

SUSTAINABILITY REPORT 2024



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A MESSAGE FROM SIRO CEO JOHN KEANEY



Welcome

The past year has demonstrated the need for the global business community to come together and champion sustainable action to address climate change. In 2024 global temperatures surpassed 1.5C of preindustrial warming for the first time in recorded history. We are the first generation to feel the

effects of climate change, but we will also be the last with a chance to remedy it and bestow a healthy planet and viable economy to the generations which will follow us, so that they may continue to thrive. This attitude of stewardship has guided SIRO's sustainability strategy and ambition, it has now been five years since we launched our inaugural strategy, and we recognise the need for its implementation and expansion now more than ever. To us sustainability has always been more than a mere compliance exercise, at SIRO we recognise that sustainability must be a key strategic pillar within modern businesses.

We are also a business at the forefront of the fibre revolution, our network has always been 100% fibre first, recognising that this network has a much lower negative environmental and social impact compared to copper networks. By championing fibre technologies, we are rolling out a network that has a lower

carbon footprint than copper alternatives. Our fibre network can also facilitate lower emissions in other industries creating a feedback loop which diffuses environmental benefits throughout Ireland. SIRO continues to look where we can reduce our own carbon footprint by increasing our uptake of renewable energy, transitioning away from the use of fossil fuels in our company fleet, promoting responsible consumption, and through engaging with our employees so they can continue to make more informed and environmentally conscious decisions in their own lives.

In addition to the environmental standards of sustainability, we have also continued to make strides in advancing the social standards of ESG. In the past year a concerning trend has emerged whereby diversity, equality and inclusion practices are facing significant backlash and even reversal in certain parts of the world. SIRO is a safe, fair and accepting

place of work, we are incredibly proud of this. DEI policies have been an essential architect of our organisation's culture, and for this reason DEI will remain firmly anchored within our organisational values.

I am excited to report on the progress we have made in 2024 against the United Nations Sustainable Development Goals and other sustainability initiatives. We recognise the role that businesses must play in the green transition and as we look to 2025, we hope to continue to lead in this area.

A handwritten signature in blue ink, appearing to read 'John Keaney'. The signature is stylized and fluid.

JOHN KEANEY
CEO SIRO

INTRODUCTION

Our Sustainability Journey & Principles

About SIRO

We were established in 2015 as a joint venture between ESB and Vodafone. For the past nine years SIRO has been rolling out Ireland's first full fibre broadband network using the latest in fibre technologies to bring the most advanced and future proofed connection to a wide range of residential and enterprise customers. We are utilising the existing ESB electricity network to deliver our 100% fibre broadband to towns and cities across Ireland, using existing infrastructure helps to reduce our environmental footprint.

We are now active in 143 towns and cities across Ireland. 2024 marked a significant milestone for us as we became active in all 26 counties. Our current network reach exceeds over 650,000 homes and businesses.

Sustainable Development

Since our inception sustainability has been a key driving force behind our

business strategy, we recognise the importance in doing business the right way- not only to minimise our negative external impact but to maximise value internally, this attitude is reflected within our core values and corporate culture. Our goal is to become the most carbon efficient telecoms provider in Ireland leading an industry that is already at the forefront of sustainability and to inspire and to enable and empower other SMEs and small businesses to do the same.

Where innovation and technology intersect with sustainability there are real opportunities to create lasting positive externalities which improve the welfare of societies and facilitate economic growth. FTTH networks such as our own are the most energy efficient type of network, they are associated with 60% lower embodied carbon, 7% lower installation carbon and up to 98% lower operational carbon when compared to more polluting networks including copper networks.

A huge driver for sustainability within SIRO comes from our people. At SIRO we are incredibly proud of our team who are champions for sustainability in their work and personal lives. We value input and innovative ideas from all corners of the organisation within our sustainability strategy.

Awards

- Best EV Fleet Transition Project (Under 50 Vehicles), EV Awards 2024.
- Male Champion of Change Award, John Keaney SIRO CEO, Women in STEM Awards, 2023.
- Winner of Innovative Models of Financing, Business, and Investment, European Broadband Awards, 2023.

Memberships

Construction Industry Federation, Employers for Change, FTTH Council of Europe, IBEC, IMI, ALTO, Junior Achievement Ireland, Science Based Targets Initiative, Skillnet, The OpenDoors Initiative, United Nations



INTRODUCTION CONTINUED

Global Compact, All Ireland Pollinator Plan, Women in Technology and Science and the Learning and Development Institute.

Charities and Social Enterprises

BelongTo, Biodiversity in Schools, Family Carers Ireland, Laura Lynn Foundation, FoodCloud, Children's Hospice, Irish Hospice Foundation.

Health, Safety and Environmental Quality

Successfully maintained our ISO accreditation. Hosted our annual Safety Week and continued to engage with contractors on HSEQ matters throughout 2024.




Disclosure and Transparency

Reported to the Carbon Disclosure Project for the second year in a row achieving a score of B for SMEs. We submitted our fifth communication on progress report to the United Nations Global Compact.



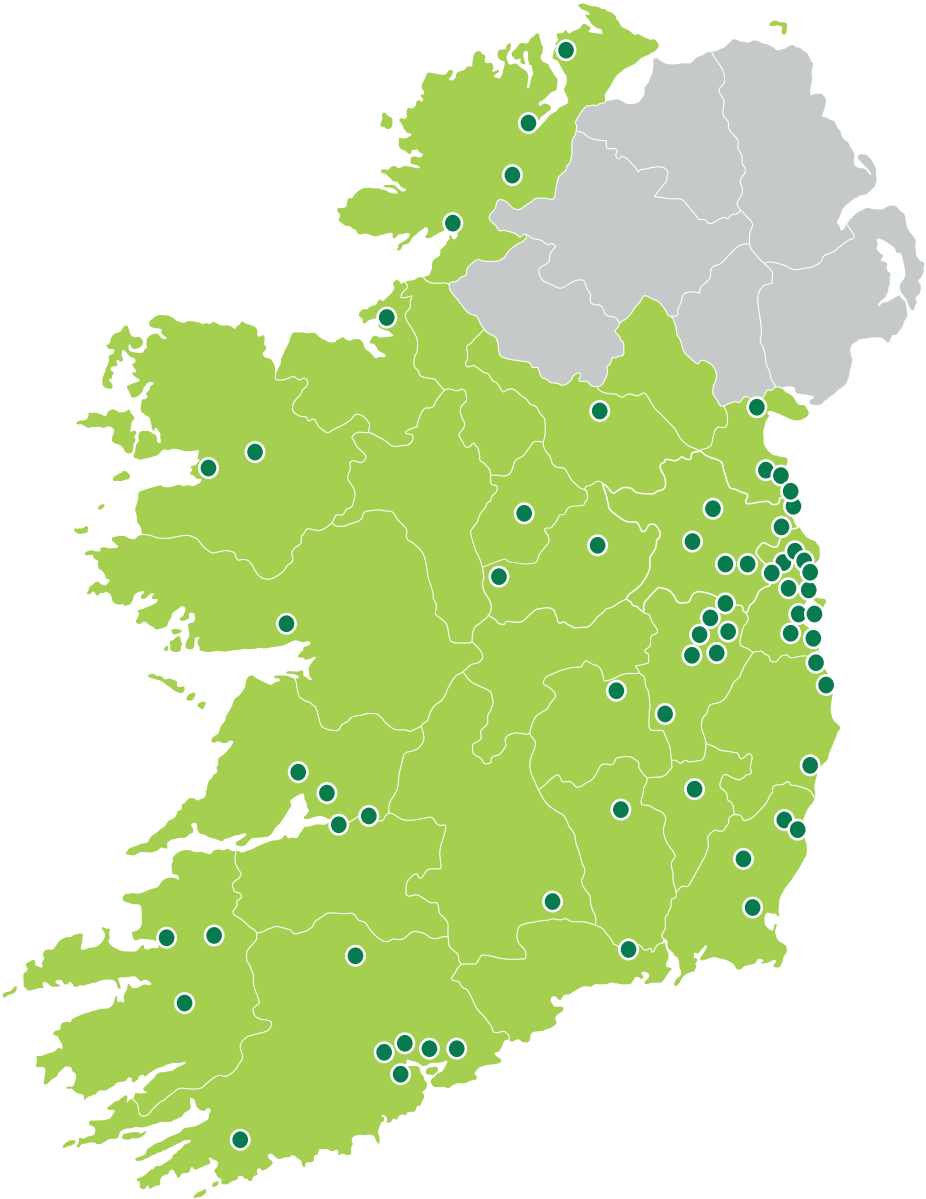
SIRO: Key Sustainability Highlights

Our network

-  **650,00 premises passed**
-  **143 towns & cities**
across Ireland can access SIRO fibre broadband
-  **14,000km of fibre laid**

Our Business

-  **31% female representation**
-  **80% EV Share of Fleet**
-  **82% reduction**
in Scope 1 and 2 emissions since 2019
-  **Successfully maintained**
ISO 45001 and ISO 14001 certified
-  **The KeepWell Mark accreditation maintained**
-  **5 new additions to the Gigabit hub**
-  **4000 children**
trained as pollen ambassadors
-  **Sustainable Development Goals**
Goal 5, Goal 8, Goal 9, Goal 12, Goal 13



SIRO'S commitment to the UN Sustainable Development Goals

SIRO was one of the first 4 companies in Ireland to sign up to the Early Adopters UN Global Compact programme. As a signatory SIRO has set out our commitment to aligning what our organisation does each day to the goals and ambitions recommended by the UN. We have previously stated that we have a particular focus on five of the 17 SGDs, namely:

-  SDG 5: Gender equality
-  SDG 8: Decent work and economic growth
-  SDG 9: Industry, innovation and infrastructure
-  SDG 12: Responsible consumption and production
-  SDG 13: Climate action.

Over the following pages we outline the activities we have undertaken to advance each of these areas over the last 18 months.





SIRO creates a working environment that supports women to reach their fullest potential.

As one of the first eight signatories of the women's empowerment principles in Ireland SIRO has been championing for the cause of gender quality and female empowerment. In 2024 we submitted our progress in this area to the WEPs.

We have voluntarily disclosed information relating to gendered pay long before any regulatory obligation to do so. We have continued to publish these statistics to promote transparency and highlight work undertaken in this area, in 2025 SIRO will be required to publish these statistics under the Gender Pay Information Act.

In 2024 39% of new hires were women,

and 40% of internal promotions were women. We have maintained female representation at Senior Leadership level at 63% for the fourth year running. We have increased the proportion of female representation in Leadership and Management positions by 5% and 6% respectively. Our total representation of women across the organisation also increased by 3%.

Pay Metrics

In 2024 we made significant progress in closing the gender pay gap as both our mean and median pay gaps are less than 1%. However, for bonuses, our median

Proportion of females across all levels in SIRO	2018	2019	2020	2021	2022	2023	2024
Board	50%	50%	50%	33%	33%	17%	17%
SLT	25%	50%	50%	63%	63%	63%	63%
Management	20%	22%	32%	31%	31%	31%	37%
Leadership	26%	34%	39%	36%	36%	34%	39%
Employees	21%	24%	25%	31%	31%	28%	31%

		2021	2022	2023	2024
Pay	Mean Gap	14%	3%	4.6%	0.12%
	Median Gap	11%	14%	-6%	0.88%
Bonus	Mean Gap	21%	4%	2%	1.68%
	Median Gap	0%	-12%	16%	-10.89%

gap is now negative meaning that the median female employee receives a bonus 10.89% less than the median man.

Supporting Women in the Workplace

Employee Resource Groups

We have an employee resource group dedicated to gender equality. Women and Allies @SIRO provides a safe space for employees, both male and female, to come together to discuss gender related topics and advocate for actions that will make SIRO a more inclusive place to work. This year on International Women's Day, the ERG

held a roundtable discussion with Deputy CEO of ESB Marguarite Sawyers. The ERG also hosted a workshop on having challenging conversations at work aimed at female colleagues to empower them to advocate for themselves.





Development & Coaching

SIRO supports employees at various stages of the lifecycle through development and coaching. Recognising that confidence is critical for career progression, and that for women factors such as gender stereotypes and personal experiences can sometimes impact this confidence, SIRO initiated a development programme for women in 2024. This programme run over 8 weeks



supported two groups. SIRO provides coaching to managers and ensures also that there is support provided to emerging talent within the organisation. Our CEO, John Keaney was a featured guest speaker at the Women in Stem Conference 2024 held in Croke Park. John had been awarded the Male Champion of Change Award in 2023, he spoke to the need for greater advocacy and inclusion of women within the telecommunications sector which has traditionally been a male dominated industry.





SIRO creates a safe and inclusive working environment for employees and promotes STEM opportunities to others.

Promotion and diffusion the principles of DEI have remained an integral part of our sustainability strategy. We work hard to create a welcoming and inclusive workplace culture where everyone can fulfil their potential. A healthy and safe work environment can boost creativity and teamwork. We recognise that at SIRO our strength often lies in our differences, and that each employee brings their own unique set of skills, traditions and customs to the table, and for these reasons we consider our people to be our greatest asset.

Decent work must go hand in hand with access to work, we place a strong focus on creating work opportunities for groups which have been historically

marginalised within the labour market, as well as inspiring young people through work experience initiatives.

Science, Technology, Engineering and Mathematics (STEM) continues to be a growing field. STEM education can empower individuals to understand and question the world around them. It is important that the world of STEM holds equal opportunities and experiences for those seeking to enter it, this is why SIRO provides STEM related placement programmes and work experiences. We believe that by investing in STEM education and opportunities that we can inspire the next generation of innovators and problem solvers that will shape the future.

Development

SIRO foster a continuous learning and development programme for employees to develop their skills and further their careers. In 2024 we launched a Development Cycle using our employee experience platform, we used the information gleaned for this cycle to inform a training and development needs analysis from which we could act upon during the year. From these insights we launched a new development initiative, Development Week. This week showcased a series of online and in person events aimed at promoting lessons in development, leadership and wellbeing. The highlight of the week was Development Day which showcased the work carried out by each team at SIRO highlighting the importance of each department and individual role to demonstrate how each of us contributes to the success of SIRO.

In 2024 we held programme dedicated to Design Thinking, this followed the results of training needs analysis. Common themes emerged with regards to innovation, these were, Problem Solving, Design Thinking and Presentation Skills. Individuals involved in the programme were split into teams, each looking at one of the innovation topics and developed a solution which was presented to their colleagues. SIRO also committed to providing training across the organisation to ensure the learning was brought back and fed into the various teams. For the Design Thinking Programme, we were shortlisted for an Excellence in Learning Award for Best Learning & Development Collaboration Initiative.

SIRO established an Innovation Forum in 2019 to encourage new ways of thinking at SIRO. This forum is involved in many of our development initiatives, including the Design Thinking Programme. The



**STEM Teacher
Internship Programme**
A Dublin City University Initiative
to Inspire Innovative Learning



innovation forum is made up of ten employees across various layers and departments of the business, this ensures that development outcomes are truly immersive and tailored to employee needs so that they may have a lasting career impact.

Wellbeing

Last year SIRO achieved accreditation under the KeepWell Mark (KWM), an IBEC programme that helps companies implement successful wellbeing strategies. The audit placed two wellbeing pillars at distinction level: Leadership in Wellbeing and Health & Safety as well as placing further significance on Mental Health initiatives.

In 2024 not only did we maintain our KWM, but we also featured on IBEC's Leading in Wellbeing Index. This list recognises the top 100 Irish companies who are instilling best practices in

wellbeing and creating a lasting impact on their employees and the wider business community. We achieved accreditation for our work in supporting colleague health focusing on prevention, promotion, and rehabilitation, enabling a measured and structured approach to a progressive and flexible wellbeing culture.



We place a huge focus on mental health awareness to end the stigma and support colleagues who may be struggling. We have updated our attendance management policies to

support colleagues struggling with their mental health. We provided training to people managers to spot signs that someone may be struggling, as well as training an additional three mental health first aiders.

SIRO has a wellbeing committee consisting of both remote and office workers to ensure that all colleagues had a voice on wellbeing initiatives and related issues within the company.

In October 2024 we hosted our eighth annual Wellbeing Month, each week focused on a different theme with events and activities to encourage and support colleagues. Week one was centred around participation, week two dealt with minding mental health, week three was about managing connection and disconnection, week four looked at quality of life and week five rounded out the month with a focus on physical and social health.

As part of Wellbeing Month, we launched our annual Step Challenge, this year supported by GoChallenge. The theme



of the challenge was 'no one left behind' and colleagues were encouraged to

motivate others in their team to meet their step goals and get active. The challenge not only focused on physical health but mental too by creating a sense of camaraderie. We rounded off the challenge with an award ceremony with GoChallenge in the office to celebrate everyone's achievements.

Community Work

GigaSpin

2024 saw our third annual GigaSpin sponsored cycle event in aid of the LauraLynn Children's Hospice and the Irish Hospice foundation. The GigaSpin continues to increase in support each



year and this year with expanded participation from colleagues and stakeholders we raised over €26,000 for the two charities, this brings the total donation to over €80,000. The event was used to boost engagement with both charities; there was a committee visit to both charities in early 2024 to understand the impact of the donations and representatives from both charities



attended on site to collect the donation cheques. During the Christmas period several SIRO employees took part in Team Hope's Shoebox Appeal, a campaign that delivers gifts to children that are affected by poverty. SIRO employees donated 11 shoeboxes to this appeal.

Families & Carers



Family support is an important pillar of SIRO's equality and wellbeing agendas. We continue to review and update our family leave policies, including maternity

leave, paternity leave, adoptive leave, compassionate leave, parental leave, force majeure leave, and fertility leave. In 2024 we approached platform 55 to provide targeted coaching for two employees following their return to work following maternity leave to support this transition.

SIRO have a dedicated Carer's Leave policy, so that employees with caring responsibilities may avail of leave to support a loved one. In 2024 we organised a series of talks with Family Carers Ireland to provide additional supports to carers.



Employee Engagement on Sustainability

The results of our sustainability survey for 2024 indicated that 91% of our employees believed it is important for SIRO to be sustainable. We have continued to ramp up our sustainability



communications via the internal weekly colleagues newsletter, and we have also launched a Sustainability @ SIRO Employee Resource Group (ERG) this year to delve into more complex sustainability and climate change issues.



Volunteering - Case Study

Since launching our volunteering policy in 2023 we have been able to support several worthy charities. This year we partnered with FoodCloud. SIRO



volunteers offered a helping hand in their Dublin warehouse, sorting deliveries of food that were redirected from going to waste and packaging orders to be sent out to local groups in need of the food,

all while learning about the scale of the environmental problems that are created by food waste.

Adjacent to the volunteering days we ran several internal engagement pieces aimed at empowering colleagues to

make more informed choices and reduce food waste at home. We published several low waste food recipes in our SIRO canteen.

The combined impact of our volunteer work was the following:

	5,400	Kg of food saved
	9	Volunteers
	36	Volunteer hours
	17,280	CO ₂ equivalent avoided*
	2,268	Meals provided**

"It's eye opening to see at an industrial level how much good food could just go to landfill without foodcloud"
- Adam, Siro Volunteer

*1kg of food redistributed is equivalent to 3.2kg of CO₂ avoided
**0.42kg of Food redistributed is equivalent to 1 meal



Our broadband infrastructure creates greater opportunities for people to choose a way of living and working that suits them and is a driving factor of digitalisation in Ireland.



GigaBitHub Initiative

The Gigabit Hub Initiative (GHI) is a joint remote working initiative between SIRO and one of our parent companies, Vodafone. The GHI provides fibre connectivity to digital working hubs across Ireland, in addition technical and marketing supports to promote the hubs to potential users. These digital hubs are key for creating and supporting employment opportunities across regional Ireland which in turn boosts regional economic and social development. The hubs also provide opportunities to young people to live and work outside of major cities where the cost of living and rents are often higher.

2024 saw the ninth consecutive year of the GHI, since its inception it has continued to grow year on year as full or hybrid working continues to permeate into the mainstream. As of 2024, 20 hubs are part of the initiative across

12 counties in Ireland.

Since its launch the GigaBit Hub Initiative has:

- Supported 650 jobs
- Benefitted over 700 businesses and start ups
- Served over 1000 desks

In 2024 we welcomed five new additions to the GHI initiative these were the CREW in Galway, Ballinasloe Enterprise Centre, Killarney Innovation Centre, Naas Innovation tech hub and Enterprising Monaghan CTEK 2.

In 2024 hosted also hosted a series of webinars highlighting some of the inspiring business and enterprise stories from these regional hubs.

Sustainability Case Study

ENSO are a startup dedicated to demystifying and streamlining ESG and sustainability strategy, actions and reporting for small and medium

sized enterprises. SMEs often face challenges in implementing sustainability programmes due to limited financial and human resources. However, SMEs are often more innovative and agile and can make significant impact with the right supports such as those which are offered by ENSO. ENSO operate from the Mill Enterprise Hub in Drogheda.





SIRO has a zero waste to landfill target by 2050.

Waste

In 2024 we have continued to investigate ways in which we can reduce our backfill waste which remains to be the single largest component of our waste. In 2023 we undertook lab testing of this waste, in 2024 the results came in showing the majority of the backfill to be chemically inert which may open avenues to reuse and/or repurpose this waste. We have been investigating these avenues extensively and have engaged with a range of stakeholders such as the EPA, RMO and local county councils to find a solution to tackle this waste problem.

Deposit Return Scheme

We have set up a separate bin in our head office space to collect any plastic bottles and cans which are part of the Deposit Return Scheme. This avoids these bottles and cans from being disposed of incorrectly, returning bottles through the scheme has increased the

recycling quality of these containers to 98% in Ireland.

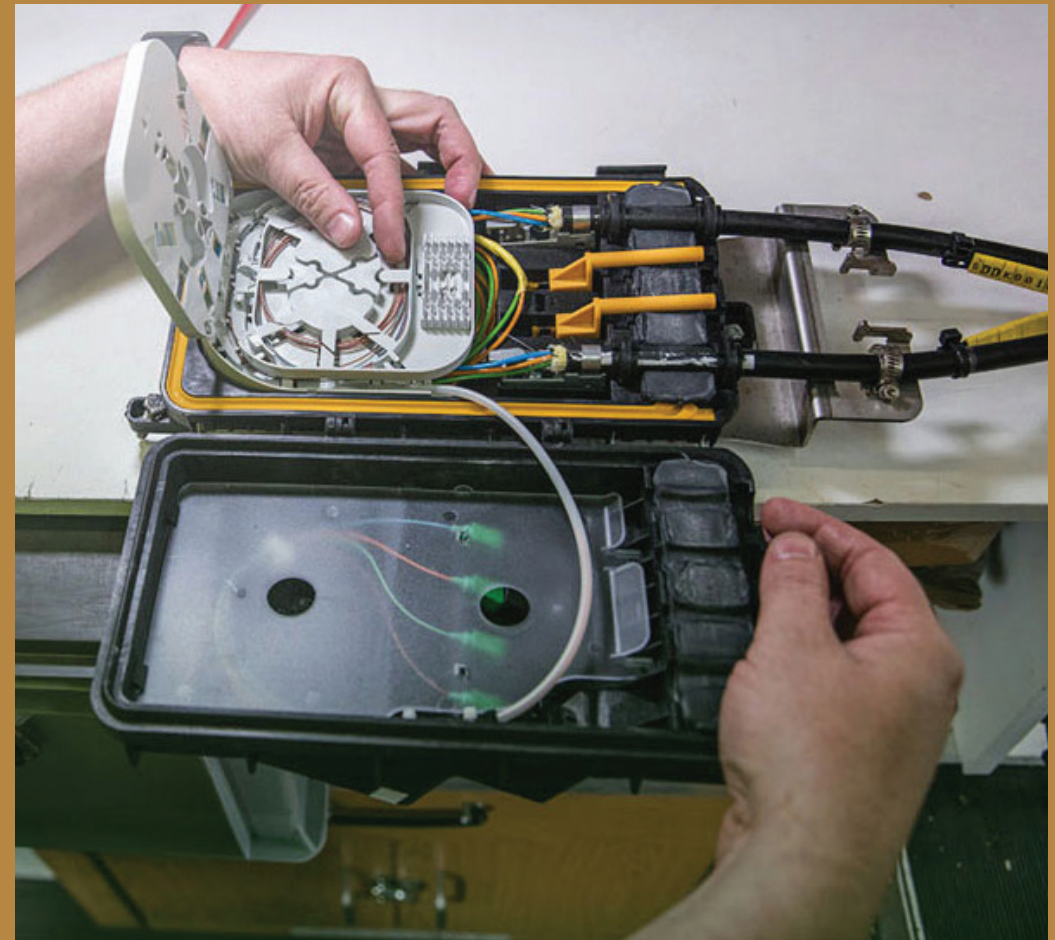


Circular Economy

SIRO endeavours to contribute towards the circular economy. To date we have resold over 1300 components on the Vodafone Marketplace when making upgrades to our network. This ensures that these components are fully utilised over their product lifecycle by diverting them from becoming waste. Our team are currently reviewing a list of materials to implement more circular economy initiatives across our operations.

Employee Engagement

We delivered several resources to aid our colleagues to implement circular economy initiatives in their own daily routines. We encouraged colleagues to take part in Plastic Free July and Second-Hand September.





We are working to maximise our positive impact on the climate and reduce our negative impact.

Climate Change Mitigation

We strive to become Ireland's greenest telecoms provider. To achieve this goal, we are constantly on the lookout for ways to reduce our energy consumption, especially from non-renewable sources, as well as seeking to find new and innovative ways of promoting energy and resource efficiency.

We measure and track our carbon footprint across our own activities and activities which take place in both the upstream and downstream value chain. Doing this allows us to build an emissions profile for our business and determine where the largest sources of emissions are to enable us to work on reducing them.

To date we have made significant progress in reducing our scope 1 and scope 2 emissions:

Table of emission reductions:

SCOPE	EMISSIONS SOURCE CATEGORY	TOTAL EMISSIONS TONNES OF CO ² EQUIVALENT (TCO ² e)					
		2019	2020	2021	2022	2023	2024
Scope 1	Purchased fuel	311.71	235.43	199.23	155.93	120.04	52.73
	Fugitive Emissions (AC)	18.75	18.75	18.75	16.35	17.06	26.01
Scope 2	Purchased Electricity - market based	387.72	275.13	302.34	379.64	83.31	44.90
	Purchased Electricity - location based	346.76	362.74	493.70	619.92	627.68	650.09
Total	Market based	718.18	529.31	520.32	551.93	220.40	123.63
	Location based	677.23	616.92	711.68	792.21	764.77	728.82

Scope 1 Emissions

The primary source of our scope 1 emissions is the combustion of fuel in SIRO leased vehicles. To address this source of emissions we have been transitioning our fleet from ICE vehicles to EVs. At the end of 2024 80% of our fleet are EVs, we have maintained this figure from 2023. From our base year of 2019 we have reduced diesel emissions by 83%. Switching to EVs also reduces

pollution from tailpipe exhausts. We continue to engage with our drivers on fleet sustainability to bring attention to the fact that electrification by itself does not always result in decarbonisation. This year we held a focus group for our fleet drivers to encourage them to consider switching to a renewable energy tariff at home to reduce home charging emissions, we offer support to drivers seeking to make

this change. We continue to partner with Geotab to provide telematics for our fleet. We use the data provided to conduct EV suitability assessments, track fleet emissions, evaluate driver safety and improve overall fleet efficiency. In March 2024 we received an award for the Best EV Fleet Transition Project at the Electric Vehicle Awards Ireland.





Scope 2 Emissions

Scope 2 emissions are associated with purchased electricity. We have reduced our market-based scope 2 emissions by 88.4% since 2019. The single largest driver of these emission reductions has been our green energy tariff which we have had in place since May 2023. This tariff ensures that 100% of our network and office energy consumption has been generated from renewable sources in accordance with the verification process of the Commission for Regulation of Utilities. 2024 was the first year where 100% of our network & office consumption was renewable, driving further emission reductions.

Science Based Targets



SIRO was verified by the Science Based Targets Initiative, we set

a target to reduce our scope 1 and 2 emissions by 42% by 2030 to be in line with limiting global warming to 1.5C above pre-industrial levels in accordance with the Paris Agreement. We met this target in 2023, 7 years ahead of schedule, further emission reductions achieved in 2024 mean that we have now nearly doubled the ambition of our science-based target reducing scope 1 and 2 emissions by 82.8% since 2019. Our next focus for emissions reduction will be in scope 3.

Scope 3 Emissions

In 2024 SIRO calculated our scope 3 inventory for the second time, we now have inventories for 2022 and 2023. These emissions span across SIRO's upstream and downstream value chain, we have been able to identify emission hotspots through the value chain, where the greatest mitigation efforts should be focused.

CATEGORY OF SCOPE 3 EMISSION	2022 EMISSIONS IN TCO ² e	2023 EMISSIONS IN TCO ² e
Scope 3 category 1: Purchased goods and services	39194.261	39358.18369
Scope 3 category 2: Capital goods	9.46	9.64
Scope 3 category 3: Fuel and energy related activities (not included in Scope 1 or 2)	44.94	51.354
Scope 3 category 4: Upstream transportation and distribution	1766.58	1077.618
Scope 3 category 5: Waste generated in operations	583.971	622.5
Scope 3 category 6: Business travel	80.2	87.71
Scope 3 category 7: Employee commuting	159.32	127.38
Scope 3 category 8: Upstream leased assets	794.07	547.708
Scope 3 category 9: Downstream transportation and distribution	388.08	0
Scope 3 category 10: Processing of sold products	0	0
Scope 3 category 11: Use of sold products	3947.369	2903.381813
Scope 3 category 12: End of life treatment of sold products	7	8.885
Scope 3 category 13: Downstream leased assets	0	0
Scope 3 category 14: Franchises	0	0
Scope 3 category 15: Investments	0	0
Scope 3: Other (upstream)	0	0
Scope 3: Other (downstream)	0	0



Measuring Scope 3 emissions represent a significant challenge for businesses due to limited data availability which may reduce the accuracy of calculations. We have engaged with several value chain actors to provide SIRO with reliable activity data to improve our estimates. There is significant scope for synergies in addressing value chain emissions, actions taken by an entity to reduce their own emissions can reduce the scope 3 emissions of a separate entity within their value chain. For these reasons we will continue to engage with value chain actors to work collectively to understand and address scope 3 emissions. .

Climate Change Adaptation

Telecommunications networks are considered critical infrastructure. Weather related incidents can cause damage to networks and result in service disruptions for users. Climate change will result in changing weather patterns

globally, including in Ireland. SIRO have an ongoing programme of work to deliver and strengthen our network resistance in the face of weather and climate related hazards. This is achieved through incorporating controls for these hazards within our design process, using quality materials during build and developing extensive recovery plans as part of a business continuity plan. The combined effect of these actions increases the adaptive capacity of the SIRO network, ensuring that our network is future proofed for the decades to come. We have engaged with the Department for the Environment, Climate and Communications about climate adaptation within the SIRO network.

Biodiversity

By building on the existing ESB electricity network we have been able to reduce the impact of our fibre network on biodiversity. Last year marked our



third consecutive year as a business partner of the All-Ireland Pollinator Project (AIPP), a national framework to encourage multi-sectoral collaboration on issues of biodiversity to create

landscapes where pollinators can survive and thrive. We submit an annual report to the AIPP outlining our actions taken to raise awareness and promote the protection of pollinating species.



We engage with our employees on matters of biodiversity by issuing resources via our internal weekly newsletter. In 2024 we provided practical information relating to World Bee Day, No Mow May and World Beach Day.

In 2024 we partnered with Biodiversity in Schools for a second consecutive year to deliver the Pollinator Project. As part of this project 114 schools were selected to take part in workshops and receive pollinator kits, directly involving 4000 young people. A further 7600 young people took pollinator pledges and an extra 2300 were engaged through self-funded activities. In total we reached over 14,000 young people to educate them on the importance of Irish biodiversity and our native pollinating species.

Of the schools that took part the winner of the competition was St Molagas National School Balbriggan who took

home the Golden Bee Trophy for their fantastic work supporting pollinators on school grounds!

As a result of this project 12,000 sunflowers have been planted, 305 no mow meadows have been pledged and an area equivalent to the size of a tennis court has been bought and re-wilded.





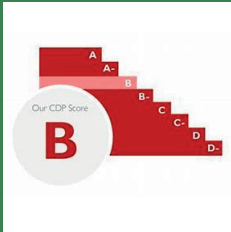
Sustainability Reporting

In addition to our annual sustainability report, we disclose climate related information and metrics to the CDP.



In 2024 we took part in the SME disclosure cycle, receiving a score of B.

This score reflects the work undertaken by SIRO in developing our climate change targets, policies, actions, strategy and governance. The CDP is a voluntary disclosure framework, we have disclosed information for the past two years as we believe transparency and accountability are important business attributes, allowing us to build trust with numerous



stakeholders. Reporting to the CDP also provides us with a means to benchmark our environmental performance against previous years and other industry players. This continuous improvement cycle can drive innovation and better environmental practices helping us to stay ahead of regulatory requirements.

CSRD

SIRO were due to fall into the scope of the Corporate Sustainability Reporting Directive in 2025 to produce our first sustainability report in 2026. The CSRD was to drastically transform how EU businesses report on their sustainability metrics, as it would create a common reporting landscape that allows for direct comparisons to be made between businesses. This may stand to change under the EU Omnibus Directive which has proposed to raise the reporting thresholds resulting in 80% of the

companies originally in scope no longer having to report, it would also push reporting timelines out by 2 years.

Despite the Omnibus SIRO have been working on our updated double materiality assessment to determine which ESRS topics are material and must be included within this report, identifying our sustainability impacts, risks and opportunities (IROs) as part of this process. We have engaged with both of our parent companies to guide our approach. SIRO has also established a dedicated CSRD Core Group to comply with reporting requirements, this group spans departments including finance, legal, HR and sustainability, with more departments to become involved in data collection and processing. This cross departmental collaboration will further embed sustainability within our corporate values and culture.

The increased scale and scope of CSRD reporting requirements had certainly presented challenges for businesses; however, regulatory uncertainty posed by the Omnibus is arguably a larger threat for businesses. At SIRO we will work to stay ahead of these regulatory changes by continuing with the CSRD for now and potentially switching to a voluntary disclosure framework if we have been descoped. We continue to recognise that the CSRD and ESRS standards provides a comprehensive framework to evaluate our business models and performance, driving our sustainability goals and ensuring we are grasping all available opportunities to do business better every day.

OUR PRIORITIES AND ASPIRATIONS FOR 2025

- Complete our double materiality assessment and socialise the outcomes to determine key target areas for future reporting and to guide and strengthen our sustainability strategy.
- Develop a Climate Transition Plan.
- Having measured out scope 3 emissions for two years, we hope to achieve verification of these emissions and begin working on value chain decarbonisation initiatives.
- We hope to deepen our connections with several work schemes to continue to provide employment support and opportunities for individuals.
- We will continue our work with Biodiversity in Schools to launch the Pollinator Project for the third consecutive year. Each year we want to see the project increase in scale and scope, reaching as many schoolchildren as possible.
- We will ramp up employee engagement on sustainability related matters through our newly developed

Sustainability Employee Resource Group.

- Host knowledge sharing sessions with our contractors and suppliers about sustainability topics.
- Feeding into our wellbeing initiatives we are launching a new recognition board. Recognition is a key part of building a positive and motivated workplace culture, this board will provide a physical space for employees to share notes of appreciation, positive remarks, motivational quotes, shoutouts and other uplifting comments.
- We hope to engage with many of the businesses operating from the Hubs on sustainability matters. Recognising that many of them may be at the beginning of their own journey.
- We are hoping to investigate opportunities within the supply chain for greater uptake of recycling and circular economy initiatives.
- Conduct a trial for refilling backfill waste into the site it was originally

excavated from, ensuring appropriate compaction of material in accordance with engineering standards.

SUMMARY

We continued to enshrine sustainability within our business strategy in 2024. We have reduced our total market-based emissions for the fifth consecutive year. In 2024 we exceeded our science-based target reducing our scope one and two emissions by 82.8%.

2024 marked a milestone achievement for us, we now provide fibre connectivity in all 26 counties in the Republic of Ireland across 143 towns. We are rolling out a network that is not only faster and more future proofed than copper but also has lower operational carbon emissions and overall environmental footprint.

We have delivered many successful sustainability initiatives this year including the Pollinator Project, work programmes for women and girls, our corporate volunteering day with FoodCloud, the launch of five new Gigabit Hubs and our GigaSpin fundraiser.

Our DEI programme has flourished in 2024, providing greater supports to employees by increasing our focus on

workplace wellbeing. We are honoured to feature on Ibec's Leading in Wellbeing List for 2024 and will continue to promote physical and mental wellbeing in 2025.

We continue to foster good governance surrounding ESG. Our senior leadership team are regularly engaged on sustainability topics, buy in from this level is essential in diffusing sustainability throughout the organisation.

We look forward to another year of deepening our sustainability commitments and finding new ways to do business well.

For further comments, questions or enquiries on this report, please contact:

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You can also visit our Sustainability webpage to get the latest updates on our sustainability actions.

[SIRO.ie/sustainability](https://siro.ie/sustainability)

