security of Supply

Security of supply has been an emerging risk in the all-island electricity market in recent years. In FY23 there were eight “amber alerts” from EirGrid on the Irish system, warning of potential interruption to supply and requesting an immediate response from available generators. Capacity auctions to procure new gas-fired capacity have been a limited success in recent years. Analysis of recent capacity market auctions highlight a forecasted capacity deficit in Dublin of over 200 MW annually until 2026 when it peaks at 456 MW before it returns to a small surplus (<50 MW). This analysis also assumes over 1 GW of capacity contracts awarded to date deliver on time.

There have been a number of recent announcements that are designed to mitigate the risks highlighted in the preceding paragraph, including: the proposed introduction of temporary dispatchable generation, the Climate Action Plan call for 2GW of new gas-fired generation, and a review of aspects of the Capacity Remuneration Mechanism (CRM) with a view to ensuring future auctions can deliver new capacity at the level required to meet anticipated demand. Nevertheless, the outlook for the system seems challenging and could have wider economic implications for growth and investment.

⁵ https://www.eirgridgroup.com/site-files/library/EirGrid/Shaping_Our_Electricity_Future_Roadmap.pdf

Energia Group's Huntstown power station is a relevant example of the role and importance of flexible gas-fired generation to the wider economy, particularly in highly constrained demand centres such as Dublin. In EirGrid's Shaping Our Electricity Future report⁵(2021), the high risk of significant overloading of the network in Dublin was specifically addressed. In FY23 approximately 174% of all generation (19.8% of emissions) at Huntstown was required by EirGrid to meet unanticipated shortfalls in generation elsewhere in the system and/or local system constraints.

In addition to the crucial role Huntstown plays in maintaining security of supply, and in recognition of the challenges being faced on the system, the Group will also provide an additional 50 MW of temporary emergency gas generation on the Huntstown campus, as part of a wider programme undertaken by Government and EirGrid to minimise the risk of future interruption to supply.

In the context of security of supply and decarbonisation, it is also possible for renewable projects to make a further contribution. In FY23, 11.9% of all available generation at Energia Group's 15 onshore windfarms was lost to system constraints and curtailment. This is enough to power over 22,000 homes for one year. The primary reason for these losses was in inability of



the local grid to transfer the power from the windfarm (constraints), an issue that must be addressed through future network planning investment.

Finally it is important to recognise that today's security of supply challenges will take time to resolve, assuming the appropriate incentives are in place, and that the addition of approximately 19 GW of new renewable capacity required in policy by 2030 isn't sufficient to address the shortfall but rather will likely give rise to a number of new challenges in a system with a forecast peak demand of 8.79 GW in 2030⁶. This presents obvious challenges for the planning and operation of the electricity system, as well as for the market but it serves to highlight the scale and speed with which the electricity sector on the island must transform, while continuing to keep the lights on.

2.4. Our Climate Action Targets

At Energia Group we are committed to playing our part in powering the energy transition on the island of Ireland. We have set a medium-term target to reduce the carbon intensity of our electricity generation by 50%. This is a target based on climate science and will see the overall carbon intensity of our electricity generation fall from 332 gCO₂ /kWh in FY20 to 165 gCO₂ /kWh in 2030. The achievement of this target will ensure the Group is well-positioned to maintain progress towards a long-term Net Zero position and is a core aspect of our ESG strategy.

In setting this target we have been ambitious while also taking account of the security of supply and network constraint issues prevalent on the Irish system, particularly in the Greater Dublin Area. These issues have acted as a significant restriction on our stated ambition but reflect our current understanding of the likely system conditions and requirements in 2030. This target is accompanied by our ambition to increase threefold the amount of onshore renewable electricity we generate through the development of our offshore wind and solar portfolios by 2030.

⁶EirGrid's All-Island Generation Capacity Statement (2022-2031): https://www.eirgridgroup.com/site-files/library/EirGrid/EirGrid_SONL_Ireland_Capacity_Outlook_2022-2031.pdf

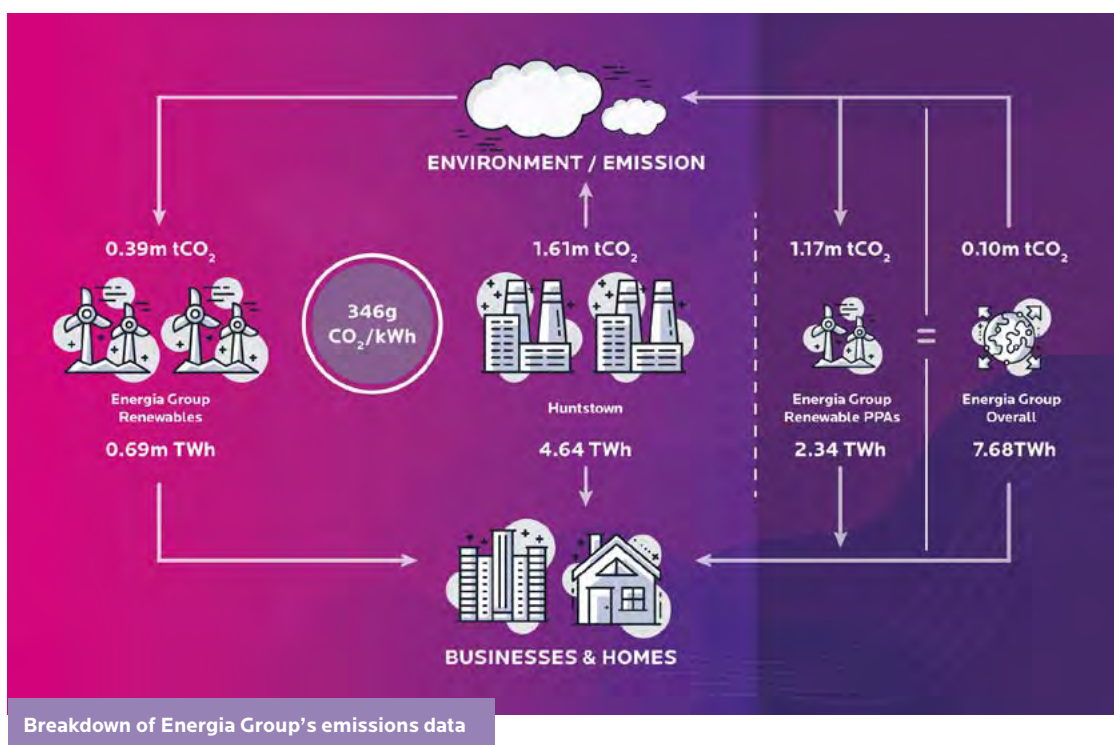
2.5. Our Electricity Generation and Carbon Emissions

Overall in FY23 the Group's electricity generation assets generated 4.64 TWh of electricity, emitting 1.61m tCO₂ and resulting in a carbon intensity of electricity generation of 346g CO₂ /kWh. This represents an increase in the carbon intensity figure for FY22 (330g CO₂/kWh) and is a result of higher levels of generation at Huntstown.

There are two primary reasons for the growth in Huntstown's generation and consequently emissions. The first is the lengthy outage Huntstown 2 experienced in FY22 and the second factor is the criticality of Huntstown to security of supply in Dublin and to the wider system. In FY23, 174% of Huntstown's generation and 19.8% of emissions, were directly as a consequence of security of supply requirements in Dublin and instructions from EirGrid to increase the level of production at one or both units. There was also a greater reliance on Huntstown to meet overall demand on the system in FY23, highlighting the wider security of supply issues within the Single Electricity Market.

In FY23, the Group's 15 onshore windfarms generated 695 GWh of renewable electricity and a further 11.9% of all available generation from these sites was lost due to system constraints and curtailment. The generation lost to constraints and curtailment is the equivalent to all of the output from a 31 MW onshore windfarm and would generate enough renewable electricity to power over 22,000 homes for one year. The primary reason for these losses was in inability of the local grid to transfer the power from the windfarm (constraints), an issue that must be addressed through future network planning investment.

As well as the onshore wind assets owned and operated by the Group, we also have a renewable PPA portfolio, primarily consisting of off-take contracts with third party owned wind farms. These contracts are a key enabler for renewable projects to access financial support (e.g. REFIT/RESS) and provide a clear route to market for their generation. Overall, the Group was responsible for supplying 2.34 TWh of renewable electricity to the all-island market through third-party PPAs, avoiding 1.17m tCO₂.



2.6. Our Emissions Data

The Group's Scope 1 emissions are the Green House Gas (GHG) emissions directly attributable to the activities of the Group. The vast majority of the Group's Scope 1 emissions are from gas fired electricity generation at Huntstown. These units are operate within the EU Emissions Trading Scheme and the carbon emissions from the site are independently verified by a third-party. The Group's Scope 2 emissions are calculated in accordance with the market-based approach in the GHG Protocol. Approximately one-third of the Group's overall estimated emissions are attributable to the sale of gas to customers (Scope 3). Options to reduce this in the future will be dependent on the availability of alternatives for customers both in terms of technology (e.g. electrification) and substitutes (e.g. biomethane and hydrogen).

Our Emissions Data

SCOPE	ACTIVITY	FY20	FY21	FY22	
		tCO ₂ e	tCO ₂ e	tCO ₂ e	
Scope 1	Huntstown Electricity Generation	1,181,064	1,196,162	1,049,493	1,607,641
	Company Vehicles	79	75	69	99
Scope 2	*Energy Use (electricity, heating oil and gas)	287	23	39	46
	Total - Scope 1 + 2	1,181,429	1,196,260	1,049,601	1,607,786
Scope 3**	Water		22	7	7
	Gas Sales	567,106	553,477	540,440	479,493
	Business Travel (grey fleet and air travel)	156	23	44	145
	Business Travel (trains)				0.2
	Waste to Landfill		0.3	0.1	3.1
	Employee Commute				593
	Homeworking				314
	Total		1,748,692	1,749,783	1,590,092
Key Climate Metrics	Carbon Intensity of Generation gCO ₂ /kWh	332	330	330	346
	Renewable Generation GWh	672	691	644	695

*Market rate used for scope 2 electricity

**Scope 3 emissions are calculated in line with methodologies set out by the Greenhouse Gas Protocol and UK Government greenhouse gas conversion factors. The Group's scope 3 reporting is expected to continue to evolve in future years

2.6. Our Climate Action Projects

Onshore Wind

Energia Group owns and operates a portfolio of 15 wind farm sites with a total generation capacity of 309MW. In addition we are progressing with the development of further onshore wind farms with a capacity of 267MW. One of those developments is the Drumlins Park Wind Farm. Drumlins Park is a 49MW wind farm comprising 8 wind turbines that will generate enough energy for 34,000 homes and businesses. The wind farm is being developed as part of the Corporate Power Purchase Agreement (CPPA) framework signed with Microsoft last year to build new onshore wind and solar projects to provide renewable electricity to the national grid.



Long Mountain Wind Farm



Kevin O'Sullivan, MD Statkraft Ireland Noelle Walsh Corporate VP Microsoft; The Tánaiste and Minister for Enterprise, Trade and Employment Leo Varadkar TD ; Peter Duffy, CEO Power Capital Renewable Energy; Ian Thom, CEO Energia Group and Eoin Doherty, Microsoft at the signing of the CPPA framework between Energia Group and Microsoft

Focus on delivery

The last turbine base was constructed at Drumlins Wind Park in March 2023. The project represents an investment of €90 million and commissioning is expected in 2024. It is important that communities in the area appreciate the benefit of renewable energy through our wind farm community benefit funds. The Drumlins Park community benefit fund will be designed to meet the needs of the local area and will be administered by an independent charitable foundation on our behalf.

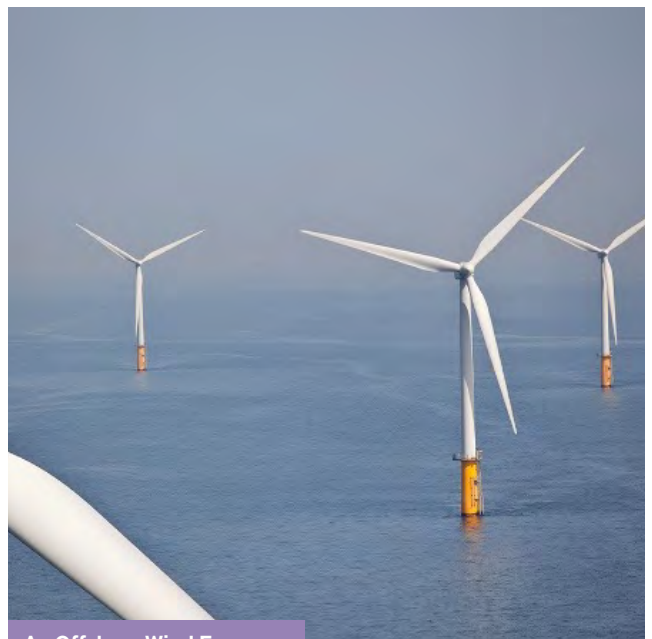


Turbine base pour at Drumlins Park Wind Farm

Offshore Wind

Energia Group is making continued progress on the delivery of the North Celtic Sea and South Irish Sea renewable energy offshore projects as part of the Group's portfolio of investments, creating jobs and economic benefit for coastal communities, and clean, green electricity on an ongoing basis into the future.

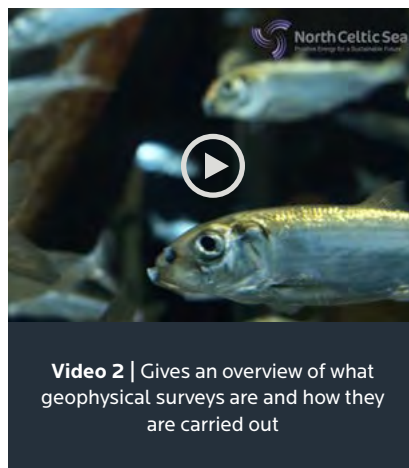
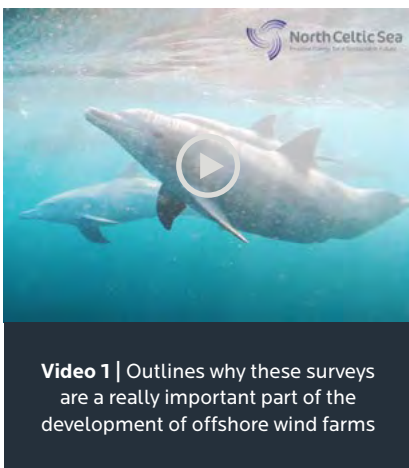
These offshore wind projects can make a major contribution not just to Ireland's offshore wind targets but to the decarbonisation of the economy and the requirement to halve our Greenhouse Gas emissions by 2030. Combined, the North Celtic Sea and South Irish Sea renewable energy projects could provide up to 1,600MW of renewable offshore wind power capable of generating enough green electricity to power over 1 million homes and businesses and avoid more than 2 million tonnes of carbon emissions.



An Offshore Wind Farm

Offshore Wind Education & Awareness

Energia Renewables in collaboration with Green Rebel launched a three-part mini docuseries about geophysical surveys which took place as part of the North Celtic Sea offshore wind project. The three short videos take viewers on a journey through the different phases of the geophysical survey, which is a non-intrusive analysis of the seabed and the sediment below. There is a strong focus on the environmental aspect of this work, a key priority for Energia Renewables, and the continuing engagement with the fishing community which proved successful throughout the survey work.



Offshore Wind – Stakeholder Engagement

Energia Renewables in collaboration with Green Rebel launched a three-part mini docuseries about geophysical surveys which took place as part of the North Celtic Sea offshore wind project. The three short videos take viewers on a journey through the different phases of the geophysical survey, which is a non-intrusive analysis of the seabed and the sediment below. There is a strong focus on the environmental aspect of this work, a key priority for Energia Renewables, and the continuing engagement with the fishing community which proved successful throughout the survey work.



Battery Storage

Battery storage is an important enabling technology for the energy transition across the island of Ireland. Our 50 MW battery storage facility in Castlereaigh will help match intermittent generation from renewable energy sources, such as wind and solar, with the peaks and troughs of real time electricity demand. The facility will absorb and store electricity when a surplus is available and release it back into the system when electricity demand exceeds supply. We understand the importance of building green and having a positive impact on biodiversity. We are also incorporating a pollinator hedge into the facility as part of our commitment to the All-Ireland Pollinator Plan.



Battery storage facility at Castlereaigh

The first Green Hydrogen Production facility on the island of Ireland

Long Mountain wind farm is a 27MW wind farm operational since 2017, comprises 12 turbines and can produce enough renewable energy to meet the average annual electricity demands of more than 15,000 homes. An electrolyser has been installed at the wind farm and is in the process of being commissioned. Electrolysis is the method used to produce hydrogen that consists of “breaking” the water molecules using an electric current in an electrolyser in order to extract hydrogen H₂. The electricity must itself be carbon-free in order to consider this hydrogen as green or renewable.



Peter Baillie, Managing Director of Energia Renewables and Ian Thom, Energia Group's CEO at Long Mountain's Hydrogen Production facility

Harnessing the power of the sun

Energia Group is currently developing solar farms with a total capacity of 628MW in Meath and Dublin capable of powering approximately 130,000 homes and businesses.



Eanna Farrel, Energia Group's Project Manager promoting solar energy as part of Engineer's Week

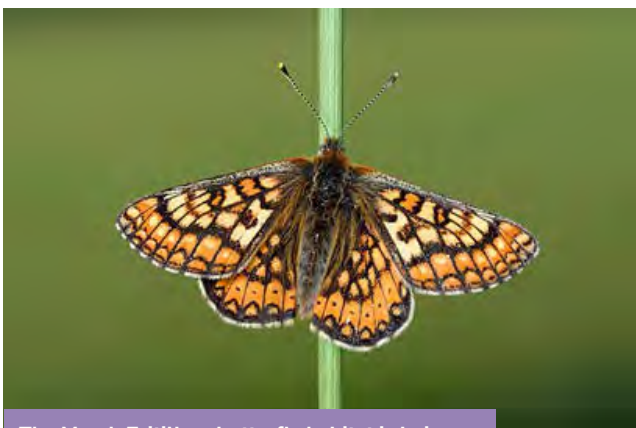
Biodiversity

Building green and protecting our environment and the biodiversity that surrounds us is an important focus for how we build and operate our renewable energy infrastructure.

Energia Group has committed to supporting the All-Ireland Pollinator Plan and is taking action to support pollinators and their habitats. We are implementing measures to protect and enhance pollinator habitats.



Habitat Management and Enhancement Plans are in place at our wind farms to protect and enhance the existing habitats. At our Long Mountain wind farm in Antrim we have re-wetted areas of peatland to create the conditions suitable for the establishment of peat forming vegetation. The Marsh Fritillary butterflies are Ireland's only protected insect and occur wherever their food plant, devil's-bit scabious, occurs. At our Eshmore wind farm in Tyrone we have fenced off an area of suitable habitat to help this particular species of butterfly.



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



Energia Group continues to promote biodiversity at its Huntstown site through grassland management practices

Biodiversity at Huntstown Power Station

Energia group has recently conducted a Biodiversity audit of the Huntstown site and is implementing a number of recommendations following the audit including;

- » Continuing the current grassland management practices that are proving successful for biodiversity;
- » Additional planting of native trees within the site and creating an earth bank for pollinators such as solitary bees.

Waterwise at Huntstown Power Station

Previously wastewater from one unit at Huntstown Power Station was discharged off site through the process water waste stream. This water is now recycled and sent back to the raw water tank and is then used as the water feed to the water treatment plant. This reduces the process wastewater from the unit to almost zero and also reduces the raw water extracted from the site wells. This modification will result in a saving of up to 16,000 cubic meters of waste and raw water consumption per year.

3

Empowering our Customers

Energia Group is passionate about supporting both our residential and business customers' in their energy transition journey.



3.1. Empowering our customers on their energy transition journey

We understand the critical role that our customers can play in the decarbonisation of the energy system and believe that empowering our customers through the delivery of innovative and effective solutions is key and consistent with our vision for the role of a modern utility. We are committed to helping all customers in their energy transition, from large corporates to the most vulnerable in our society.



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

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

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

In this section of the report we outline some of the key steps we're taking to support our customers in their energy transition journey. We provide information on some of the innovative and effective solutions the Group's businesses provide for energy efficiency, energy services and assisting those most vulnerable in our society.

Through its two brands, Energia and Power NI, the Group, a modern customer-centric utility has a focus

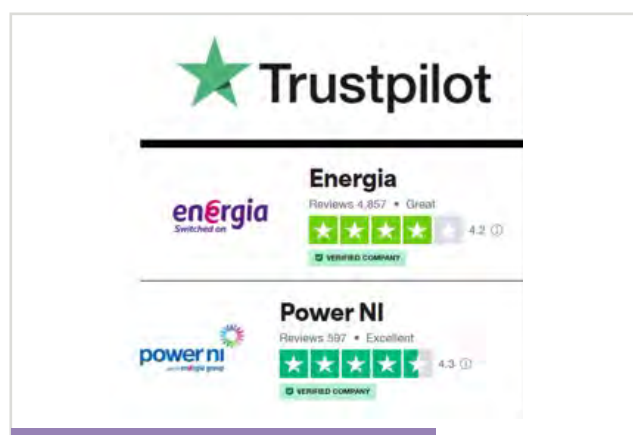
on renewable energy technology. We are committed to our customers and trusted by thousands of homes and businesses throughout Ireland to meet their energy needs. Power NI is Northern Ireland's largest electricity supplier, energising over half a million homes and businesses. We are driving positive change for people living here and for the future of our planet through sustainable, smart, affordable and customer centric products and services.



At 31 March 2023, Energia Group had 828,300 customer sites on the island of Ireland supplying 7.7TWh of electricity to homes and businesses.

3.2. Customer Experience

A focus on the customer is core to the Group's strategy and significant focus is placed on ensuring our customers have a positive experience when engaging with us. We are very proud of our Trustpilot ratings of "Great" and "Excellent" for Energia and Power NI respectively in FY23. During the year, the Group received 8 (2022 – 5) complaints which were referred to the CRU and 1 (2022 – one) complaint which was referred to the CCNI. The number of complaints continues to compare favourably with best practice in Great Britain and represents best practice in the NI residential electricity supply market.



Energia and Power NI's Trustpilot scores

3.2.1. Digitalisation and the Energy Transition

Digitalisation continues to be a priority and therefore the Group has developed its Digital IQ platform to help accelerate the shift to zero carbon. From advanced billing to smart electric vehicle charging, the Digital IQ platform empowers the Group to provide a more efficient and personalised service to its customers. This real-time cloud platform helps reduce cost to serve while also boosting customer engagement and enabling decarbonisation through smart, low carbon energy technologies. During the year the platform capability was utilised for the Energy Bills Support Scheme in Northern Ireland, ensuring that the scheme was delivered efficiently without compromising business as usual customer facing services.



Energia Group's Digital IQ platform

Work is ongoing to provide ROI customers with a greater range of smart advanced tariffs underpinned by the smart metering infrastructure.

Customer Engagement continues to be developed through a series of new and developing products. These products include:

- » Smart Home Store featuring product and installation services for Google and Netatmo smart thermostats and doorbells, residential EV charge points and home security systems;
- » Keypad Plus is a bluetooth enabled meter top up system now mainstreamed in our NI residential prepayment market, with over 23,000 customers;

- » Real time data solution products, e.g. Connect 360, have been developed and offered to commercial customers;
- » Our Lighting as a Service solutions offering to Energia and Power NI customers.

A number of proof of concept project have also been implemented in the Energy Transition space.

3.3. Energy Efficiency

The Energy Efficiency Obligation Scheme

The Energy Efficiency Obligation Scheme (EEOS) in Ireland started in 2014 and places an obligation on energy suppliers and distributors to deliver energy savings. This applies to all energy types, including electricity, gas, and solid fuel.

Energia's dedicated Energy Services team offers support to make homes and businesses in Ireland more energy efficient. For every unit of energy saved through these projects, energy credits are achieved which go towards annual targets. This will help Ireland to reach national and European energy saving targets. EEOS is separated into Commercial, Domestic and Fuel Poor. During the year, through the EEOS in Ireland, approved by the Sustainable Energy Authority of Ireland (SEAI), Energia provided funding to non-residential projects with estimated annual energy savings of 18.7 GWh Delivered Electrical Energy. This represents an estimated annual saving of 5,056 t/CO₂ savings and annual customer benefits of over €2.6million. Through the Residential EEOS in Ireland, approved by the Sustainable Energy Authority of Ireland (SEAI), Energia provided almost €540k in funding for energy efficiency projects implementing a total of 828 projects and 158 deep retrofits. This represents estimated annual savings of 823 tonnes of CO₂. Included within the 828 projects was the support of 279 installations of Electric Vehicle Charging Points, and the retrofit of 103 Fuel Poor Council Houses.

3.3.1. Residential

Creating prosumers and supporting microgeneration

In support of the Smart Metering programme in Ireland, where smart meters are being installed in all homes and small businesses, Energia has successfully deployed new “time of use” products to customers and work is ongoing to further develop opportunities offered by smart meters.

Energia Group continues to help customers as they transition to low carbon living through microgeneration. Microgeneration of electricity by customers through renewable technologies such as solar panels allows customers to export the surplus electricity produced to the grid and receive a payment for it. Microgeneration of electricity from renewable technologies contributes to a greener Ireland by exporting surplus green electricity to the grid while also reducing electricity costs for the customer.

In ROI, a Clean Export Guarantee payment was introduced to enable home microgenerators to avail of a payment for their surplus power. This brings Energia’s ROI customers into line with Power NI customers who have had this service since 2006. Power NI currently facilitates approximately 12,150 microgeneration customers in NI with a generation capacity of 79,622 KW. Energia offers solar and residential battery storage packages to customers which are complemented by a microgeneration tariff to enable customers to be paid for electricity exported to the grid.

Supporting Ireland’s National Retrofitting Scheme

A half a million homes will be retrofitted as part of the Government’s National Retrofitting Scheme. Grants of up to €25,000 and in some cases more is available to assist with the cost of deep retrofits for householders. Our Energia Cosy Homes Scheme is a One Stop Shop for deep retrofits and home energy upgrades. The scheme is the cornerstone of Energia’s

home energy upgrade offerings, providing a simple solution for home energy upgrades all under one roof. The Energia Cosy Homes Scheme streamlines the entire process of home retrofitting and energy upgrades.

Energia has exceeded the domestic target for 2022, achieving savings of over 4,000,000 kWh/yr, against a target of 3,338,000kWh/yr through a range of energy saving measures, from insulation and heat pumps through to energy monitoring systems and electric vehicle charging points

Fuel Poor

The Fuel Poor ROI sub-target refers specifically to the support of energy saving measures in homes that fit into the energy poverty category; those especially hit hard by the recent energy crisis. The 2022 target was extended to June 2023, and Energia is on track to fulfil the energy savings of 1,900,000kWh/yr.



Energia provided a range of supports to Louth County Council, assisting them in the retrofit of 59 low-income homes. Most of these homes went from a Building Energy Rating of D2 or below, to B2 or above, meaning reduced consumption and increased comfort for the tenants. Energia will continue to support Louth County Council in 2023 and beyond, with the retrofit of over 200 homes this year.

3.3.2. Commercial

The EEOS commercial target makes up the majority of credits required. The target was set at 22.7GWh and we have currently achieved 80% of the target and are set to achieve the entire target by June 2023.

Cash for Kilowatts

The Energia Cash for Kilowatts scheme helps businesses to maximise their energy efficiency and reduce their overall carbon footprint by offering energy efficiency grants. The scheme provides grants of up to 20% as a once off payment to participating businesses based on the annual savings achieved from energy conservation measures. Grants are available for the latest in energy efficient heating, ventilation and air conditioning technology, which will help businesses reduce their energy consumption. As part of the scheme Energia will help to identify, measure, and verify the savings achieved to maximise the funding provided. This year Energia supported business through the provision of funding totalling almost €820,000.



Connect 360

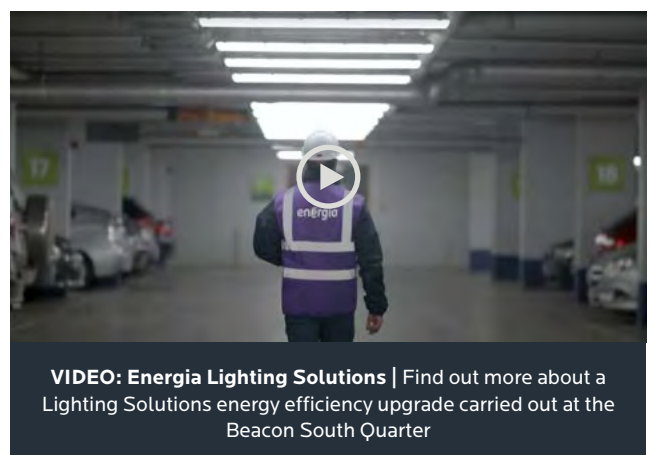
Energia also provides business with real-time energy and environmental monitoring so that they can take control of their energy consumption and reduce wastage. The Connect360 personalised web portal

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



Energia Lighting Solutions

Energia Lighting Solutions is an upgrade to your current lighting system using high quality, energy efficient LEDs. This lighting upgrade requires no upfront cost but is funded by savings made from the new lighting installed. The lighting solution will reduce the customer's carbon footprint and use less energy to produce better light.





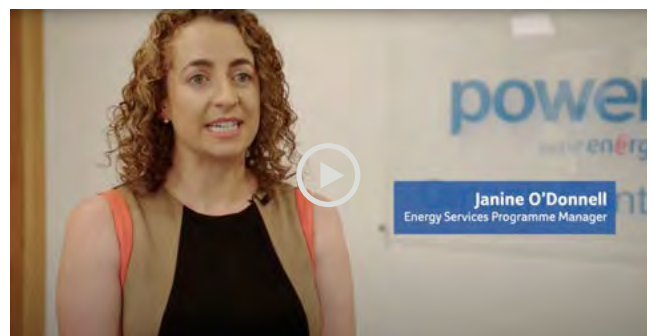
LED lighting in a warehouse

The Northern Ireland Sustainable Energy Programme

The Northern Ireland Sustainable Energy Programme (NISEP) is funded from money collected from all electricity customers through a Public Service Obligation (PSO), and the fund is used to provide funding for energy efficiency schemes. Power NI received funding to administer commercial schemes in the last year, these included: LED Lighting; Intelligent Heating Controls, and Variable Speed Technology. In FY2023 88 applications were received. Approximately €280,000 of funding across 69 projects from various commercial sectors including leisure, hospitality, offices, retail and manufacturing, resulting in lifetime savings of over 54.8 GWh and 13,593 tCO₂e

Energy Efficiency

The Energia and Power NI websites provide a wide range of information and advice on energy efficiency and renewable energy.



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



Lynsey Gordon, General Manager of the Rabbit Hotel and Shannon Hegarty, Power NI Marketing Executive, marking the successful installation of Intelligent Heating System in the hotel supported by NISEP grant funding.

3.4. E- Mobility

Electric Vehicles

We have established Electric Vehicle charging infrastructure partnerships with 5 car brands to assist customers to transition to electric vehicles. Through these partnerships we are providing electric vehicle home charging infrastructure and renewable electricity residential tariffs for customers who purchase an electric vehicle. The partnerships provide EV owners an easy and seamless way to attain their home charging infrastructure and accompany with renewable electricity residential tariffs.



Power NI was the first electricity provider to introduce a charging product into the NI market, now offering customers both an EV Tariff and an EV Charger.



Power NI was the first electricity provider to introduce a charging product into the NI market, now offering customers both an EV Tariff and an EV Charger.

Energia Group is working in collaboration with Artemis Technologies who are designing and building a 300 passenger zero emission hydrofoil ferry in Belfast. We are the green energy provider and one of a number of research partners to Artemis who are carrying out important research into a green hydrogen fuelled range extender. The zero emission maritime transport sector is of interest to Energia Group as we continue to develop our offshore wind projects.

3.5. Vulnerable Customers

Energia and Power NI offer a number of services to vulnerable customers that are promoted through their respective Codes of Practice and through various advice providers. We assist customers with special needs through these services and we actively maintain registers of customers special or priority needs.

The Group recognises the social dimension of debt prevention and management and both Energia and Power NI continue to offer a wide range of payment options and debt prevention measures. Both companies have committed to never disconnect an engaged customer and through the Electricity Association of Ireland, the Group worked with other suppliers to develop the Energy Engage Code for the Irish market.

In Northern Ireland, Power NI offers a 'For Your Benefit' (FYB) service for its customers which includes a benefit entitlement check, budgeting, signposting and energy advice for particularly vulnerable customers. During the year, FYB transitioned from Bryson Energy to a combined offering between Age NI and Advice NI. Over 100 benefit checks were completed for customers and positive outcomes were delivered by way of income maximisation. The customers who availed of the service all had been referred by Power NI's frontline staff from the contact centres and the Payment and Accounts Resolution (PAR) team.

The relationship with Advice NI in Northern Ireland continued to grow from strength to strength and the online referral system was expanded to also include business customers who were struggling with their finances and increasing debts. During the year, Christians Against Poverty (CAP) also agreed to offer a referral service service to Power NI customers. In addition, staff from across Power NI and Energia received training in a number of specialist vulnerability areas including, how to have effective conversations around changing energy related behaviour, how to support customers in suicidal situations and more Just A Minute (JAM) Card Champions were also trained. These training sessions were delivered by experts from a range of charities and really helped to enhance the conversations with customers in vulnerable circumstances.



In June 2022, Power NI successfully achieved BS18477 re-certification, the British Standard for Inclusive Service Provision. This was another significant achievement for Power NI and later in 2022, BS18477 transitioned to the ISO22458 Inclusive Kitemark and in December 2022, Power NI was one of the first 9 companies in the world to successfully achieve the new Kitemark.

Part of being inclusive includes the provision of the ReachDeck Accessibility toolbar on the Power NI website and it has continued to be used regularly by customers to translate the text into different languages, to read the website aloud and to assist those who are visually impaired to increase the size of the text or to mask the screen.

Power NI also recorded some customer videos for the website in BSL (British Sign Language) and the videos went live on International Sign Language Day in September. Power NI's website is now fully compliant with Web Content Accessibility Guidelines version 2.1 AA standard which are a set of recommendations for making web content more accessible, primarily for people with disabilities.

4

Empowering our People

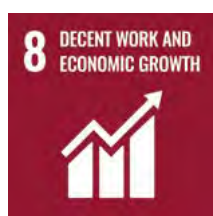
Energia Group recognises that talented and innovative people want to work for responsible businesses.

4.1. Our People Strategy

Energia Group recognises that talented and innovative people want to work for responsible businesses. We are focussed on fostering a workplace culture that emphasises inclusion so every employee feels like they belong, are core to our successes and that they have a role to play in the delivery of our Sustainability strategy.

Our Values of Trustworthy, Dynamic, Resourceful and Community Focused are the principles that we consider to be important for the well-being and prosperity of our employees, our customers, the communities of which we are a part and Energia Group itself.

The Group's activities support SDG 8: Decent Work and Economic



Growth and SDG 5 Gender Equality: To achieve gender equality and empower all women and girls in a variety of ways. Through a continued focus on health and safety and wider labour rights (Target 8.8) and policies for our operation and procurement that protect workers (Target 8.7), we provide for safe and decent work.

A significant amount of the Group's activity in this area is also focussed on ensuring an inclusive approach across all activities (Target 8.5) and utilising new

services and technology to promote higher levels of economic activity (Target 8.2). In this section we outline some of the important initiatives we have launched and progressed this year to support a growing workforce and to equip them with the knowledge and environment to help them to thrive. We are also committed to empowering our team to support community activities and initiatives thereby creating change for social good.

Women's health policies, Pregnancy Loss and Fertility Treatment, a Manager's guidance document to support women through the Menopause and an initiative to provide free period care products to employees across all our offices have been launched as part of a programme of measures to help progress SDG 5 Gender Equality. Our ambition is to remain a strong force for positive change within the energy sector and society in Ireland.

4.2. Our Team

We have a high performing team of 1,090 talented employees working across the Group with 209 employees based in ROI and 881 based in Northern Ireland. A total of 309 new employees, of which 123 were female, joined the Group in the last year.

The Energia Group Management Board comprises 12 senior management, of which 4 are female. Our team is split by 45% female and 55% male with 46% of all managers being female.

Energia Group's employee numbers

At 31 March	2023		2022	
	Male Number	Female Number	Male Number	Female Number
Energia Group Limited Board¹	1	-	1	-
Energia Group NI Holdings Limited Board²	10	1	10	1
Senior Management³	8	4	8	4
Other Employees	595	483	541	440

¹ Directors appointed to the Board of the Company are not employed by the Group and are not included in the employee numbers shown in note 9 to the financial statements

² The Board of Energia Group NI Holdings Limited (EGNIHL) is the main operational Board for the Group. Non-Executive directors appointed to the Board of EGNIHL are not employed by the Group and are not included in the employee numbers shown in note 9 to the financial statements. Three Executive directors of EGNIHL (two males and one female) are also members of the Energia Group Management Board (EGMB) and included in the employee numbers for Senior Management

³ Senior Management comprises members of the EGMB

4.3. The Way We Work

The Group currently have a hybrid working model for the majority of employees. This involves a minimum of 2 days/week working from the office for collaboration and connection and up to 3 days/week at home. In our most recent employee engagement survey 78% of our employees have said they are satisfied with their work life balance.

In the past year Energia Group also responded to challenges within the resourcing market for operational roles by recruiting employees who work fully virtually on a full time basis and are one of only a small number of organisations in Northern Ireland to offer this option for contact centre employees.



4.4. Learning and Development

We value learning at Energia Group and our growth mindset culture is demonstrated in our employees ability to respond quickly to change and disruption. Our employees embrace challenges as opportunities for growth, providing them with the stretch necessary to develop new skills and abilities. To support this culture we offer a wide range of Learning and Development opportunities. We believe learning is much more than formal instruction and our learning philosophy focuses on providing the right learning at the right time in the right way. Opportunities include;

- » New employee induction covering a range of topics including company vision, mission and values, sustainability culture and ongoing onboarding programme

- » Tailored Line Manager Programme for all new managers
- » Modular High Potential programmes for those identified as successors, including 360 EI and psychometrics, coaching, mentoring and on-the-job challenges
- » Customised manager development to build people manager capabilities and similar learning solutions to build Leadership skills for all employees
- » Managers toolkit to support employee career conversations, coaching on career opportunities and mentoring programmes to support career growth

The Talent Management process includes a Competency Framework which identifies the key values and competencies, including behavioural indicators, and how they are expected to be demonstrated at various levels within the business. This Competency Framework underpins the annual Performance and Development Review (PDR) process, which evaluates performance against defined and agreed targets and objectives. It also enables individuals to discuss the competencies and identify their key strengths and those areas for development.



Energia Group's employees at a learning and development session.

Our Talent Strategy is supported by bi-annual Talent Forums for each business and key functional areas across the Group, The Group's Talent Steering Group

proactively engage with participants of our High Potential Programmes to ensure they are continuing to be challenged and to facilitate internal moves where required.

4.5. Energia Group's Graduate Programme

Energia Group are committed to investing in developing and growing young talent. We have created a talent strategy for early career graduates which would accelerate this talent pipeline by ensuring they receive the necessary support, training, experience and mentoring to enable them to succeed. Energia Group run a bespoke graduate programme, partnering with Learning and Development experts to help fast track their career and retain the graduates within the business. The programme was first launched in 2019 and the first intake having completed the programme secured permanent roles in the business. There are 18 graduates in the current programme throughout the following departments; ESG, Energy Policy, Trading, Finance, Technology and Customer Solutions.

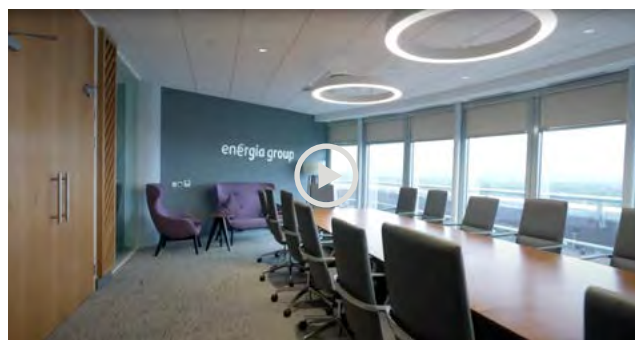
Graduates are offered a 2-year programme which includes a tailored onboarding and induction plan, rotations across different businesses and departments to broaden their commercial awareness, an assigned mentor, a specific L&D programme tailored to their development needs and exposure to high profile projects and management.



4.6. Sustainability @ Energia Group

In 2022 Energia Group launched Sustainability @ Energia Group a bite sized sustainability training and challenge initiative. As part of this innovative sustainability engagement initiative we introduced

the UN Sustainable Development Goals to all employees across the Group and highlighted some of the work we are doing as a company that supports those goals.



VIDEO: About The Sustainability @ Energia Group Module

4.7. Biodiversity @ Energia Group

In 2023 Energia Group launched Biodiversity @ Energia Group in advance of Earth Week. This course consists of four 10-minute modules spread over four weeks allowing individuals to work towards earning their first biodiversity awareness training certificate. Ireland has 31,500 species living within 117 habitats and, of those habitats assessed, only 15% are in a good state and 17% are threatened with extinction from the island. We ALL have a role to play in the protection and enhancement of biodiversity and, by participating in Biodiversity @ Energia Group, our team can learn more about how we, as individuals, and collectively as one team can help combat the biodiversity crisis. As a Group, we have recently announced our commitment to the All-Ireland Pollinator Plan, a collaborative initiative to create an Ireland where pollinators can survive and thrive.



Energia Group's biodiversity certificate allows its employees to demonstrate their biodiversity awareness.

4.8. The Green Team

The Green Team is made up of 20 employees from of the wider Energia Group who are focussed on raising awareness and implementing initiatives promoting sustainability across the business, such as;

- » Quarterly Green team Newsletter which includes information on waste reduction and recycling, energy efficiency advice, eco-product reviews, sustainable fashion and gardening advice, and interviews.
- » Hosted a seminar in partnership with the Ulster Wildlife Trust called for Peat's Sake
- » Organised an employee upcycling competition
- » Promoted Earth Day through an employee photography competition
- » Carried out office audits to identify items that were switched on when not in use, check temperatures, check waste management.

GREEN TALK:
Frugal Innovation

JOIN US!

Join us on the 27th March at 11am as we welcome Dr. Mark Bloomfield to share with us, a fascinating talk on subject of frugal innovation.

Dr. Mark Bloomfield is the Founder of Turbulence, an innovation practice focusing on Enabling Resilient Growth. In July 2022, Mark became a Fellow at Cambridge Judge Business School, University of Cambridge where his teaching and interests focus on innovation & experimentation. He has taught over 100 senior leaders from across the world.

Frugal innovation, originating in resource-scarce regions like India and Africa, is a powerful approach that emphasises creating impactful, accessible, and cost-effective solutions with minimal resources. By applying frugal innovation principles to both personal and professional domains, individuals and organizations can achieve meaningful change, drive inclusive growth, and foster long-term value creation. Using real-world examples from healthcare, agriculture, energy, and consumer products, the talk highlights transformative potential of frugal innovation in addressing pressing global challenges and empowering communities, while also promoting business success.

“EMPHASISING THE CREATION OF IMPACTFUL, ACCESSIBLE, AND COST-EFFECTIVE SOLUTIONS WITH MINIMAL RESOURCES”

enèrgia group

enèrgia group

GREEN TEAM

Green Team Newsletter
MARCH 2023

Business update

HEATING
SSBE temperature recommendations

RECYCLING
ESSE - how to separate waste

STAFF ACTIONS
Please place food waste into the food waste bin

Energia Group's Green Team offers all employees bite-sized sustainability awareness information through its newsletters and initiatives

Jennifer Treacy
Power NI - Green Team

VIDEO: The Green Team | Find out more

4.9. Diversity & Inclusion

At Energia Group, we are committed to creating a supportive and inclusive workplace for all of our staff. We understand that diversity and inclusion are not just buzzwords, but rather essential elements for building a successful and thriving workplace. By fostering an inclusive culture that is representative of all facets of Irish society, we can create a more innovative, productive, and fulfilling work environment for all.

Our commitment to creating an inclusive workplace is not just the right thing to do, it's also the smart thing to do for our business and our team.

Energia Group has retained the Bronze Diversity Charter Mark from Diversity Mark NI for the third consecutive year in recognition of the Group's commitment to diversity and inclusion and we are now eligible to apply for the silver award.

4.10. Women in Energy

'Women in Energy' is a network of colleagues who collaborate to celebrate and champion women at Energia Group by:

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

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

4.10.1. Partnership with Riley

In February 2023 the Women in Energy network announced a partnership with Riley to provide free period care products to employees across all the Group's offices in Dublin, Belfast, Omagh and Antrim. Riley is a female-founded Irish business which supplies eco-friendly period-care products delivered directly to the customer. The award-winning products are made with 100% organic cotton and zero toxins, bleach or harmful chemicals benefitting the user and the environment. This measure is one of a number being implemented by the Group as it focuses on gender related policies aligned to the UN Sustainable Development Goals (SDGs), specifically SDG 5 Gender Equality and SDG 8 Decent Work & Economic Growth.



Energia Group and Riley representatives at the launch of the partnership

4.10.2. International Women's Day

Energia Group celebrated International Women's day with a rise and shine event hosted by our Women in Energy network. Together with our colleagues, this year's theme of Embracing Equity was discussed.

In Energia Group we pride ourselves on supporting women in the workplace and by creating an inclusive culture where women can thrive. In 2022 the Group introduced two women's health policies, Pregnancy Loss and Fertility Treatment and a Managers guidance document to support women through the Menopause forming part of the company's broader strategy of supporting all employees through every life stage and fostering a culture of inclusion.



VIDEO: Watch highlights from Energia group's International Womens Day Rise and Shine event

4.11. Gender Pay Gap

Energia Group want all of its employees to feel valued and we are committed to creating greater equality in pay and reducing our gender pay gap. The Group, nor any of its subsidiaries, is not yet legally required to report its Gender Pay Gap (GPG) but does so within this report on a voluntary basis. For the purposes of this voluntary GPG disclosure, the Group uses the UK GPG methodology and in 2022 the median GPG was 18.8% which was a 4.2% reduction from the previous year. Over the past year we have implemented actions to address the gap including hybrid working, women networks, mentoring, brand amplification, women's health policies and a greater focus on D&I. In addition; 58% of our internal promotions were female; 43% of our new starts were female, and 55% of females were employed in management roles by the end of March 2023. The percentage of females in the upper middle quartile increased by 5.8% compared to the previous year.

4.12. Well-being



Energia Group is committed to ensuring its employees are well looked after, cared for and supported in all that they do. Wellness is a core part of ensuring the Group operates effectively. The Group continues to invest in its wellbeing programme which includes the provision of third party occupational health and counselling services, private medicals and seasonal flu vaccines.

Our wellbeing programme is underpinned by three pillars, Mind, Body and Life. The calendar this year

included the following events, Financial detox, wellness from within, 5k a day challenge, nutritional advice and a photography course. Overall 518 colleagues participated.

A total of 200 employees had their health checked by Chest, Heart and Stroke to detect the early warning signs of developing chest, heart and stroke conditions.

Wellness Wednesdays, an initiative to encourage employees to reach out to our dedicated professional counselling team for support, saw 115 employees make contact.

4.13. Health and Safety

Energia Group promotes the highest standards of health, safety and environmental compliance within the workforce to ensure avoidance or reduction in risks to health, safety and environmental matters. The Group strives to continually improve our safety performance and to ensure that the best practicable methods of compliance with the Health and Safety at Work etc. Act 1974, the Safety, Health and Welfare at Work Act, 2005 and associated legislation are achieved.

4.13.1. Health, Safety and Environmental Management Systems

Energia Group is certified to both ISO45001 – Occupation health & safety standard and ISO14001 – Environmental Management standard. A surveillance audit for ISO45001:2018 & ISO1400:2015 was completed in Autumn 2022. This involved a virtual meeting to review documentation and two site visits; the Liberty building offices and the Drumlin windfarm construction site.

4.13.2. Safety Performance

During FY23 Energia Group rolled out key Health, Safety and Environmental objectives to deliver improved safety performance. These focussed on;

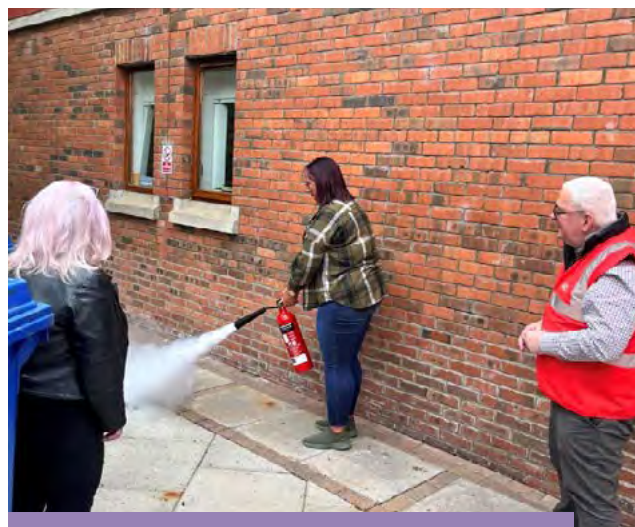
- » improving personal safety by setting targets for our lost time incident frequency rate;
- » ensuring compliance by completing the internal and procedural audit and inspection programme;
- » continued certification to the internationally recognised ISO45001: Occupational Health and Safety Management Standard and ISO14001: Environmental Management Standard; and
- » continued commitment to improve Energia Group energy consumption, efficiency and waste output through internal environmental awareness.

Health & Safety Newsletter

A Health and Safety newsletter is issued on the internal website, “The VOLT” every quarter. This has proved to be a great way to communicate health & safety alerts, training and new safety initiatives to staff. All employees are encouraged to partake in a quiz at the end of each issue to test their health and safety knowledge for the chance to win a prize.

Bespoke training courses

Whilst we have been offering fire warden training virtually, during the year a bespoke course was completed by 15 fire wardens which featured more practical elements, including how to use a fire extinguisher. First aid scenario training is scheduled for workplace first aiders, to provide practical examples of how to use an automated external defibrillator (AED) or what to do in typical first aid at work emergencies.



Energia Group employees at a fire safety training event

Safety Representative Meetings

Safety representative meetings are completed every quarter with a rep from each of the office locations. There are currently 19 Safety representatives across all office locations. These meetings give the participants an opportunity to discuss any recent incidents, raise concerns from staff, share any required updates and take part in relevant training.

4.13.3. Lost time incidents

One lost time incident occurred in FY2023. Corrective/preventative actions were identified and put in place to prevent a recurrence of a similar incident.

Energia Group’s Lost Time Incidents

LOST TIME INCIDENTS (LTIs)	FY20	FY21	FY22	FY23
Employee LTIs	0	0	0	0
3rd Party Contractor LTIs	3	1	4	1
Total LTIs	3	1	4	1

5

Community

Energia Group want to enrich communities bringing a genuine social value to our activities.

5.1. Commitment to Community

We are committed to the local communities in which we operate and whom we serve and have a long-standing record of working in collaboration with community groups to enhance local areas and to benefit local people.



The Group's activities support SDG 11: Sustainable Cities and Communities through a range of initiatives. Linked to the Group's activities in support of the other

SDGs highlighted in this report, we promote the achievement of cleaner and more sustainable cities (Target 11.3 and 11.6), sustainable transport solutions (Target 11.2) and ensure the protection of nature in all we do (Target 11.4).



Through our work in communities across the island, we also promote SDG 13: Climate Action through efforts to improve education and awareness of climate change and the

action required to mitigate and adapt to minimise its adverse impacts (Target 13.3).

In this section of the report we summarise a number of our engagements with communities, both around our renewable projects and through broader initiatives the Group has developed to support communities such as our Greener Possibilities initiative. Education and awareness, charitable giving, volunteering and sponsorship are all aspects of the Group's approach to focus on impact and promoting the positives with all aspects of the energy transition. We are the power behind the people who deliver positive initiatives and essential services in communities across Ireland.

5.2. Energia Group's Greener Possibilities Fund

Energia Group's Greener Possibilities Fund aims to support projects with a connection to the UN Sustainable Development Goal 13, "Climate Action." Projects must be related to the climate crisis, climate resilience, or biodiversity protection across the island of Ireland. This includes supporting groups affected by the impacts of climate change or groups involved in climate action or organisations hoping to build a stronger sustainability lens into their existing work.



Eleven projects across the island of Ireland were awarded funding under the Greener Possibilities fund, with each of the 11 awarded projects receiving €10,000 to support their project, representing a total award of €110,000. Global Action Plan, FoodCloud, Leave No Trace, Autism Support Louth & Meath, The B!g Idea, and ALONE were successful in their application for funding for their Climate Action projects in ROI while, in Northern Ireland, Keep Northern Ireland Beautiful, Grow NI, NOW Group, Air Ambulance NI and Age NI were were successful in their application for funding.



Greener Possibilities group

Global Action Plan Ireland, Dublin

Global Action Plan Ireland is an environmental organization with the mission to support sustainable communities across Ireland. Global Action Plan are currently preparing to open a community garden in Blanchardstown. Their project includes a comprehensive community education and engagement plan around climate and sustainability.

“The Energia Group Greener Possibilities fund will allow us in Global Action Plan to accelerate our plans to bring the GLAS @ TU Dublin Community Garden to life as a thriving space for community engagement and learning, replicating the successful GLAS Community Garden in Ballymun. The garden, hosted in Technological University Dublin Blanchardstown, is unique in that it is managed for social inclusion, supporting community members of all ages, abilities and mobilities”

Keith Magee, Global Action Plan Ireland



ROI



VIDEO: Global Action Plan | Find out more about their project

The B!G Idea

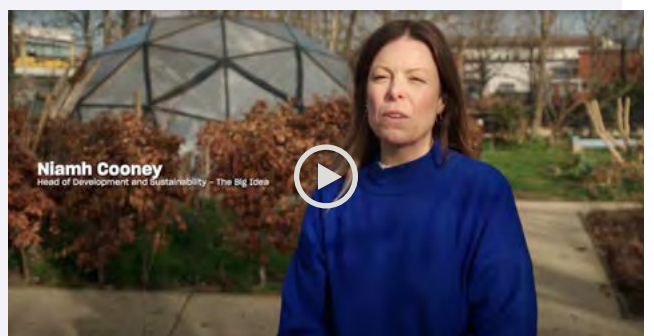
The B!G Idea is creative education initiative that aims to put creative thinking at the centre of Ireland's second-level education system. This initiative is a contribution to the B!G Idea Project in which secondary school students participate in a climate solutions design project over 12 weeks.

“We are so grateful to receive this incredible donation from the Energia Group Greener Possibilities Fund. One big idea can change our world and our programme provides a platform for young people to work collaboratively and voice their ideas around some of the biggest issues we are facing in society. We support them as they make a real difference in their communities as proactive and responsible citizens.”

Niamh Cooney, The B!G Idea



ROI



VIDEO: The B!G Idea | Find out more about their project

FoodCloud

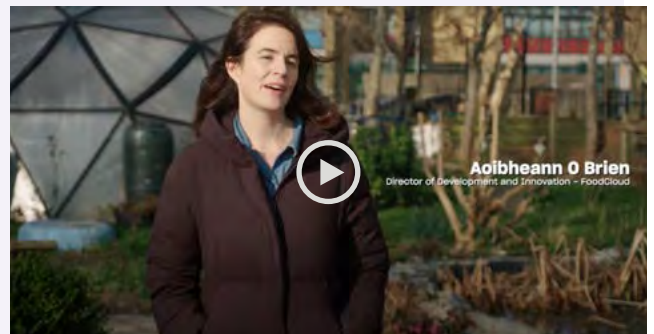
FoodCloud’s mission is to transform surplus food into opportunities to make the world a kinder place. Their project is to carry out an update to their ordering and stock utilisation process which will reduce food wastage.

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

Aoibheann O’Brien, Foodcloud



ROI



VIDEO: Food Cloud | Find out more about their project

Leave No Trace Ireland

Leave No Trace Ireland provides research, education and outreach so every person who ventures outside can protect and enjoy the outdoors responsibly. Their project is to design and roll out a community biodiversity toolkit that will allow coastal communities to learn to care for their specific environment and partake in citizen science and positive climate action.

“The Energia Greener Possibilities Fund has made this innovative project possible which will develop a community toolkit focussed on biodiversity enhancement, environmental stewardship and citizen science for responsible recreation and climate action at coastal locations across Ireland. This toolkit will directly build capacity and knowledge with local communities building a strong sense of stewardship of their local environment.”

Padraic Creedon, Leave No Trace Ireland



ROI



VIDEO: Leave No Trace Ireland | Find out more

Autism Support Louth & Meath

Autism Support Louth & Meath is a parent led support group for families of both children and adults affected by Autism. Their project is to plant a large biodiverse green belt around a sensory garden for neurodiverse children.

“Autism Support Louth and Meath were delighted to receive funding from the Greener Possibilities fund which will enable us to further develop our Biodiverse Sensory Garden. This space is proving invaluable to the Autistic children, teenagers and young adults who come to our activities. It is great to get the opportunity to further expand and develop the garden. We will be involving our neurodiverse members in the planning and activities and incorporating their feedback and suggestions into the works.”

Jacinta Walsh, Autism Support Louth & Meath



ROI



VIDEO: Autism Support Louth & Meath | Find out more

ALONE

ALONE is a national organization that enables older people to age at home. They work with all older people, including those who are lonely, isolated, frail or ill, homeless, living in poverty, or are facing other difficulties. Their initiative is a pilot project for insulating older people's homes.

“We are delighted to be able to upgrade the efficiency of homes for older people, with thanks to Greener Possibilities, especially at a time of high energy costs. Heating is a health issue for older people and not just about comfort, so this is welcome support.”

Pauline Costello, ALONE



ROI



VIDEO: ALONE | Find out more about their project

Air Ambulance NI

Air Ambulance NI works in partnership with the Northern Ireland Ambulance Service, to provide the Helicopter Emergency Medical Service for the region. Their project involves the installation of solar panels and an EV charging station at the air ambulance base to reduce carbon emissions. This will support the future use of electric emergency support vehicles.

“At Air Ambulance NI, we are continuously working to improve our efficiency. As a successful recipient of the Greener Possibilities Fund through Energia Group, we are delighted to be able to invest in electric car charging points for our operational base and a solar panel system for our office unit that will reduce our energy bills enabling us to spend funds on what really matters for the charity. We are incredibly grateful to the fund and are very much looking forward to benefitting from our new installations.”

Collen Milligan, Air Ambulance NI



NI



Collen Milligan
Business Development Manager - Air Ambulance

VIDEO: Air Ambulance NI | Find out more about their project

Grow NI

Grow offers opportunities for people of all ages and ability to get involved in growing food and connecting with their community. Their project is to establish a people’s community garden in West Belfast.

“We are delighted to have been awarded the Energia Greener Possibilities grant. It means that Grow will be able to support local communities to green up a derelict site, provide home grown food, improving biodiversity and bringing people together to learn and grow.”

Claire Peacocke, Grow NI



NI



Claire Peacocke
Community Gardener - Grow NI

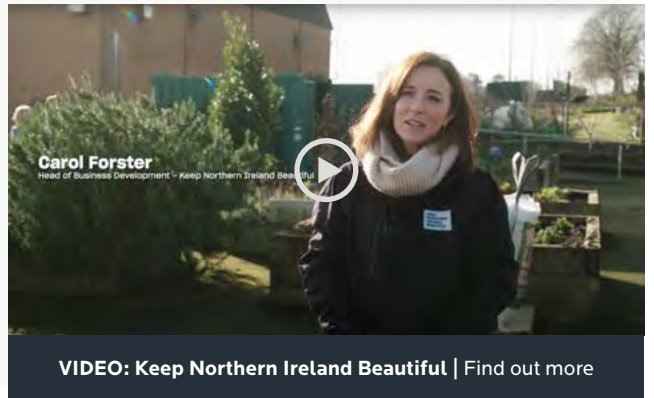
VIDEO: Grow NI | Find out more about their project

Keep Northern Ireland Beautiful

Keep Northern Ireland beautiful is an environmental charity dedicated to creating a world where people and nature thrive. Their project is an education and climate action empowerment programme for young people not in the traditional education system.

“Keep Northern Ireland Beautiful is excited to receive this support from the Greener Possibilities Fund. It will extend our climate action work, allowing us to do more to raise awareness of climate change with young people, because better knowledge leads to more action! Over the next 12 months, our project will engage youth workers, equipping them with the resources, the tools, the knowledge and, importantly, the confidence to deliver crucial climate change training to young people.”

Carol Forster, Keep Northern Ireland Beautiful

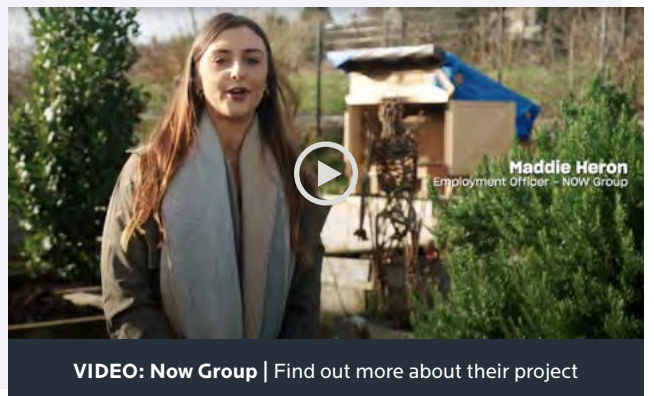


Now Group

Now Group supports, through a wide range of services, people with learning difficulties and autism in jobs with a future. Their project is to use local volunteers to establish a community food garden for use by Now service users.

“We are thrilled to have received funding from Greener Possibilities to launch this initiative that will directly support people with learning difficulties, autism and neurodiverse conditions, from the local community. Through the project, it’s our hope that these individuals will grow in confidence and establish new friendships all while learning and educating others on the innovative ways of mitigating climate change.”

Diane Hill, Now Group



Age NI

Age NI is dedicated to helping everyone make the most of later life. Their project consists of a biodiversity initiative for older people as part of Age NI's wellness programme that will be educational and practical and result in older people making miniature pollinator gardens.

"We are really excited to be able to run a new project for older people, aimed at increasing awareness of the important role played by bees in sustainability – you could say we're buzzing! With the Greener Possibilities funding, we'll be supporting older people's groups with planting and growing bee-friendly flowers, getting together, sharing knowledge, and promoting the benefits of connecting with nature, which is great for our wellbeing at any age. Thank you, Energia Group!"

Vicki Caddy, Age NI.



NI



Vicki Caddy
Head of Communications and Marketing - Age NI

VIDEO: Age NI | Find out more about their project

5.3. Energia Group's Community Wind Farm Funds

Energia Group's community benefit wind farm funds are well established and promote sustainability in the communities neighbouring our wind farms. Working with the Community Foundation for Ireland (CFI), Community Foundation NI (CFNI) and Fermanagh Trust we ensure our funding has the maximum positive and lasting impact in the areas where we operate. We recognise that a just transition requires responsible development and we are proud of our track record in community investment over the years. In FY23 we invested over €750,000 through our 8 wind farm funds, sponsorships and Local Electricity Discount Schemes (LEDS) and to date we have invested almost €4 million. The Meenadreen Community Benefit Fund won the Overall Winner Award at the 2022 Wind Energy Ireland Awards and Derrysallagh Wind Farm Benefit Fund was shortlisted for the Wind in the Community Award in 2023.



Meenadreen Scoil Cholmcille Kilmacrennan students at the base of a wind turbine

Breakdown of Energia Group's Community Benefit Funds

Community Benefit Fund	Annual Fund	About the fund
Meenadreen Community Benefit Fund	€90,000	8 community projects and 11 third level student bursaries
Derrysallagh Community Benefit Fund	€37,000	2 community projects
Long Mountain Community Benefit Fund	€75,000	16 grants for a range of projects, which will improve community facilities and access to community services
Tyrone Three Combined Fund (Altamuskin, Eshmore and Gortfinbar wind farm community benefit funds)	€110,000	16 local community projects with-in a 5 mile radius of the wind farms granted funding
Rathsherry Wind Farm Fund, Co. Antrim	€45,000	13 community groups received grants in 2022
Cornavarrow and Slieveglass Joint Wind Farm Fund, Co. Tyrone The Fermanagh Trust administers the fund and advertises widely, in print and online, when the fund opens for applications every autumn	€145,000	11 Community groups were awarded funding in 2022
Teiges Wind Farm, Co. Fermanagh (administered by the Fermanagh Trust)	€75,000	17 projects awarded in 2022 including a number of multi-annual capital grants
Thornog Community Benefit Fund (Administered by the Community Foundation for Northern Ireland)	€55,000	8 projects that promote sustainability were selected with grants ranging from £500 up to £10,000

CASE STUDY:

First Friends Playschool Geevagh, Co. Sligo

First Friends Playschool in Geevagh, County Sligo, is one of the first community groups to benefit from the Derrysallagh Wind Farm fund receiving over €5,000 for a new swing, slide, seesaw, garden shed and outdoor shelter. The playgroup, which currently caters for 15 local children between the ages of 3 and 5,

Dermot MacDermott, Chair of the First Friends' Board of Directors, says the playschool has an important role: "We want to offer parents in Geevagh a chance for their children to build friendships that can last a lifetime and strengthen our sense of community in the village.



Derrysallagh Fund First Friends Playschool Girls and Windmills

CASE STUDY:

Broughshane Improvement Committee

In 2022, 14 grants were awarded to community projects, including the Broughshane Improvement Committee who used their £3,000 grant to enhance public spaces within this garden village. Committee Member, Valerie Blake, is proud to say that the impact of the funding can be seen driving through Broughshane, "All our work is very visible as you walk or drive through our village. It's not just visitors who stop to take photographs. A lot of local people and our team of volunteers upload pictures to our Facebook page to keep everyone up to date with what's blooming on our doorstep."



Rathsherry Broughshane Improvement Committee Painting Fence with children

5.4. Helping our communities

5.4.1. Volunteering

Energia Group recognises the contribution that volunteering can make to our communities. Volunteering connects our teams to their local communities. In FY2023, 125 volunteers from across the Group spent 700 hours volunteering in their communities. Volunteering efforts focused on helping local food banks, working with Ulster Wildlife, working with Habitat for Humanity at their Christmas shop and to help them open a new store in Belfast, supporting Global Action Plan at their Ballymun garden and bringing Christmas to children across NI with Cash 4 Kid's Mission Christmas.

Volunteering with Age NI also continued in FY23 through "Check-in and Chat", a weekly telephone call to an older person can be an excellent way to help some older people to cope with the challenges of isolation and loneliness.



Tom Gillen, COO, Energia Group and Bruce Gardiner-Crehan from South Belfast Foodbank

5.4.2. Brighter Communities

Power NI's Brighter Communities energises innovative and emerging community groups, teams and projects with £1000 of funding available each month. Established in 2018 it has distributed over £50,000 of financial support to community groups across NI. During 2022, 12 diverse groups were each supported with £1,000 ranging from Women's

Aid Foyle, Autism Support Kilkeel, Rosario Youth Centre and Hope Harbour who help homeless people in Belfast. On Random Act of Kindness Day in February, an additional group was selected to receive £1,000 and in 2022 it was Cuan Kids Community Preschool.

5.4.3. Helping Hands

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

Helping Hands is available to all Energia Group employees and in 2022, 41 grants were awarded to community associations, charities, and clubs across the island of Ireland equating to over €14,000 of financial support. Helping Hands has been going far and wide from Belfast to Buncrana, to Omagh and Killeslin. Groups have included the Cappincur GAA, to Solas, an autism support charity, to the Doogan Dance Academy and Glanmore Scouts as well as other sports clubs and a variety of children's education settings.



Grange Park Primary School – Fund was used to create a bug hotel for kids to interact with nature



Shorts Football Club – Fund was used to purchase football nets for the youth teams to use

5.4.4. Supporting Charities

Energia Group has continued to work with a wide range of charities in NI and ROI. Making connections and reaching out to work with and support charities who can help our staff and our customers is always a key focus.

Power NI worked with Age NI and fuel poverty charity, National Energy Action, to educate older people on how to save energy at home. 3 training webinars were hosted by Age NI and 10,000 accompanying booklets printed for distribution to older people across Northern Ireland. The booklets provided useful tips and advice on how to stay safe and well throughout the year while also promoting key services like the Power NI Customer Care Register. Energia Group staff, based in Northern Ireland, also supported Age NI with a charity bag drive to help stock their charity shops. Over 70 bags were donated by staff which are, on average, each worth £11 to Age NI – a very practical way of supporting a local charity.

In 2022, Energia Group also entered into a strategic partnership with the NOW Group who provide a range of services that support people with learning difficulties and autism to realise their full potential. The social value partnership works on a number of levels – as a Group we will become JAM Card Friendly, we will become a jobs partner, we will be a supply chain partner and we will offer skills-based volunteering to support their participants.

5.4.5. Christmas Giving

Christmas is the season of giving and, once again this year Energia Group donated €40,000 to help foodbanks in Antrim, Belfast, Omagh and Dublin over the 2022 festive season. Food banks provide essential food support for families and people who are in need all year round but Christmas is a particularly busy time. We supply energy to communities all over Ireland and so we believe that we have a role to play in supporting those that might be experiencing challenges in those communities.

Energia Group also donated €30,000 to the Black Santa appeals in Dublin and Belfast. The annual charity event has become known as the Black Santa appeal because of the long, heavy black cloaks worn by participating clergy. All of the money donated to the Appeal goes directly to a variety of charities in both Belfast and Dublin supported by Black Santa with a focus in December 2022 on charities who cater for refugees.

5.5. Community Engagement in our Projects

Community engagement is a key priority of the Renewables Development team and our Community Liaison team remain the first point of contact for local residents, businesses and political representatives through all stages of project development, delivery and operation or in relation to our community benefit funds.

Consultation with all stakeholders forms a key part of our offshore wind farm development. North Celtic Sea project. Our team undertakes a wide range of engagement activities across Waterford including working with schools as part of the Calmast/SETU programme. We also meet directly with community groups to understand what's important to local communities along the Waterford coast. We also engage in partnerships including with Waterford Chamber as a proud Energy Partner, supporting and engaging with the Waterford business community as we develop supply chain opportunities associated with the North Celtic Sea project.

5.6. Education and Outreach

5.6.1. Global Wind Day

Energia Group marked Global Wind Day 2022 with a live action and animated film in partnership with a Donegal National School, to promote awareness and citizen education, in line with Ireland's National Climate Action Plan.

The film showcased pupils from St. Francis' National School in Barnesmore, Co. Donegal, and their sensory garden which was created with the support of Energia's Meenadreen Wind Farm benefit fund.



Pupils from St Francis' National School in Barnesmore, Co. Donegal at the filming of the Global Wind Day video



VIDEO: Global Wind Day 2022

Every year St Francis' National School elects a student council and in 2022 the council came up with the idea of the sensory garden. The garden provides a peaceful area with easy access for any school children with limited mobility who want to sit and read

or chat at lunchbreak. Council Member, Cora Cassidy, says the whole school uses the garden, which she and her fellow council members maintain: "The Covid pandemic made some of us anxious, particularly when we all had to wear masks. Getting outside and sitting in this quiet space has helped. It's our wellbeing area and, as a council, we were keen to make sure that any students using walkers or wheelchairs can access the space easily and move around between the flower beds to enjoy this sensory garden."



Meenadreen StFrancisNS Barnesmore Sensory Garden Cora and other Council Member

5.6.2. Engineers Week

Energia Group took part in STEPs Engineers Week, a celebration of the world of engineering in Ireland which ran from 4-10 March 2023. The annual event is coordinated on a national basis by the Engineers Ireland STEPS programme, which promotes engineering and the importance of the profession to children in Ireland. We promoted careers in the



Brian Mullen, Energia Renewables Operations & Maintenance Manager promoting wind energy as part of Engineer's Week

energy industry for young people during the week by profiling some of our team that are involved in the development of sustainable energy solutions critical in helping Ireland achieve its climate action targets.

5.6.3. Science Week

During Science Week which ran from 13 – 20 November, 2022 Energia Group celebrated the infinite possibilities and the role of science in the energy sector and how that contributes to Ireland's climate goals. Energia Group employs scientists working across various fields, from renewable energy infrastructure design and marine science to data and environmental science.



Neil McCaul, Gregory Balogh and Anchit Bhagat from Energia Group have developed an innovative artificial intelligence solution that can support energy traders in the decisions they make. The project, was a finalist the in 2022 AI Awards and demonstrates the importance of collaboration between academia and industry.

5.6.4. SDG Week

Energia Group highlighted its commitment to the UN's Sustainable Development Goals during SDG Week which took place from 20th – 26th September 2022. At Energia Group, we understand the importance of the Sustainable Development Goals for communities across the island of Ireland and globally. We also recognise the positive contribution we can make in helping to progress the SDGs. As one of Ireland's leading renewable energy developers and green electricity supplier, we have always been focused on climate action and now by aligning our

responsible business activities to the SDG's we are strengthening that commitment to climate action, to the communities in which we operate and serve and to our employees.

5.7. Working together

5.7.1. Supporting the Arts

Energia Group partnered with the Wexford Festival Opera 2022. Energia Group sponsored one of the Festival's main stage productions, Armida, as well as a series of singing workshops helping the Festival to bring opera to a younger audience. The workshops called The Power Behind Your Voices explored the important role renewable energy technologies play in Ireland's decarbonisation journey.

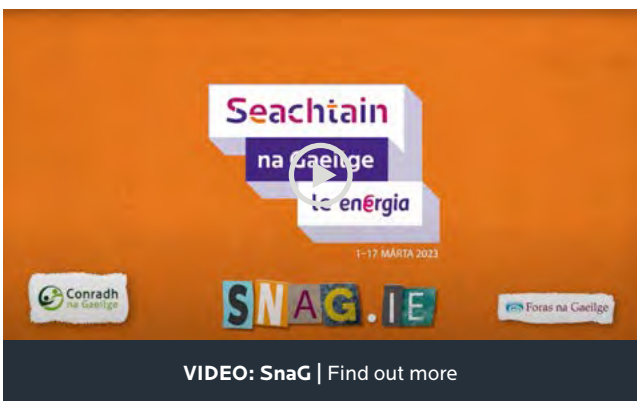
This partnership demonstrates Energia Group's investment in the sustainability and wellbeing of Wexford by supporting a Festival which is a deep-rooted part of our community infrastructure.





5.7.2. Seachtain na Gaeilge le Energia

Energia have been proud sponsors of the Seachtain na Gaeilge festival since 2017. Seachtain na Gaeilge le Energia is an international Irish language festival and one of the biggest celebrations of our native language and culture that takes place each year in Ireland and in many other countries. The festival gives everyone an opportunity to enjoy Irish, whether you are fluent or completely new to the language. Because of our support the festival can provide resources to schools across Ireland, and events for families and adults too.



Energia All-Ireland League

We are proud to be title sponsors of both the Men’s and Women’s All Ireland League (AIL) and All-Ireland Junior Cup, since 2019. We understand the importance of grassroots AIL clubs in creating a world-class National team and have worked closely with Irish Rugby to deliver a sponsorship package that facilitates the future development of rugby in

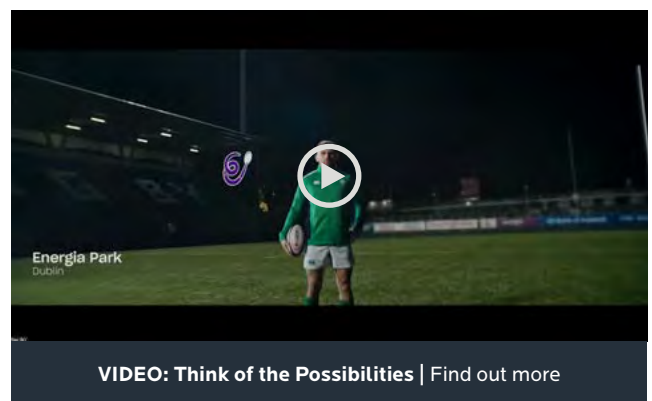
communities up and down the country. We aim to grow the support for AIL clubs in Ireland through our dedicated AIL app, and our sponsorship of the Club Scene Podcast.

Think of the Possibilities

Energia knows that the rugby season is a treasure trove of ever-changing possibilities. Yet every possibility starts with those people who make rugby tick, from the players to the behind-the-scenes heroes who dedicate their time and energy to make



the game we love possible – the very people we wanted to hero with our campaign. Every player, club and even the national team got to where they are with the support of an army of unsung heroes believing in the power of possibilities. We wanted to shine a light on these volunteers who give tirelessly and are often taken for granted.



Wexford Youths

Energia is dedicated to supporting meaningful change in women’s sport and have committed to covering annual membership fees for the Wexford Youths Women’s Senior Squad. We believe that female athletes should have an equal opportunity to excel in sport and be provided the same opportunities, and this inequality is just one of many barriers that can prevent women and girls playing and remaining in sport. For many reasons, not all women are in the position to afford to invest financially in club membership or sporting clothing and equipment. We are delighted to be in a position to make a real difference to the players on this team by removing these possible barriers for entry, and to help those on the team continue to thrive during a very difficult time for women in sport.



Player with Wexford Youths Women’s Senior Squad

Energia Get Ireland Growing

We are proud to work in collaboration with Get Ireland Growing to encourage people to grow their own food and promote more sustainable food production in Ireland. We provided 300 growing kits worth €42,500 to communities across Ireland to encourage them to come together to become more sustainable and connected through growing food together. Along with GIY, we have shared goals in wanting to support communities to be more resilient and self-sufficient, and to see Ireland become more sustainable.



Get Ireland Growing launch

5.7.3. Supporting Sport

Power NI Elmer’s Big Belfast Trail

In 2022, Power NI were proud sponsors of Elmer’s Big Belfast Trail – an 8-week free, family friendly event organised by the NI Hospice to recognise the 21st anniversary of the Hospice’s Children’s in-patient unit - Horizon House. Over the Summer months, Elmer’s Big Belfast Trail connected corporate, public and community partners across Belfast with 70 individually designed Elmer statues displayed across Belfast.



Elmer Statue in Belfast

6

Governance

The Board of Energia Group NI Holdings Limited (EGNIHL) is the main operational Board for the Group.

6.1. Energia Group Governance Structure

The Board of Energia Group NI Holdings Limited (EGNIHL) is the main operational Board for the Group. The EGNIHL Board comprises of three Executive Directors; the Chief Executive Officer; the Chief Financial Officer and the Chief Operating Officer and eight Non-Executive Directors. The EGNIHL Board of Directors meet formally at least six times a year plus other ad-hoc meetings as required to carry out their duties. Formal committees of the EGNIHL Board include an Audit Committee, Remuneration Committee, Risk Management Committee and the Energia Group Management Board (EGMB). The management of day-to-day operations of the Group is delegated to the EGMB. The EGMB meets monthly and comprises of 12 senior managers including the Chief Executive Officer, Chief Financial Officer, Chief Operating Officer, business unit Managing Directors and function heads. At each meeting the EGMB review Health & Safety, financial and business performance, ESG initiatives, strategic development initiatives, as well as HR, legal and IT updates. Each business unit has its own business management board which meets monthly with a business performance and operational focus. Further information on the Group's approach to the management of risk is set out in the "Risk Management and Principal Risks and Uncertainties" section of the Energia Group FY23 Annual Report.

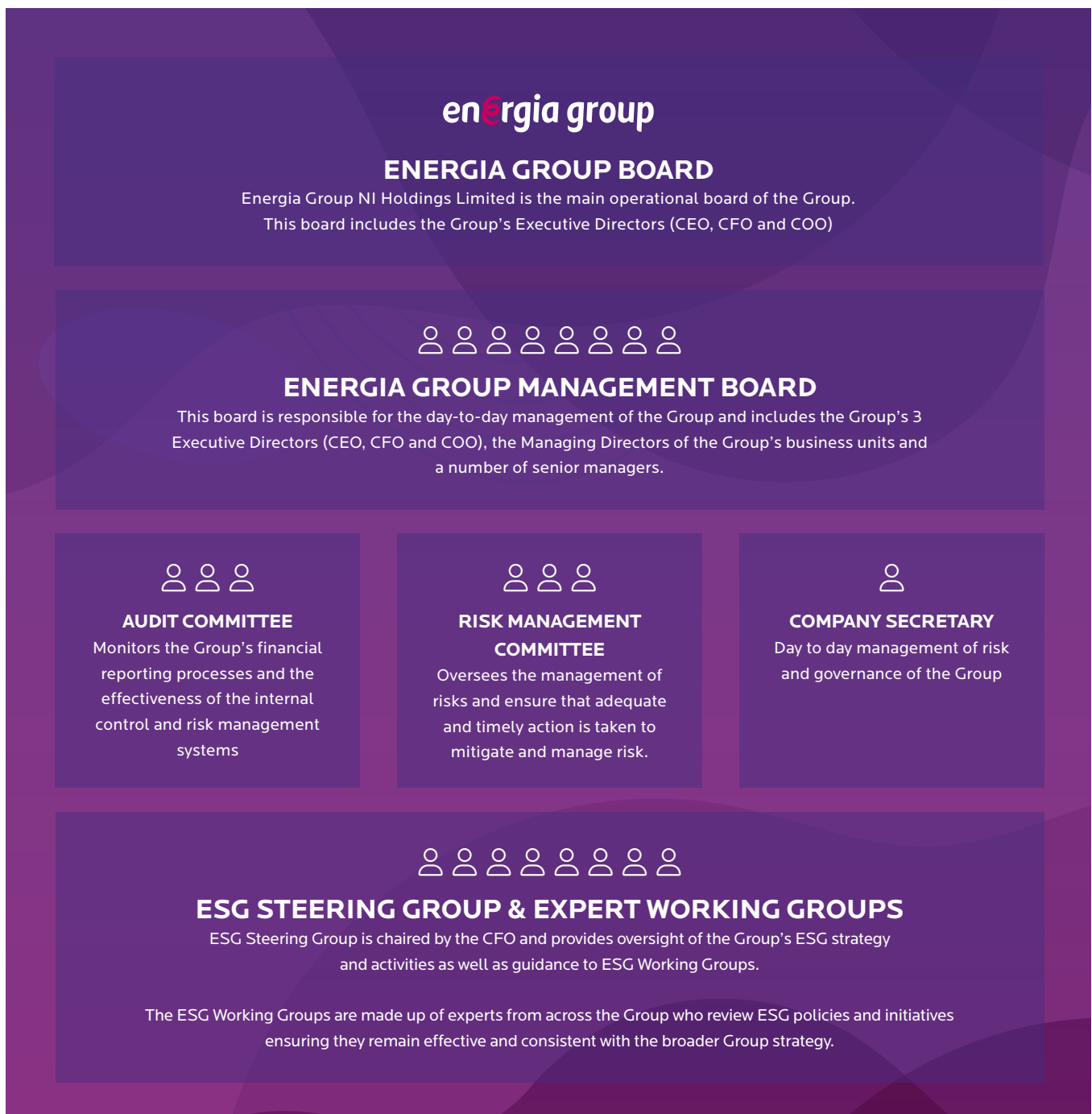
6.2. ESG Governance

The Group's ESG commitment is a vital component of how we do business now and into the future. We are committed to embedding ESG considerations across our business and into our decision-making processes. In order to achieve this we have an established ESG Governance structure with the

Group's Chief Financial Officer responsible for the continued development and implementation of our ESG Strategy including our assessment of key climate risks and opportunities.

The ESG Steering Group meets a minimum of four times a year and ensures that ESG related matters

ESG Governance Structure



are represented at Energia Group Management Board and Board levels through the ESG Steering Group Sponsor, the Chief Financial Officer. The ESG Steering Group also provides oversight of and guidance to the ESG Working Groups reviewing ESG policies and initiatives ensuring that they remain effective and consistent with the broader Group strategy. The ESG working groups meet on a bi-monthly basis.

A key priority is to maintain a highly ethical approach to regulatory responsibilities, obligations under licenses, public positioning and marketing of products and services. The Group aims to be transparent and ethical in all its dealings with third parties and has a number of policies in place to underpin this objective.

As a major purchaser, the Group recognises it has an opportunity to encourage suppliers of materials and services to deliver good environmental and safety performance and to maintain responsible practices towards their employees and the communities in which they operate. The Group's procurement policy is to source equipment, goods and services from a wide range of suppliers in accordance with commercial practices based on fairness and transparency. Where applicable, the Group adheres to the required tender procedures of the Utilities Contracts Regulations 2015 as it relates to utilities. A review of our procurement policies and procedures is underway with an emphasis on promoting sustainable criteria.

The Group recognises the important role that suppliers play in its business and works to ensure that payments are made to them in accordance with agreed contractual terms. Power NI reports on payment practices and performance in line with the requirements of the UK Government's Small Business, Enterprise and Employment Act 2015.

6.3. Human Rights & Modern Slavery


The Group has zero tolerance of human rights abuses and modern slavery in all its forms and has a responsibility to understand the risks within its own business and supply chain and to reduce those risks. In addition, the Group supports the aims of the UK's Modern Slavery Act 2015 ("the Act"). We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Our Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

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

To improve the understanding of modern slavery risks within the procurement supply chain, selected staff members undertake Chartered Institute of Procurement & Supply Ethical Procurement refresher training. Furthermore, all Group staff receive online Anti Bribery and Corruption training as part of the Group's compliance training programme.

The Group is aligned with the United Nations SDG 8 Decent Work and Economic Growth. Within this goal, there is a commitment to take measures to eradicate forced labour, end modern slavery and human trafficking.



The Group has a wide range of family-friendly working arrangements including enhanced maternity and paternity provisions, adoption, parental leave, shared parental leave and flexible working. These policies are regularly reviewed and updated on an ongoing basis.

6.4. Dignity at Work

As part of its overall commitment to equality of opportunity, Energia Group is fully committed to promoting a supportive and harmonious working environment in which every employee is treated with respect and dignity and in which no employee feels threatened or intimidated because of their religious belief, political opinion, gender, marital status, disability, race, pregnancy or maternity sexual orientation or age.

6.5. Remuneration

The Group operates fair and visible remuneration policies which are externally benchmarked to ensure that employees are paid an appropriate salary for the work they undertake. The Group has an effective approach to recognition and reward based on business and individual performance. Various reward schemes are in place including bonus schemes, excellence awards and skills progression agreements. As part of the annual pay award negotiations staff were also given 2 non-consolidated payments in addition to a percentage increase on their base salary to reflect the increased cost of living.

Total reward statements, detailing an individual's full remuneration package, are issued to staff annually.

6.6. Disability

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

6.7. Equal Opportunities

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

6.8. ISO Standards

The Group is certified ISO 45001:2018 Occupational Health and Safety Management Standard and ISO 14001:2015 Environmental Management Standard by the National Standards Authority of Ireland (NSAI).

The Group's Renewables Business is certified to ISO 55001:2014 Asset Management in respect of its asset management system for renewable generation assets. ISO 55001:2014 is the international standard for asset management as associated life cycle engineering.

The Group holds the Business Working Responsibly Mark. The Mark, developed by Business in the Community and audited by the NSAI, is based on ISO 26000.

During the year Power NI successfully achieved ISO 22458. Power NI are one of the first 9 companies in the world to achieve the Inclusion Service Provision.

Power NI are also BSI 18477 certified, a British Standard for Inclusive Service Provision.

6.9. IT Security

Information Security forms an integral part of Energia Group and is a key element of our Governance, Risk and Compliance (GRC) activities, which are captured within our Information Security Management System (ISMS). As part of this ISMS, Energia Group have a number of key policies ranging from End User Agreements, Mobile Device Management to Cloud Security. The governance of these policies are conducted through a number of forums including the information Security Forum and the Risk Management Committee and are reviewed and updated, where relevant, at regular intervals.

6.10. Data Privacy

The ever-evolving cyber threat landscape is becoming increasingly complex. Each of the Group's internal stakeholders has a responsibility to ensure that its systems, data and devices are secure. Failure to ensure privacy compliance can damage the value of Energia Group's brand and reputation, adversely impact operational performance or lead to a loss of income and may expose the Group to legal liability. Energia Group collects and processes large volumes of data about its employees, customers and a range of other business partners, a portion of which is considered to be personal data. Energia Group is subject to a wide range of governmental legislation and regulation, including those overseen by regulatory bodies in the UK, ROI and the EU aimed at protecting the rights of data subjects. Energia Group regards the responsible handling of personal data as being in-keeping with its core values of Dynamic, Trustworthy, Resourceful and Community focused and part of its customer centric strategy. Energia Group respects the rights and freedoms of its employees, customers and others who trust us with their Personal Data. Protecting the privacy and security of this information is a key priority for Energia Group. The Group's approach to data privacy applies to all information systems used by Energia Group and covers personal data in both electronic and paper based form.

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

6.11. Group Tax

The Group's policy is to manage its tax affairs in an efficient manner and in compliance with relevant legislation and guidance. Good working relationships are maintained with tax authorities based on trust and cooperation and the Group has a zero tolerance approach to tax evasion.

Energia Group seeks to ensure the appropriate tax is paid when due and ensure the filing of relevant returns on a timely basis through effective processes and systems and employing people with the relevant qualifications and skills.

Energia Group's Chief Financial Officer has overall responsibility for ensuring the Group has appropriate tax accounting arrangements in place with oversight provided by the Energia Group Board. The Energia Group Board is kept informed on a quarterly basis of material or complex tax issues, changes and risks. Energia Group's tax risks are identified, assessed and reviewed at least annually and reported to the Risk Management Committee. Systems and procedures are put in place to manage and monitor these tax risks.

7

Awards



WEI Irish Wind Energy Awards 2022

Person of the Year Award

Dr Caroline Roche
Offshore Consents and Environment Manager



European Sponsorship Awards

Highly commended in 3 categories at the European sponsorship awards

- » Best use of Content with the Energia AIL
- » Best Use of ESG & Purpose-led Sponsorship – Non-sport
- » Best Use of PR for Energia Get Ireland Growing

All-Ireland Marketing Awards

Gradam Margaíochta le Gaeilge

for our sponsorship of Seachtain na Gaeilge le Energia

UK Utilities and Telecoms Awards

Special Award for CSR and Charitable Initiatives

Power NI

Best Vulnerable Customer Support Team - Shortlisted

Power NI

Contact Centre Network NI Awards in Belfast

Advisor of the Year

Mark Sweeney
Business Energy Contact Centre, Omagh

Team Leader of the Year

Emma Corscadden
Energia Care Contact Centre, Antrim

Contact Centre Manager of the Year

Alex Telford
Energia Care Contact Centre, Antrim

Support Team of the Year

Ian Halliday's Business Improvement Team, Antrim

The Spider Awards

Best Storytelling Award

The Energy Moves Us campaign



8

Partnerships

Industry Partners & Research





Sponsorships



Memberships





Energia Group
The Liberty Centre,
Blanchardstown Retail Park,
Dublin 15,
D15 YT2H
Ireland

Energia Group

www.energiagroup.com