



Environmental Social and Governance Report 2025

ETHOS



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Leadership Statement

At Ethos, sustainability is embedded in our business strategy and central to how we create long-term value. We recognise that delivering meaningful outcomes for our stakeholders, including our people, clients, investors, and wider society, requires ESG principles to be integrated across every aspect of our operations and innovation.

This report reflects our 2025 progress and sets the direction for 2026 onwards. As a leading engineering consulting firm, we have a responsibility to advance sustainable infrastructure across the sectors we serve while managing our own environmental and social impacts responsibly.

2025 marked a significant milestone in our sustainability journey. Our science-based emissions reduction targets were formally validated by the Science Based Targets initiative (SBTi), aligning our decarbonisation pathway with the ambitions of the Paris Agreement. We also made substantial progress in strengthening equity across our workforce, reducing our mean gender pay gap from 14.4% to 1.2%, a clear reflection of the positive impact of our people-first culture and inclusive practices.

In addition, the relocation to our new headquarters at Bankside, Dublin, represents a further expression of our values in action. The new office delivers enhanced sustainability performance while supporting employee wellbeing through improved workspace design and excellent public transport connectivity.

Our Reporting Framework

Ethos has adopted the Voluntary Sustainability Reporting Standard for SMEs (VSME) as our baseline framework, ensuring we meet fundamental disclosure expectations for our size. We complement this with the Global Reporting Initiative (GRI) Standards "Core Option" to provide comprehensive, globally comparable information. This dual-framework approach reflects our ambition to exceed baseline compliance while maintaining international credibility.

For 2026 and beyond, our strategic priorities are centred on building long-term resilience, accelerating decarbonisation, and strengthening our positive social and environmental impact:

Climate Action Delivering our science-based target of a 46.2% absolute reduction in Scope 1 and 2 greenhouse gas emissions by 2030, while driving measurable reductions across our Scope 3 value chain emissions.

Climate Risk Assessment and Resilience Enhancing our approach to climate-related risk management by assessing both physical and transition climate risks across our operations, projects, and supply chain, ensuring resilience and alignment with emerging regulatory frameworks and stakeholder expectations.

Independent Verification and Transparency Strengthening the accuracy and credibility of our sustainability disclosures through third-party verification of greenhouse gas emissions data and continued alignment with recognised international reporting standards.

Supply Chain Resilience Strengthening responsible procurement practices through comprehensive supplier sustainability assessments and engagement programmes, including the implementation of EcoVadis across key suppliers.

Social Equity and Inclusion Continuing to advance diversity, equity, and inclusion initiatives while expanding community engagement and supporting the wellbeing and development of our people.

Nature-Related Risk Management Integrating biodiversity considerations, water stewardship, and nature-related risk assessment into our core business strategy and project delivery approach.





Letter from our CEO

I am proud to present our 2025 ESG Report, marking a pivotal year in Ethos' sustainability journey and broader business evolution. Since publishing our first report in 2023, we have progressed from establishing commitments and reporting frameworks to embedding ESG more fully into how we operate, make decisions, and deliver for our clients.

In 2025, we continued to strengthen the connection between sustainability, governance, and business performance. Through our ESG Committee, sustainability priorities are now more closely integrated into operational and commercial decision-making, helping translate ambition into measurable action across the business.

Across more than 100 projects delivered in 14 countries during 2025, Ethos continued to support the development of critical digital infrastructure across EMEA. As demand for AI, cloud, and high-performance computing infrastructure accelerates, we believe engineering has a critical role to play in enabling a more sustainable and resilient digital economy. Our focus is not only on delivering infrastructure at scale, but on helping shape the next generation of data centres and mission-critical environments through innovation, energy efficiency, digital engineering, and sustainability-led design.

We also strengthened our environmental strategy during the year. Our science-based emissions reduction targets were formally validated by the Science Based Targets initiative (SBTi), reinforcing our commitment to a 1.5°C aligned pathway and our "Pledge to Net Zero". In parallel, we completed our first biodiversity assessment using the TNFD LEAP approach, helping deepen our understanding of how our operations interact with nature and strengthening our approach beyond carbon alone.

2025 also marked an important year of growth and capability expansion for Ethos. As we celebrated 20 years in business, we continued to invest in the future of sustainable infrastructure delivery. Our move to our new headquarters at Bankside reflects our commitment to a more sustainable and people-focused workplace, while the acquisitions of SimStudio and 3DEC strengthened our expertise in digital engineering, sustainability, mission-critical infrastructure, and BIM-led design. Alongside our continued leadership in data centres, we also expanded our presence across the energy and industrial sectors, supporting broader infrastructure diversification and long-term resilience across the business.

"Alongside our continued leadership in data centres, we also expanded our presence across the energy and industrial sectors, supporting broader infrastructure diversification and long-term resilience across the business."

At the same time, we recognise that improving Scope 3 data quality, scaling sustainability consistently across operations, and responding to rapidly evolving stakeholder expectations remain ongoing challenges. During 2025, we enhanced our carbon accounting methodologies, strengthened data quality, and expanded the depth of our disclosures, laying a stronger foundation for future reporting and accountability.

Looking ahead, our priorities remain clear: accelerating decarbonisation, strengthening climate and nature-related risk management, advancing diversity and inclusion, and continuing to invest in innovation and technical capability to help deliver resilient, future-ready infrastructure for a rapidly evolving digital economy.

As demand for sustainable infrastructure continues to grow, we believe engineering must play a leading role in shaping a lower-carbon and more resilient future. Ethos remains committed to delivering that transition through both innovation and accountability.

Greg Hayden
CEO
June 2026

2025 at a glance

Business highlights

2025 marked a significant year of growth and transformation for Ethos, combining operational expansion with continued investment in sustainability, technical capability, and engineering excellence.

- Celebrated 20 years in business
- Delivered 100+ projects across 14 countries
- Designed or master planned 1,066 MW of data centre capacity
- Opened our London office and relocated to our new headquarters at Bankside, Dublin
- Expanded specialist capability through the acquisitions of SimStudio and 3DEC
- Continued leadership growth through strategic C-suite expansion and new appointments



ETHOS



ESG highlights

In 2025, Ethos further embedded ESG into business strategy, operational decision-making, and project delivery.

- Science-based emissions reduction targets formally validated by the Science Based Targets initiative (SBTi)
 - Targeting a 46.2% reduction in Scope 1 and 2 emissions by 2030
 - Targeting a 90% reduction in Scope 1, 2, and 3 emissions by 2050
 - Achieved a 32.9% reduction in Scope 1 and 2 emissions versus our 2019 baseline
- Completed our first biodiversity assessment using the TNFD LEAP approach
- Strengthened ESG governance through Executive leadership and ESG Committee oversight
- Enhanced Scope 3 carbon accounting methodology and reporting transparency through the Novata platform
- Continued investment in digital engineering, smart buildings, and sustainable data centre design capability

People and development

We continued to invest in engineering capability, future talent, workplace equity, and employee development across the business.

- 240+ people across the business, including almost 220 engineers [MK3.1][GP3.2]
- 85 new joiners across the business in 2025
- 21 internship placements completed, including 6 returning students
- 14 graduates joined the ETMOS programme, including 4 returning participants
- 11 TY student placements completed
- Data Centre Academy continued to support coaching, mentoring, and technical development
- 100% of employees and contractors received performance and career development reviews
- Mean hourly gender pay gap reduced from 14.4% to 1.2%
- Female workforce representation increased from 19% to 25%
- Women now represent 18% of technical and engineering roles
- Female representation in the upper-middle pay quartile increased to 31.1%



Community Impact

We continued to strengthen our social impact through charitable partnerships, education engagement, and community support initiatives.

- €30,000 donated to charitable causes in 2025
- New charity partnership established for 2026
- Continued investment in early careers, mentoring, and STEM talent development

Recognition and governance

External recognition and strengthened governance continued to support our ESG journey.

- ESG Committee chaired by the Director of Sustainability, reporting to the COO and CFO
- Independent verification of greenhouse gas emissions initiated in 2026 in line with ISO 14064-1:2018
- Continued alignment with GRI and VSME reporting frameworks to strengthen transparency and accountability

Organisation overview

Ethos is an owner-managed company, backed by Exponent Capital Partners, and incorporated as a Private Limited Company (Ltd.) in Ireland. Since our foundation in 2005, Ethos has grown to over 240 staff. Data centres are a core competency – over 80% of our engineering staff engage in data centre design, with more than 85% of our estimated 2025 turnover of €61m derived from this line of business.

Our global headquarters is located at Floor 5, Bankside, Charlemont Street, Dublin, D02 VN88, Ireland (we moved in November 2025). We also have offices in London (44 Southampton Buildings, London, WC2A 1HL, UK), Galway (One, Liosbán Business Park, Tuam Road, Galway, Ireland) and Zoetermeer (SimStudio office at Baron de Coubertinlaan 6, 2719 EL Zoetermeer, Netherlands).

Headquartered and incorporated in Ireland, Ethos operates across an international project footprint that spans EMEA. As a consultancy that specialises in critical infrastructure, we deliver projects in many European and Nordic markets, with a strong presence in key data centre hubs, and energy and industrial sectors. By 2025, Ethos had delivered projects across 14 countries, with more growth and new project activity projected.

Entities included in this Sustainability Report

This sustainability report has been prepared on an individual basis and covers Ethos Engineering Limited as a single legal entity, encompassing our Dublin headquarters, and Galway and London offices. Since we prepared this report voluntarily, we do not have audited consolidated financial statements to compare the reporting boundary.

In 2025, Ethos made two strategic acquisitions to enhance our specialist capabilities. In June, we acquired SimStudio International Consultants, headquartered in the Netherlands, strengthening our expertise in computational fluid dynamics (CFD), data centre cooling, and sustainability. Late in December, we also welcomed 3DEC, a UK-based technology design consultancy, to the Ethos portfolio. 3DEC specialises in mission-critical ICT, Audiovisual, and BIM-led design, further deepening our service offering for data centres and commercial workplaces.

SimStudio and 3DEC are still undergoing operational and ESG integration (the 3DEC acquisition was completed at the very end of the reporting period) and their performance data was not yet available in a format consistent with our methodology. Consequently, both acquisitions have been excluded from the scope of this 2025 report.

There were no other mergers or disposals during the year. Ethos intends to progressively incorporate both entities into our sustainability reporting cycles as their integration is completed.

Activities, value chain and other business relationships

Ethos operates in the B2B engineering activities and related technical consultancy sector (NACE 71.12). Our work focuses on engineering design, sustainability/ESG advisory, and digital consultancy, primarily serving data centre infrastructure and high-performance buildings across EMEA.

Ethos defines “operations” through the offices under its operational control. In 2025, operational control was split between Sandyford (1 Jan – 17 Nov) and Bankside (17 Nov – 31 Dec) following the head office relocation.

Ethos provides specialised services, including:

Data centre design including mechanical, electrical, sustainability, smart building, and digital engineering solutions across the full project lifecycle for hyperscale, colocation, and mission-critical environments

Energy infrastructure design supporting power, utilities, grid, and renewable energy developments across complex project lifecycles

Industrial buildings and facilities design supporting manufacturing, logistics, production, and high-performance operational environments

Smart buildings design and digital engineering integrating intelligent systems, building performance optimisation, and connected technologies

Sustainability consulting services including ESG advisory, sustainability strategy, certification support, carbon assessment, and regulatory compliance

Programme management for multidisciplinary delivery, supporting complex projects through coordination, governance, stakeholder management, and integrated project execution.

Ethos reports the scale of its services using financial and workforce indicators, including a turnover of EUR 63,240,513 and a workforce of 241 people (comprising 176 employees and 65 contractors) for the reporting period. No disclosure in the provided materials identified any Ethos products or services that are banned in certain markets or subject to significant stakeholder concerns requiring public debate.

Ethos’ upstream value-chain context is characterised by collaboration with client supply chains and the use of contracted resources to support delivery. Ethos does not maintain indirect suppliers in the same way as a manufacturing firm, but it works with suppliers and business partners through an Ethical Sourcing Policy that requires adherence to labour rights, environmental sustainability, business ethics, and regulatory compliance. Ethos also engages a significant number of contractors (65 in 2025) who provide support across design engineering, project management, and sustainability planning.

Downstream entities

Downstream entities receiving Ethos outputs include:

Data centre developers and operators who use Ethos’ engineering design and advisory to deliver and operate critical digital infrastructure.

Commercial real estate and infrastructure clients (e.g., smart building and urban infrastructure project stakeholders) who apply Ethos’ M&E, sustainability, and design management inputs in their building delivery programmes.

Ethos maintains other relevant relationships within the value chain, including:

Industry network collaboration through membership of the First Q network, supporting shared best practice and cross-border project collaboration.

Long-term client relationships including a maintained base of repeat clients.

Working relationships with contractors as part of delivery (including performance management expectations for contractors engaged through third parties).

Compared to the previous reporting period (2024 reporting disclosures vs 2025 updates), Ethos reports the following significant changes:

Office relocation and operational boundary shift (value chain context).

- In 2025, Ethos relocated its headquarters from Sandyford to Bankside in mid-November, with operational control changing accordingly.
- The relocation materially changed direct energy profiles, supporting a decarbonisation benefit: the Bankside site involves no on-site fuel combustion and no company-controlled refrigerants in equipment, reducing direct operational emissions impact.



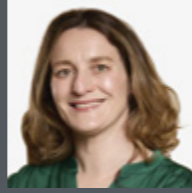



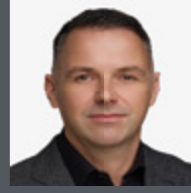
Updated Scope 3 methodology for upstream value-chain emissions (value chain reporting context)


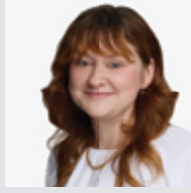











- For 2025, Ethos revised Purchased Goods & Services calculations by moving to a more standardised, platform-based method (Novata/Climatiq with improved transparency and accuracy).
- The 2025 Scope 3 structure also expanded to include additional upstream categories for electricity (e.g., upstream emissions of purchased electricity & gas and transmission & distribution) within Scope 3 accounting.

Significance of changes interpreted as improved measurement rather than a step-change in underlying activities.

Ethos states that the increase in Scope 3 emissions in 2025 is primarily attributable to more robust and reliable calculation, improved data quality, and expanded inputs, i.e., reflecting a more comprehensive representation of value-chain emissions rather than necessarily indicating a material increase in underlying activities.

Governance structure and leadership

| | | | | | | |
|--|---|---|--|--|--|---|
|  Colm Devin Chief Commercial Officer |  Edwin O'Hora Chief Human Resources Officer |  Claire Meagher Chief Financial Officer |  Greg Hayden Chief Executive Officer |  Gary O'Keefe Chief Growth Officer |  John Coroner Chief Operations Officer |  Derek Hayden Deputy Chief Operations Officer |
|--|---|---|--|--|--|---|

| | | | | | | | |
|---|--|--|--|---|---|---|--|
| Business Support | Retro Fit | Digital Buildings | Sustainability | Programme Management | M&E Engineering Partners | | |
|  Alison Heffernan Partner, People & Capability |  Rosie Maclot Head of Brand, Sales & Proposals |  Stephen Dwyer Partner: Data Centre Retrofit and Optimisation |  Brian Coogan Digital Director |  Müge Karasahin ESG & Sustainability Partner |  Elizabeth Wheeler Operations Director Programme Mgmt. | | |
|  Magda Mulhall Bid Manager |  Shana Singh Head of Marketing | | | |  John Clarke Client Partner |  Colin Quinn Client Partner |  Paul Tighe Client Partner |
| | | | | |  James Gillic Client Partner |  Susan Cormican Client Partner | |

Leadership structure

Ethos' commitment to excellence and innovation is driven by a diverse and experienced leadership team that extends beyond the highest governance body. This broader structure encompasses key directors and partners responsible for specialised functions and strategic initiatives across the organisation. This is part of the structuring planned in 2025, which resulted in the current Ethos leadership for 2026.

The highest governance body comprises both executive and non-executive members and holds overall responsibility for decision-making and oversight of the organisation's impacts on the economy, environment, and people.

Executive and non-executive members

The highest governance body is composed of seven senior executives who provide strategic oversight across all areas of the business. Each member brings distinct expertise relevant to Ethos' operations and sustainability impacts.

Greg Hayden, as CEO, acts as Chair. This collective arrangement ensures comprehensive oversight and fosters alignment between strategic decision-making and operational execution.

As of 31 December 2025, the highest governance body comprised six male and one female member, resulting in a gender diversity ratio of approximately 0.14 (1F:6M).

ESG Committee

The primary committee responsible for overseeing the management of sustainability-related impacts reports directly to the highest governance body. Its members are:

- Müge Karasahin** Sustainability and ESG Partner (Chair)
- John Coroner** Chief Operations Officer (COO)
- Claire Meagher** Chief Financial Officer (CFO)
- Edwin O'Hora** Chief HR Officer (CHRO)
- Alison Heffernan** Head of People
- Susan Cormican** Client Partner
- Rosie Toner** Strategic Growth Enablement Lead
- Tanya Paine** Quality Assurance

ESG matters are reported to the board on a quarterly basis.

Sustainability Team

The sustainability team, led by the Sustainability and ESG Partner, provides ongoing training and strategic initiatives to ensure the highest governance body is equipped with the requisite skills and updated knowledge to make informed decisions on sustainability matters.

Governance in action

Ethos integrates its commitment to ESG at all levels of the organisation through a robust governance and communication structure. This framework ensures a continuous flow of information and accountability, operating across four interconnected pillars:

1. Leadership Oversight At the pinnacle of the structure, the ESG Committee is fundamental for strategic supervision. This committee comprises senior management members, including the Chief Operations Officer (COO), Chief Financial Officer (CFO), and Chief HR Officer (CHRO), ensuring that executive decisions are aligned with ESG goals. The leadership of this committee is assumed by the Sustainability & ESG Partner, who steers the agenda and guarantees that sustainability considerations are a top priority in strategic decision-making.

2. Organisational Engagement Communication is not limited to the executive board. All employee committees within Ethos report into the ESG Committee, which ensures that team initiatives and feedback are integrated into the overall strategy. The ESG Committee is also responsible for overseeing all employee engagement and charity initiatives, such as the partnership with ARC Cancer Support in 2026, strengthening the company's culture and social impact.

3. Reporting & Accountability Transparency and accountability are essential pillars. Ethos produces annual ESG reports for investors, detailing our performance and progress against targets. To ensure the integrity of these reports and the effectiveness of strategies, ESG performance is reviewed twice a year at Board level. Constant ESG monitoring and process improvements ensure Ethos keeps evolving.

4. Assurance & Compliance To validate the integrity and compliance of its practices Ethos undergoes annual compliance reviews, and renewals of our ISO certifications. To align our practices with recognised ESG reporting frameworks we submit to independent ESG assessments and benchmarking, reinforcing the credibility and robustness of our sustainability approach.

Role of the Highest Governance Body in overseeing management of impacts

Ethos' highest governance body is the Board of Directors, which oversees the organisation's strategic direction, governance, risk management, and sustainability-related impacts. The Board comprises nine members, including six representatives from Ethos and three representatives from Exponent Capital Partners.

The Board provides oversight of ESG-related risks, opportunities, and strategic priorities through regular reporting and engagement with the Executive Leadership Team and ESG Committee. Day-to-day executive management of the business is undertaken by the C-suite, which comprises seven senior leaders responsible for operational, financial, commercial, people, and strategic functions across the organisation.

The ESG Committee supports governance oversight by monitoring ESG priorities, performance, and implementation progress, with regular updates provided to both the C-suite and Board.

Delegation of responsibility for managing impacts

While ultimate accountability for sustainability oversight rests with the Board, responsibility for day-to-day management of ESG impacts is delegated to our cross-functional Committee.

Chaired by the Sustainability and ESG Partner, the ESG Committee includes representatives from operations, finance, HR, and quality assurance. This ensures ESG considerations are integrated into business operations and decision-making processes. The committee works closely with the Executive Leadership Team and updates our senior leadership and Board on ESG performance, priorities, risks, and initiatives.

This governance structure supports consistent oversight, accountability, and integration of ESG considerations across the organisation.



Role of the Highest Governance Body in Sustainability Reporting

The Board and Executive Leadership Team oversee the review and approval of Ethos' sustainability disclosures, including this ESG Report and its material topics.

The ESG Committee coordinates the development of the report, supported by relevant operational and functional stakeholders across the business. Senior leadership, including members of the C-suite, review the report to ensure disclosures are aligned with the organisation's strategy, governance processes, and reporting commitments prior to publication.

This process supports transparency, accountability, and the accuracy of sustainability-related disclosures.

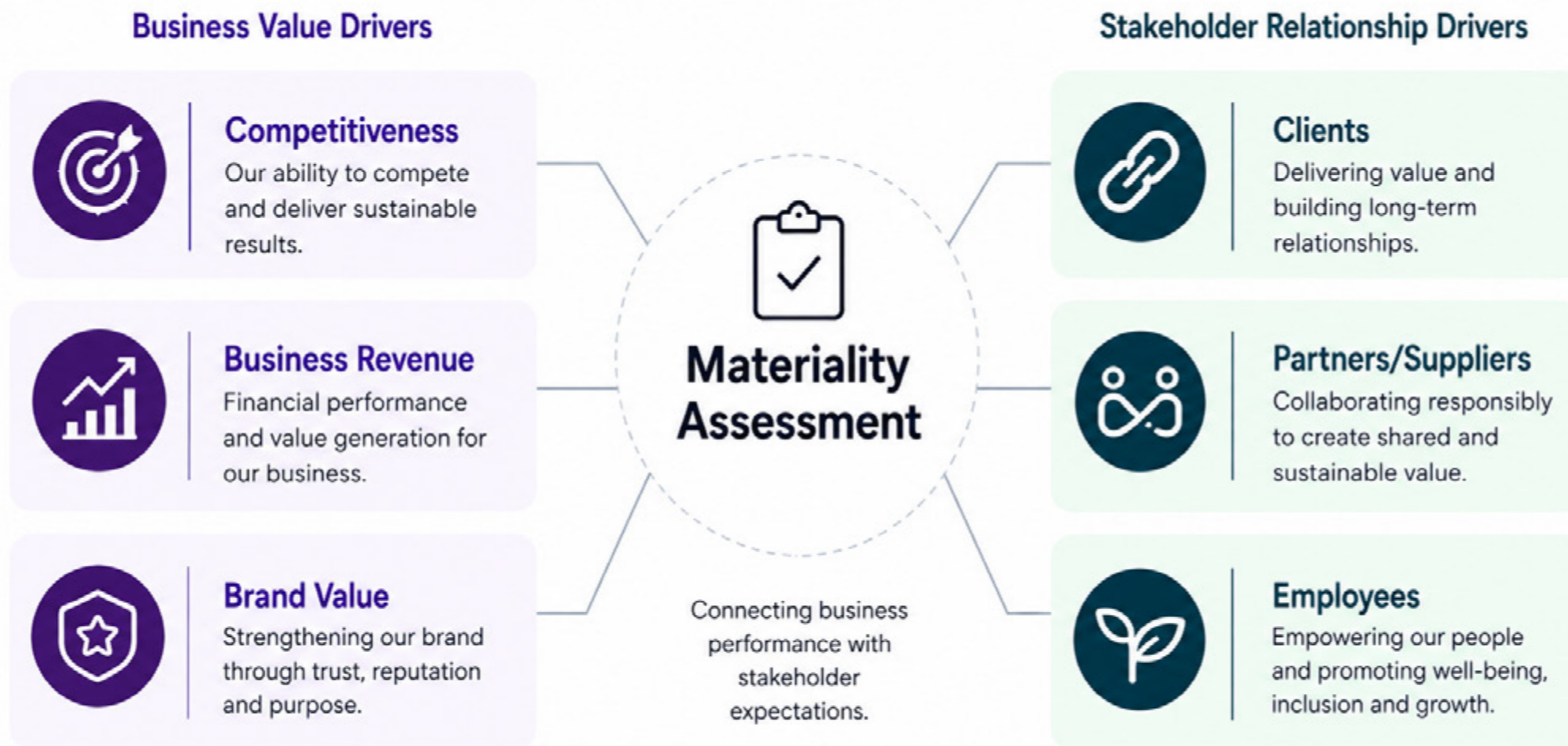
Collective Knowledge of the Highest Governance Body

Ethos recognises the importance of maintaining strong sustainability knowledge and governance capability across our Executive Leadership team and Board.

The organisation's Sustainability Team, led by the Sustainability and ESG Partner, acts as an internal centre of expertise, supporting leadership through ongoing engagement, technical guidance, and updates on evolving ESG trends, regulations, reporting frameworks, and stakeholder expectations.

This approach helps strengthen sustainability awareness and supports informed decision-making across governance and leadership structures.

Materiality



At Ethos, ESG considerations are integrated into how we operate, make decisions, and deliver value for clients. As engineers and consultants delivering data centre and energy infrastructure projects across global markets, we recognise the role our business plays in supporting sustainable development, operational resilience, and responsible growth.

During the 2025 reporting period, Ethos conducted an ESG materiality assessment to identify and prioritise the environmental, social, and governance topics most relevant to our business and stakeholders.

The assessment was informed through employee engagement surveys, internal stakeholder workshops, executive leadership engagement, and consideration of evolving industry expectations, client requirements, operational priorities, and regulatory developments. Material topics were assessed based on:

- Potential impacts on people and the environment
- Relevance to business operations and long-term strategy
- Stakeholder interest and expectations
- Associated business risks and opportunities

The assessment outcomes support the continued development of our ESG strategy, reporting priorities, governance structures, and operational focus areas.

Key Material Topics

The material topics identified during the assessment process reflect the areas considered most significant to Ethos and our stakeholders.

The outcomes of the materiality assessment help inform ESG priorities across the organisation, including governance oversight, reporting practices, operational initiatives, and long-term business planning. As stakeholder expectations, regulatory requirements, and industry standards evolve, Ethos remains focused on strengthening ESG integration across our operations and project delivery.

Environmental

- Greenhouse gas emissions and decarbonisation
- Energy efficiency and operational performance
- Sustainable design and engineering innovation
- Water efficiency and resilience
- Climate risk and environmental responsibility

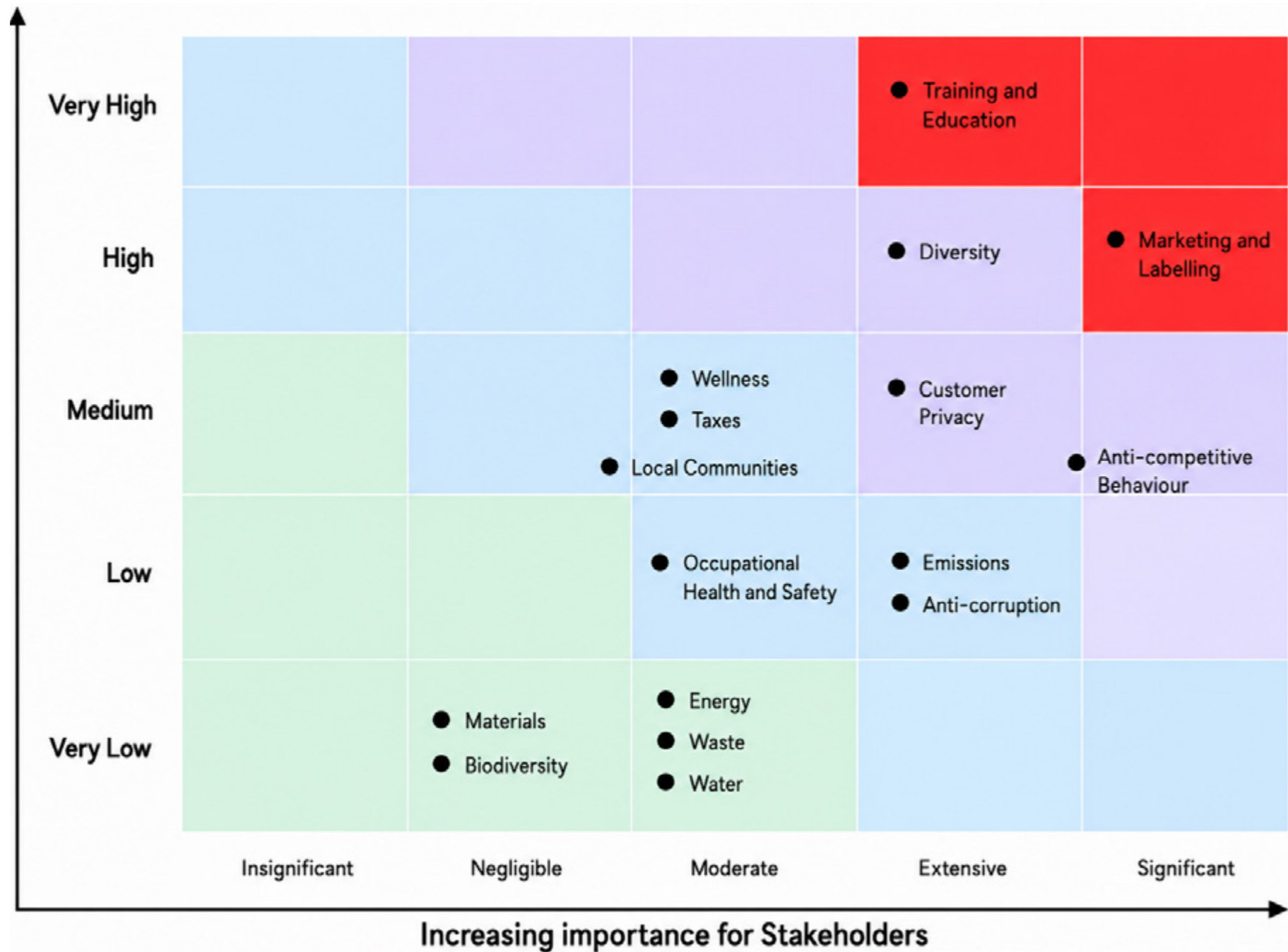
Social

- Employee wellbeing, engagement, and workplace culture
- Diversity, equity, and inclusion
- Talent attraction, development, and retention
- Health, safety, and wellbeing
- Community engagement and social impact

Governance

- ESG governance and accountability
- Ethical business conduct
- Data quality, transparency, and reporting
- Risk management and compliance
- Responsible growth and operational resilience

Materiality Matrix



**Alignment with ENCORE
(Natural Capital Risk Exposure)**

Based on office activities.

| ENCORE Theme | Business Relevance | Materiality |
|-------------------|--------------------|-------------|
| Climate change | Low exposure | Low |
| Water use | Low exposure | Low |
| Pollution | Low exposure | Low |
| Resource use | Low exposure | Low |
| Biodiversity loss | Low exposure | Low |

Table ENCORE Materiality Ratings

**Alignment with SASB/IFRS Materiality Finder
(Professional and Commercial Services)**

Key Material Topics → SASB/IFRS Equivalent

- Ethics, Policies, Remediation and Compliance → Data Security
- Diversity and Equal Opportunity → Employee Engagement, Diversity & Inclusion
- Anti-corruption → Business Ethics

Sources: MSCI Materiality Map © (Research & Consulting Services)
ENCORE (Engineering activities based in office)
SASB/IFRS Materiality Finder (Professional & Commercial Services).

**Alignment with MSCI Materiality Map
(Research and Consulting Services)**

Our Material Topic → MSCI Equivalent

- Training and Education → Human Capital Development
- Diversity → Diversity & Inclusion
- Customer Privacy → Privacy & Data Security
- Marketing and Labelling → Product Safety & Quality
- Anti-corruption → Business Ethics
- Taxes → Governance
- Wellness → Employee Health & Safety

Linking material topics to UN SDGs

Ethos Environmental Commitment

Our environmental strategy centres on minimising the direct and indirect impacts of our operations whilst leveraging our engineering expertise to support clients in achieving their sustainability goals. We are committed to achieving our science-based emissions targets, implementing robust monitoring systems, and progressively expanding our environmental assessment across our supply chain. Our objectives reflect both operational efficiency and strategic engagement with nature-related risks and opportunities.

| Material Topic | SDG | Objective |
|----------------------------------|--------|--|
| Climate change and GHG emissions | 7, 13 | Achieve 46.2% absolute reduction Scope 1+2 by 2030 (baseline 2019); 27.5% Scope 3 |
| Energy efficiency | 7 | Increase renewable energy procurement (%); Climate risk assessment for Bankside |
| Water use and management | 6, 12 | Maintain conscious water use via efficient equipment; Educate staff on consumption |
| Air quality | 3, 12 | Ongoing measurement via IoT sensors; Educate occupants |
| Waste management | 12 | Maintain zero waste to landfill; Empower staff on reduction |
| Biodiversity and supply chain | 14, 15 | Expand LEAP assessment to supply chain (client projects); Evaluate suppliers using EcoVadis for environmental, labour practices, ethics, and sustainable procurement standards |

Ethos Social Responsibility Framework

Our social strategy prioritises the wellbeing, development, and inclusion of our people, whilst fostering positive engagement with our communities and supply chain partners. We recognise that sustainable growth depends on creating an inclusive workplace culture, investing in continuous professional development, and maintaining transparent dialogue with all stakeholders. Our social objectives are designed to strengthen our organisational capabilities and stakeholder relationships.

| Material Topic | SDG | Objective |
|----------------------------------|-------|--|
| Employee engagement and wellness | 3, 8 | Track engagement scores quarterly |
| Diversity and inclusion | 5, 8 | Track female representation; Quarterly unconscious bias training |
| Training and development | 4, 8 | Track total training hours; Track CPD accreditations and professional events |
| Community engagement | 1, 10 | Onboard charity partner; Track volunteering hours and fundraising events |

Ethos Governance and Ethics Standards

Our governance framework underpins responsible business conduct, regulatory compliance, and transparent stakeholder engagement. We are committed to maintaining robust oversight mechanisms, embedding ethical practices throughout the organisation, and systematically assessing our material impacts. Our governance objectives ensure alignment with international best practices, regulatory expectations, and our core values of integrity and accountability.

| Material Topic | SDG | Objective |
|--|--------|---|
| ESG governance | 7, 13 | ESG Committee meets bimonthly |
| ESG reporting | 7 | Publish annual ESG Report (GRI & VSME) |
| Supplier ethics and Environmental assessment | 6, 12 | Evaluate suppliers using EcoVadis platform for environmental, labour practices, ethics, and sustainable procurement performance |
| Workplace rights and grievances | 3, 12 | Track employee grievances (including whistleblowing) annually |
| Compliance and ethics | 12 | Annual compliance training; Update business ethics policies |
| Management systems | 14, 15 | Maintain ISO 9001 (Quality), ISO 14001 (Environmental), ISO 45001 (H&S) yearly |

Our Philosophy on Stakeholder Engagement

Ethos considers its stakeholders essential partners in our mission. We are guided by a commitment to transparency and a drive to make a positive and lasting impact on people's lives.

Our design engineers, who interact directly with clients and partners, act as the main points of engagement, gathering crucial opinions and insights from the front line. Our Directors play a strategic role by connecting these technical teams with executive leadership, ensuring that stakeholder perspectives inform our highest levels of decision-making. This approach is complemented by formal communication channels and direct engagement with our employees, who, as key stakeholders, are fundamental to identifying our material impacts.

While our current ESG risk process utilises an Impact Matrix informed by employee insights, we are committed to its continuous improvement. Looking ahead, our next steps will focus on increasing broader stakeholder engagement to enhance this methodology. By incorporating more diverse perspectives, we aim to identify ESG risks more accurately and improve our overall management strategies.

Innovation and Technology as an ESG Enabler

Ethos continually invests in innovation and technology to enhance our ESG impact. Our approach integrates advanced digital tools, data analytics, and collaborative platforms to optimise building design and operation, which directly improves efficiency and reduces environmental impact.

This commitment to technological advancement is intrinsically linked to our sustainability goals. By embedding innovation into every project, fostering collaboration across teams, and leveraging strategic partnerships, Ethos ensures transparency, agility, and continuous improvement. We believe that this integrated use of innovation and technology is essential to deliver responsible, efficient, and future-ready engineering solutions.





About this report

Reporting period, frequency and contact point

This ESG report covers the period from 1 January 2025 to 31 December 2025 and is published on an annual basis. This report was published in June 2026.

During the 2025 reporting year, Müge Karasahin transitioned from her role as Director of Sustainability to Sustainability and ESG Partner, a newly created position reflecting Ethos' commitment to embedding sustainability and ESG considerations at the core of all client-facing work. In this evolved role, Müge leads the integration of sustainability and ESG principles across project delivery and client engagement, ensuring alignment with clients' increasingly rigorous ESG expectations and embedding these considerations into the strategic direction of the business.

For questions or feedback regarding this report or the information contained herein, please contact:

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 Ethos Head Office
 Floor 5 Bankside, Charlemont Street, Dublin D02 VN88,
 Ireland.

Entities included

This report covers Ethos, encompassing our Dublin headquarters (relocated in November 2025) and our Galway Regional office. SimStudio International and 3DEC have been excluded pending ESG integration.

External assurance status

No formal external assurance was obtained for the 2025 ESG Report. However, independent verification of our greenhouse gas emissions data was initiated in early 2026 in accordance with ISO 14064-1:2018 standards, with results to be disclosed in future reporting cycles.

Restatements of information

During the 2025 reporting year, two developments affected the comparability of previously disclosed data: the adoption of the Novata platform as our primary carbon accounting tool, which introduced a more robust calculation methodology and resulted in a significant increase in reported Scope 3 emissions; and the relocation of our headquarters to Bankside, Dublin 2 in mid-November 2025, which materially changed our Scope 1 emissions profile.

Both developments are disclosed to ensure transparency and support informed comparison across reporting periods. Further detail is provided in the Environmental section of this report.

Reporting methodology

Materiality assessment methodology

We conducted an inclusive ESG materiality assessment through an employee survey, supported by internal stakeholder workshops. Material topics were prioritised based on:

- Potential impacts on people and the environment
- Business risks and opportunities
- Stakeholder relevance

Further detail on our materiality assessment process is provided in the [GRI and VSME content index](#).

Letter from ESG Committee Chair

At Ethos, sustainability has long been embedded in how we think, operate, and deliver value for our clients. As engineers and consultants delivering complex data centre and energy infrastructure projects across global markets, we recognise the responsibility we have to contribute positively to the built environment, support our people, and operate with integrity and accountability.

During 2025, we continued to strengthen our ESG governance, improve the quality of our reporting processes, and further integrate sustainability considerations into operational and strategic decision-making. This year also marked an important milestone in advancing a more structured and transparent approach to managing our environmental, social, and governance priorities across the business.

Key areas of focus during the reporting period included enhancing ESG oversight and governance, improving data collection and reporting capabilities, supporting employee wellbeing and engagement, and progressing sustainability initiatives across both our operations and client projects. A significant achievement during the year was the validation of our science-based emissions reduction targets by the Science Based Targets initiative (SBTi), reinforcing our commitment to a 1.5°C aligned decarbonisation pathway.

We also continued to strengthen collaboration across teams to ensure ESG considerations are embedded into project delivery, business planning, and day-to-day operations. As expectations from clients, employees, and wider stakeholders continue to evolve, we remain focused on building a resilient and responsible business that can respond effectively to emerging sustainability challenges and opportunities.

Looking ahead, our priorities for 2026 include further enhancing reporting and governance processes, progressing the independent verification of greenhouse gas emissions data, and advancing external sustainability benchmarking initiatives, including EcoVadis assessment. We also remain committed to supporting our clients in achieving their own sustainability ambitions through the expertise, innovation, and solutions we provide.

“A significant achievement was the validation of our emissions reduction targets by the Science Based Targets initiative (SBTi), reinforcing our commitment to a 1.5°C aligned decarbonisation pathway.”

This report has been prepared under the oversight of the ESG Committee and Executive Leadership Team, with governance oversight provided by the Board of Directors. The report reflects our ongoing commitment to transparency, accountability, and continuous improvement in how we manage and report ESG performance.

While there is still progress to be made, we believe the actions outlined in this report represent meaningful steps towards strengthening our long-term sustainability performance and creating lasting value for our stakeholders.



Müge Karasahin
Sustainability & ESG Partner



Environment



Biodiversity

Identification of biodiversity impacts

Ethos conducted its first nature-related assessment for the 2025 reporting year using the TNFD LEAP approach (Locate, Evaluate, Assess, Prepare), focusing on its direct office operations in Dublin and Galway. The assessment was designed to identify where Ethos depends on and has impacts on nature and to use the findings as the foundation for its public biodiversity disclosures under GRI 101: Biodiversity 2024.

Scope used for identifying impacts on biodiversity (sites)

The assessment covered Ethos' office sites and their immediate operational interfaces with local ecosystems.

It explicitly excluded the wider impacts of the engineering designs Ethos produces for clients at this stage, with value-chain coverage planned for future reporting cycles.

How impacts were identified

Locate Ethos is screened and prioritised where its direct operations intersect with nature, using:

- sector/value chain and geography context
- dependency and impact screening (using ENCORE)
- identification of the aquatic interface in Dublin and interface with sensitive locations (protected areas proximity)

Evaluate & Assess Ethos refined assessment priorities away from generic office-environment issues and towards location-specific interfaces affecting biodiversity-related risks and opportunities (notably the Grand Canal / Dublin Bay wastewater-connected system).

Evidence and sources Ethos identified the primary aquatic interface (Grand Canal and Dublin Bay connected via urban drainage/sewerage) using several public sources, including:

- NPWS geo-portal
- EPA reporting (wastewater treatment and water quality)
- Uisce Éireann strategic plan
- EIAR Non-Technical Summary for the Grand Canal Storm Water Outfall Extension

Locations with biodiversity impacts

Ethos' LEAP assessment focused on three office sites (two in Dublin and one in Galway) and their relationship with local ecosystems and protected areas.

Office sites assessed (direct operations)

- Sandyford (Former HQ), Dublin: Penthouse Suite, Apex Business Centre, Blackthorn Rd, Sandyford
- Bankside (Current HQ), Dublin: Floor 5, Bankside, Charlemont St, Dublin 2
- Regional Office, Galway (leased; no operational control): Liosbán Business Park, Tuam Road

Interface with nature (Dublin)

Ethos identified its primary interface with nature as the aquatic ecosystems of the Dublin region, specifically:

- the Grand Canal (adjacent to the Bankside office)
- Dublin Bay (connected via the city's urban drainage and sewage system)



Ecologically sensitive locations near sites (protected areas proximity)

A spatial overlap analysis confirmed that all three offices are within a 5 km radius of several protected areas. For the Galway office, Ethos specifically identified proximity to:

- Lough Corrib SAC
- Galway Bay Complex pNHA
- Kiltullagh Turlough pNHA
- Moycullen Bogs NHA

Direct drivers of biodiversity loss

Based on the LEAP Evaluate/Locate outcomes, Ethos has identified biodiversity-related pressures linked to its direct office operations are primarily indirect and system-based, rather than driven by direct land conversion.

Key direct drivers/potential pressures identified

1. Water-related pressures (indirect impacts through local systems)

Ethos identified an indirect impact on Dublin Bay's water quality through the city's shared wastewater system.

2. Land use (medium materiality for the office footprint)

Ethos identified land use as having medium materiality in the context of office locations occupying land.

3. Low materiality pressures within the office setting (screened at very low materiality)

The initial screening for the relevant sector found several pressures (e.g., disturbances such as noise and light, GHG, and non-GHG air emissions) to be very low materiality for this first cycle.

Changes to the state of biodiversity

Ethos' LEAP assessment concludes that the direct environmental footprint of its office buildings is low and that the most significant issues relate to location-specific ecosystems and system interactions (including water quality implications through the city's wastewater system).

Ecosystem services

Ethos identified ecosystem services most relevant to its dependencies using the LEAP "Evaluate" phase, including the following dependencies (with the LEAP materiality ratings shown):

- Water supply (provisioning): to support quantity/quality of water for consumption, sanitation, cleaning and building maintenance (low materiality)
- Global climate regulation (regulating): ecosystem contribution to carbon sequestration (very low materiality)
- Local climate regulation (regulating): vegetation and water bodies regulating temperature and humidity (low materiality)
- Soil and sediment retention (regulating): soil stability, erosion control, and landslide mitigation (medium materiality)
- Water flow regulation (regulating): ecosystems absorbing/storing water to reduce flood risks (very low materiality)
- Flood mitigation (regulating): natural features protecting against river/coastal flooding (very low materiality)
- Storm mitigation (regulating): vegetation protecting buildings/infrastructure against storms (low materiality)
- Noise attenuation (regulating): natural elements acting as acoustic barriers (very low materiality)
- Sensory impact mediation (regulating): vegetation reducing light pollution and other sensory impacts beneficial to health and the environment (very low materiality)

Additionally, Ethos links its local aquatic ecosystem context to staff wellbeing, reflecting a dependency on the environmental health of the Grand Canal for wellbeing considerations.

Climate change

Transition plan for climate change mitigation

Ethos' transition plan is implemented through its "Pledge to Net Zero" strategy and related science-based target setting. Ethos is committed to an absolute total reduction of 46.2% by 2030 for Scope 1 and 2, and a minimum absolute reduction of 27.5% for Scope 3 emissions, with net zero by 2050. Ethos also selected 2019 as the baseline year for comparisons.

How the plan aligns with latest scientific evidence (1.5°C pathway): Ethos states its science-based targets are set to meet Paris Agreement goals (limiting climate change to 1.5°C or 2°C) using the SBTi target setting tool.

Mitigation policies and actions

Office relocation Our new head office uses fully electric heating and does not involve on-site fuel combustion or company-controlled refrigerants, leading Ethos to expect its Scope 1 emissions to be zero from that point.

Enhanced energy management Ethos uses its iLab (Digital Twin) and an IoT sensor layer to monitor electricity/energy in real time, run scenario testing, and reduce energy consumption (including EV charging).

Improved Scope 3 carbon accounting Ethos reports that Scope 3 increased in 2025 mainly due to a more robust and reliable calculation methodology, improved data quality, expanded activity inputs, and enhanced emissions-factor databases via its carbon accounting platform.

GHG emissions reduction targets and progress

46.2% **Scope 1 & 2**
2030 target reduction

| Progress | Scope 1 | Scope 2 | Total |
|------------------------------------|---------|---------|--------------|
| 2019 baseline (tCO ₂ e) | 18.14 | 20.24 | 38.38 |
| 2025 results (tCO ₂ e) | 8.56 | 12.49 | 21.05 |
| Variance | -9.58 | -7.75 | -17.33 |
| Progress to date | | | 45.2% |

Ethos links Scope 1 and 2 reductions to operational improvements, including office relocation and enhanced energy management.

Scope 1 breakdown

- Gas: 7.20 tCO₂e
- Refrigerants (HFC & CFC): 1.36 tCO₂e

From November 2025 onward, Ethos expects Scope 1 emissions to be zero due to the Bankside office not using on-site fuel combustion and not using company-controlled refrigerants within its operational boundary.

Scope 2 breakdown

- Electricity (location-based; using market-based electricity emissions): 10.09 tCO₂e
- Electric vehicle (EV) charging: 2.40 tCO₂e

27.5% **Scope 3**
2030 target reduction (min)

| Progress | Scope 3 |
|------------------------------------|----------------|
| 2019 baseline (tCO ₂ e) | 125.500 |
| 2025 results (tCO ₂ e) | 2,098.73 |
| Variance | 2,098.73 |
| Progress to date | +1,570% |

The increase is mainly attributable to improved Scope 3 calculation methodology and data quality, not a material increase in underlying activities.

The 2019 baseline is under review and will be recalculated for the next reporting cycle to reflect the improvements in calculation methodology adopted in 2025. This recalculation will ensure that both absolute and intensity-based targets are assessed against a consistent and comparable baseline, enabling a more accurate representation of emissions performance and progress over time.

Scope 3 categories

- Business travel: 100.50 tCO₂e (air) + 17.12 tCO₂e (WTT) + 38.43 tCO₂e (road and rail commuting)
- Purchased Goods & Services: 1,917.07 tCO₂e
- Waste generated in operations: 0.156 tCO₂e
- Upstream emissions purchased gas (WTT): 1.19 tCO₂e
- Upstream emissions purchased electricity (generation) + 0.28 tCO₂e (T&D)
- Transmission & Distribution (electricity): 1.31 tCO₂e

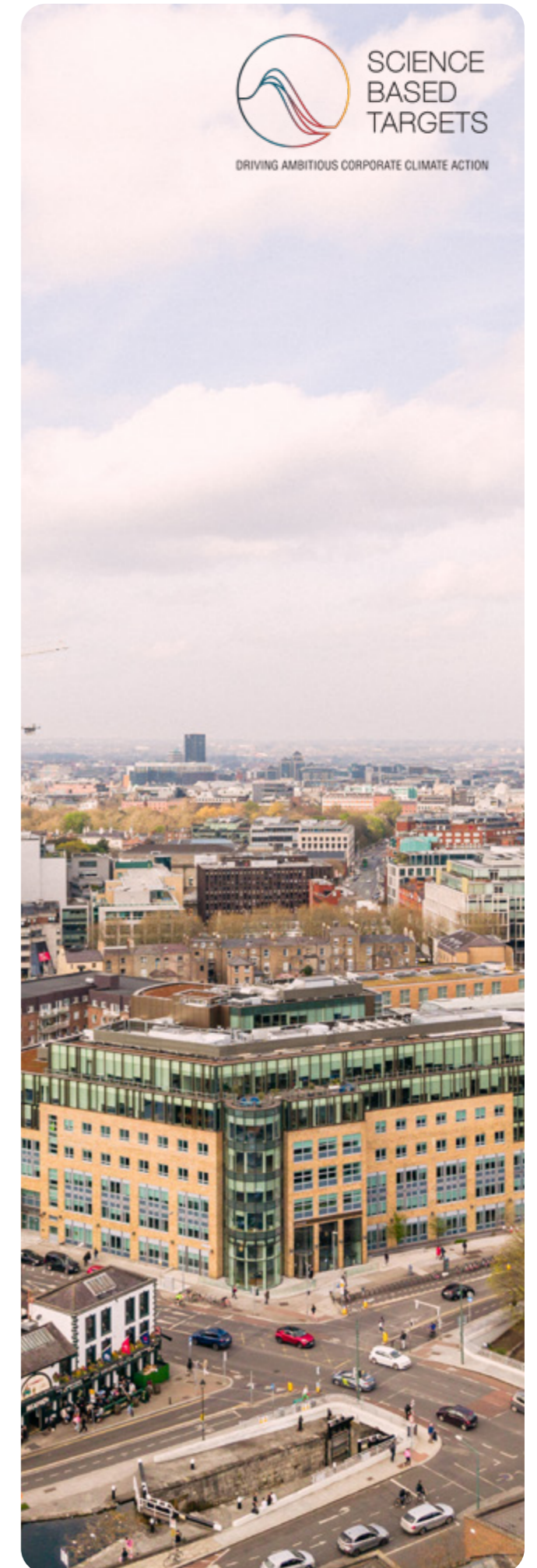
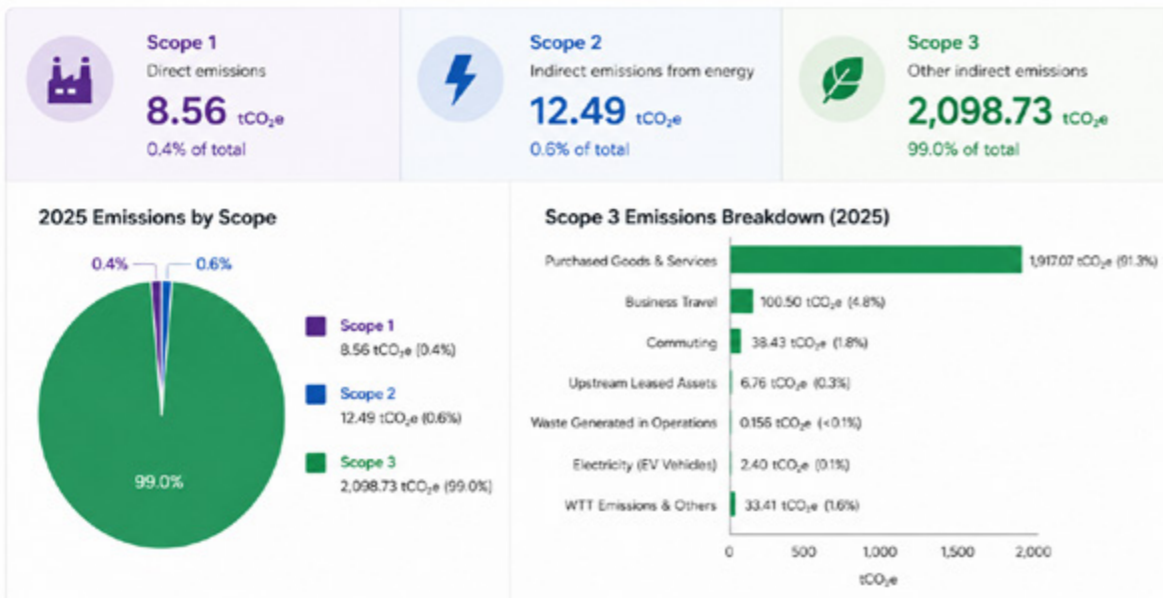
Carbon credits

No carbon credits purchased/cancelled for 2025 are provided in the supplied materials.

Greenhouse Gas Emissions – 2025

We continue to measure and manage our environmental impact. Our 2025 total emissions are **2,119.78 tCO₂e**.

Total Emissions (2025)
2,119.78 tCO₂e



Energy

Energy policies and commitments

Our energy-related approach is implemented through our Pledge to Net Zero strategy and the associated science-based target setting. This underpins our energy transition actions, including electrification choices, renewable electricity procurement, and enhanced energy management to reduce energy use and the associated emissions profile from our operations.

How our energy-related policies and commitments contribute to energy consumption reduction, energy efficiency, and the transition to renewable energy sources:

Electrification and elimination of direct combustion within our control From mid-November 2025, we relocated our headquarters to a Bankside office that does not involve on-site fuel combustion and has fully electric heating managed centrally by the building, and we report that it also does not include company-controlled refrigerants within our operational boundary.

Energy management and operational optimisation We strengthened our energy monitoring through the iLab / Digital Twin, supported by an IoT sensor layer for real-time power monitoring and scenario testing, with a specific focus on identifying and reducing inefficiencies, including electricity use for EV charging.

Renewable electricity procurement (where evidenced in our reporting): for the Bankside office, we report that our electricity supplier Pinergy guarantees 100% renewable electricity, while we continue to account for the related emissions in our calculations.

Impacts on the economy, environment, and people

Our relocation to premises without on-site fuel combustion is reported by us to remove our direct operational combustion emissions from that point onward, supporting decarbonisation through energy-system change.

Our relocation improved access to public transport and supported lower-carbon commuting options, with dedicated bike lanes, a public bike rental system, and workplace facilities that encourage active travel (e.g., secure bicycle storage and showers/changing rooms).

Energy consumption within the organisation

We measure our energy use across two primary streams: fuel consumption (Scope 1) and purchased electricity (Scope 2), calculated from monthly utility bills and real-time metering where available.

39,360 kWh Total fuel consumption (Scope 1)¹
57,013 kWh Total purchased electricity (Scope 2)²
13,552 kWh EV charging electricity (Scope 2)³

1. Natural gas for heating at Sandyford office (Jan–Nov) includes heating for the head office space and mechanical ventilation serving the 4th Floor. From 17 November 2025 onward zero fuel consumption recorded at Bankside (no combustion-based systems in operational control).
2. Measured via monthly supplier bills and supplemented by real-time IoT monitoring for precision.
3. Tracked via CT meter on the supply side and IoT sensors integrated into our Digital Twin.

Renewable v non-renewable energy

Electricity to our new headquarters (Oct–Dec 2025) is supplied by Pinergy, who guarantee a 100% renewable energy mix. This guarantee is verified annually by the Commission for Regulation of Utilities (CRU) and the Single Electricity Market Operator (SEMO) under Ireland’s Guarantees of Origin scheme, confirming that customers receive electricity sourced entirely from renewable generation (wind, solar, hydro).

We do not report self-generated renewable electricity (e.g., from solar or wind installations) in 2025.

Methodology, calculations and assumptions

Fuel (Scope 1): consumption data extracted from gas supplier bills, uploaded to Novata (our ESG data management platform), converted using BEIS Greenhouse Gas Reporting: Conversion Factors 2025.

Purchased electricity (Scope 2): consumption calculated from monthly electricity bills; emissions factors sourced from SEAI (Sustainable Energy Authority of Ireland) and aligned with the AIB (Association of Issuing Bodies) Republic of Ireland grid factor for accuracy and consistency.

IoT supplement (EV charging): real-time data collected via current transformer (CT) metering and IoT sensors, logged within our Digital Twin for validation and scenario analysis.



Materials and waste

Materials used by weight/volume

Ethos operates as a service-orientated engineering consultancy (office-based services) rather than a business model that produces and packages goods. As such, the GRI 301-1 “materials used to produce and package primary products and services” requirement is treated as not applicable to Ethos’ core business, consistent with Ethos’ own prior GRI mapping rationale.

Support from VSME

(office services not expected to report material mass-flows)

The VSME Standard notes that when an undertaking is involved in the provision of services (e.g., operating in shared facilities or remotely), it is typically not included in the scope of certain resource/material-related disclosures. In addition, for resource use/circular economy/waste management, VSME requires an annual mass-flow of relevant materials used only if the undertaking operates in a sector using significant material flows, such as manufacturing, construction, packaging, or others.

Ethos’ core operations are therefore treated as office-services, where significant material mass-flow reporting is not expected under this VSME logic.

Waste generation and significant waste-related impacts

Ethos’ ENCORE-based biodiversity scoping (ISIC 7110) rated solid waste generation as “Very Low” materiality for office-based engineering consultancy operations, which generate municipal solid waste streams such as paper/cardboard, plastics, glass, metals, and other office waste.

Given Ethos’ service/office-based business model, the primary waste-related impacts arise from how office-generated waste is handled (recovery vs disposal) through building waste collection arrangements, including potential environmental impacts associated with disposal routes. Ethos manages these impacts primarily through office waste minimisation and diversion from landfill via recycling and other recovery routes.

Inputs, activities and outputs (office)

Inputs Routine office activities (administration) generating mixed municipal waste (paper, plastics, organics, glass, metals).

Activities On-site sorting and sending waste for treatment via the building’s communal waste collection.

Outputs Non-hazardous waste directed to recycling/composting/incineration and landfill (depending on the waste stream and route)

Where waste is managed

Waste is collected via communal waste systems shared with other tenants, with waste costs included in building service/maintenance fees (creating limitations on isolating exact waste contributions).

Management of significant waste-related impacts

Third-party waste management (waste hauler and recovery facility) Waste for the Bankside building is collected via AES Lusk and transferred to Thorntons Recycling (licensed materials recovery facility) for processing.

Sandyford Office (Jan – Nov 25) For the period at the Apex Business Centre, waste was managed by Panda Greenstar, continuing the arrangement from the previous year. All waste was managed through recovery and recycling processes, with no quantities reported as sent directly to landfills.

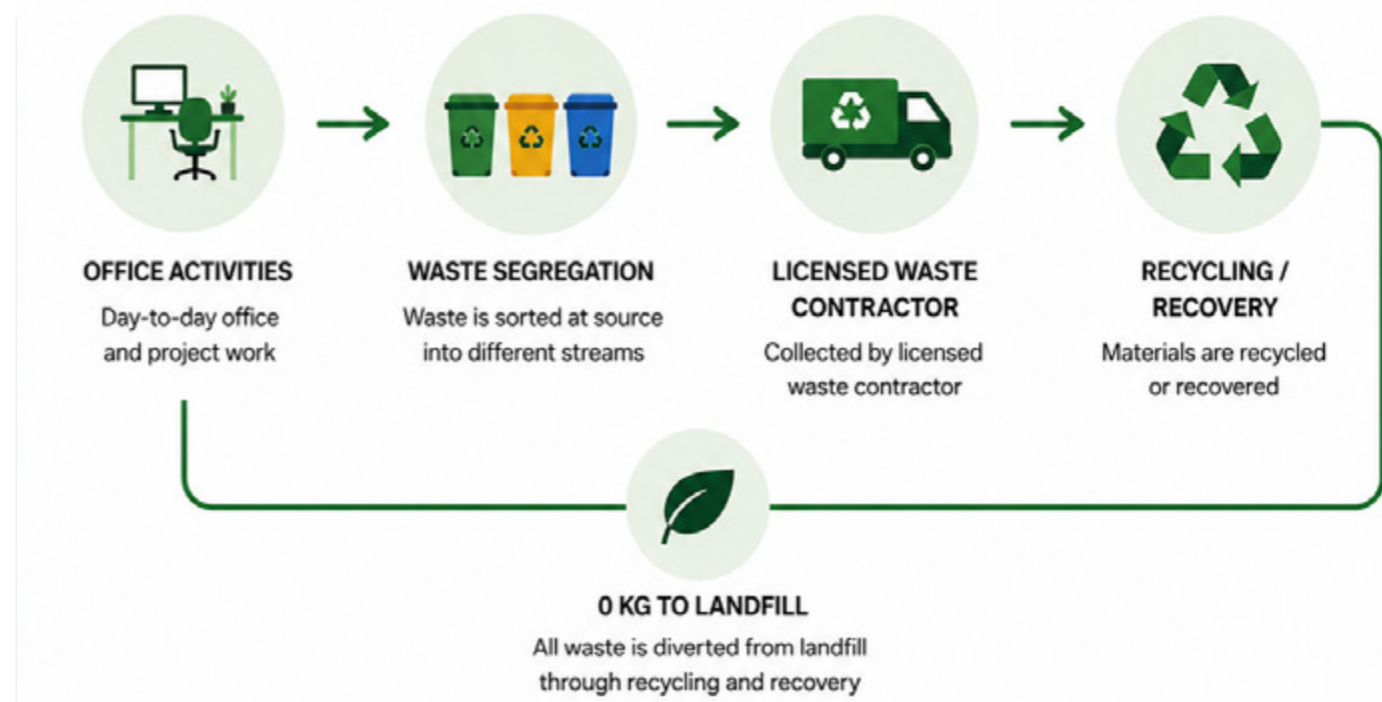
Contractual / compliance basis Waste streams and treatment routes are determined using waste transfer information and documented destination pathways (i.e., recovery routes such as recycling/composting/energy recovery and disposal routes where applicable).

Processes to collect and monitor waste data Ethos used waste transfer reports and annual summaries (by European Waste Catalogue description) and categorized each stream according to its treatment route based on documented destination and standard treatment pathways.

For reporting consistency, Ethos also notes limitations typical of shared office systems: operational waste costs are included in building service/maintenance fees, which constrains the ability to fully attribute waste to Ethos without estimation.

For the GHG calculation of waste treatment emissions, Ethos applied the GHG Protocol “Average-data method” using EPA Ireland data on waste treatment fractions to convert waste treatment types into emissions.

Ethos waste management approach



WASTE GENERATED (2025)



- 100% DIVERTED FROM LANDFILL**
All waste was recycled or recovered in 2025
- 0 kg TO LANDFILL**
No waste was sent to landfill
- LICENSED CONTRACTORS**
All waste is managed by licensed waste contractors in line with regulations
- DATA TRACKED & MONITORED**
Waste data is collected and monitored to drive continual improvement

Waste generated (2025)

| Location | Waste (t) | Notes |
|---|--------------|--|
| Sandyford (Operations) | 0.958 | Communal waste collection system. |
| Bankside HQ (Operations) | 0.493 | Communal waste collection system. |
| Bankside HQ (Construction) | 4.965 | |
| Total (all diverted from landfill) | 6.416 | 0kg of waste was directed to landfill. All was recycled/recovered. |

Water and effluents

Interactions with water as a shared resource

Ethos is a consultancy. Its direct water use is limited to office-based functions, including sanitary purposes (toilets/urinals), cleaning, heating/cooling systems, and landscaping. Where applicable, some water may also be abstracted from local sources, but for reporting purposes, Ethos' interaction is primarily through office use in shared premises.

Identifying water-related issues (materiality)

Ethos used the ENCORE tool (ISIC 7110 sector screening) to identify potential impacts and dependencies on nature and rated water use as low materiality for its office operations.

This supports the conclusion that Ethos' office activities require water for common administrative uses (e.g., restrooms, heating/cooling, landscaping), without indicating high water-pressure drivers at sector level.

Addressing water as a shared resource (office)

Because Ethos occupies shared office buildings, precise withdrawals are not directly metered at Ethos floor level. Ethos therefore estimates its share using fixture flow-rate calculations and occupancy/attendance assumptions, consistent with VSME guidance for shared offices when bills/measurements are not available.

Ethos also applies water-saving measures, including low-flow fixtures and a flexible/hybrid working model to reduce overall water use.

Ethos does not carry out industrial processes that require specialised discharge management. Instead, its approach focuses on maintaining safe water quality at headquarters (chemical, organic, and microbiological standards) and reducing consumption through office efficiency measures.

Managing wastewater impacts

As a consultancy operating in office facilities, Ethos does not engage in activities requiring formal discharge management practices. We manage wastewater impacts by:

Minimising water consumption through office water-saving measures (e.g., low-flow fixtures and flexible working patterns).

Maintaining office water quality through regular testing to chemical, organic, and microbiological standards (including measures such as turbidity and coliforms).

Water withdrawal

See table on facing page.

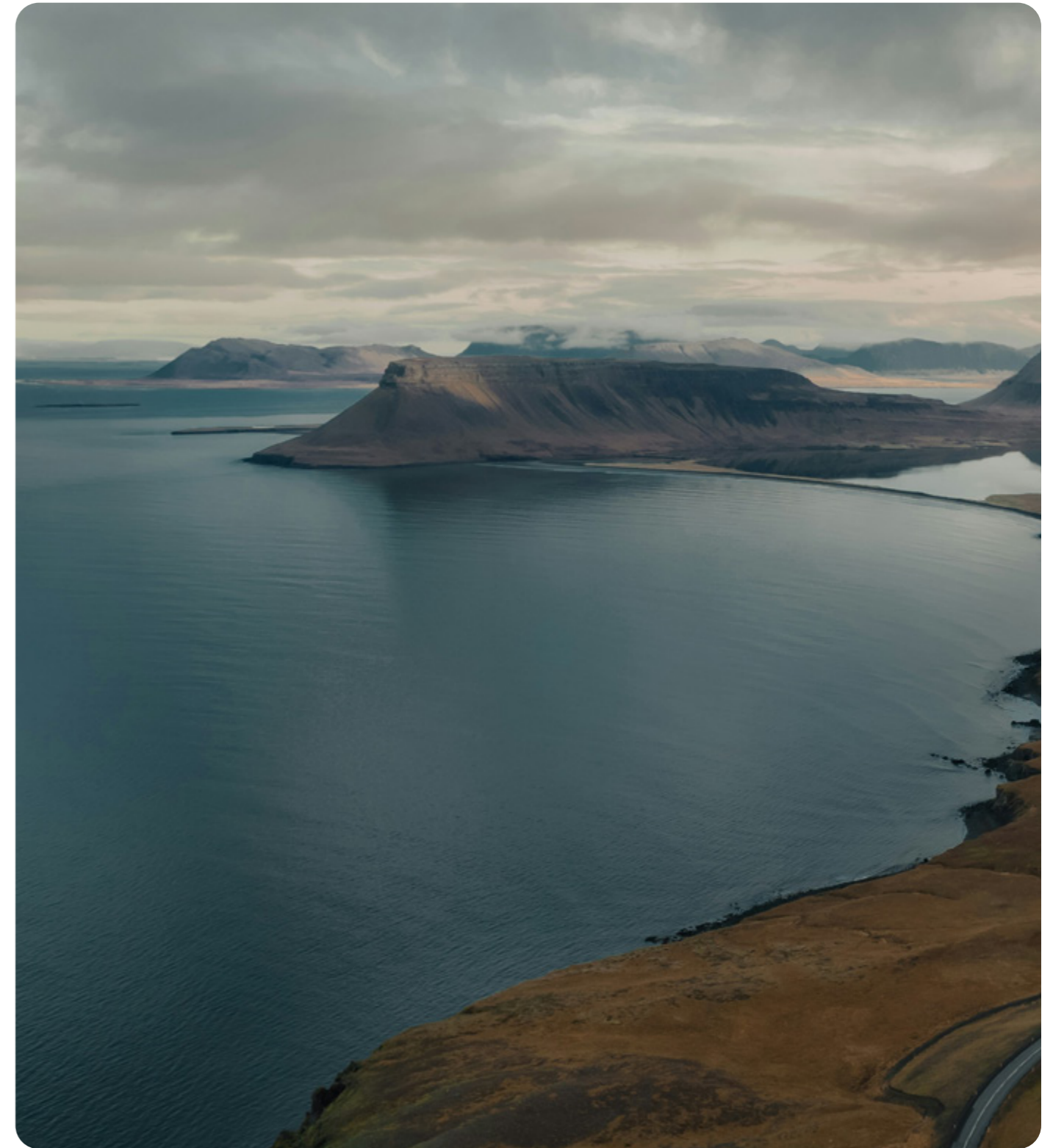
Ethos calculated water withdrawal for shared office use using the Fixture Flow Rate Method consistent with VSME guidance for shared offices (i.e., total water withdrawal is estimated by summing fixture flow rates × uses per day × operational days × occupancy).

Because Ethos' water use is driven by office fixture consumption (restrooms, taps, hydration, and dishwasher use), fixture flow rates and usage assumptions are applied where fixture-specific manufacturer data may not be fully available.

Materiality (water consumption)

Ethos considers water consumption immaterial (<1%) because office withdrawals are connected to the public system and consumptive losses are not expected to be material for Ethos' office operations.

Estimated total water consumption (2025): 0.0 m³/immaterial (consistent with Ethos' approach to consumption being negligible in comparable office conditions).



Water withdrawal(2025)

| Location | litres | Notes |
|------------------------------|----------------|--|
| Dublin (Sandyford) Jan – Nov | 315,109 | Calculated using effective daily occupancy from office attendance patterns and operational days in 2025. |
| Dublin (Bankside) Nov – Dec | 68,888 | Calculated using fixture flow rates aligned to the building's LEED water-efficiency requirements and the operational window. |
| Galway | 11,832 | Calculated using an average low occupancy approach and fixture usage patterns. |
| Total | 395,829 | Discharge is equivalent to withdrawal under Ethos' reporting approach. |

Social



Employment and workforce

As of 31 December 2025, Ethos employed 176 employees on a headcount basis. This represents a significant milestone in our growth trajectory, reflecting our strategic expansion plans initiated following the 2024 investment by Exponent, a European private equity firm.

The company is committed to creating 250 new jobs over the next five years (including employees and contractors), with 2025 demonstrating meaningful progress towards this ambitious target, as headcount increased from 160 employees in 2024 to 176 in 2025, representing a 10% year-on-year growth.

This disclosure provides insight into Ethos's approach to employment, including the scope and nature of impacts arising from its employment practices. It also provides contextual information that aids understanding of information reported in other disclosures and serves as the basis for calculations in other GRI and VSME disclosures.



176

Full-time employees

65

Contract employees

25%

Female workforce

1,555

CPD training hours

Employment and workforce

As of 31 December 2025, Ethos employed 176 employees on a headcount basis. This represents a significant milestone in our growth trajectory, reflecting our strategic expansion plans initiated following the 2024 investment by Exponent, a European private equity firm. The company is committed to creating 250 new jobs over the next five years (including employees and contractors), with 2025 demonstrating meaningful progress towards this ambitious target, as headcount increased from 160 employees in 2024 to 176 in 2025, representing a 10% year-on-year growth.

This disclosure provides insight into Ethos’s approach to employment, including the scope and nature of impacts arising from its employment practices. It also provides contextual information that aids understanding of information reported in other disclosures and serves as the basis for calculations in other GRI and VSME disclosures.

Employees by gender and region

Gender representation at Ethos has improved significantly compared to prior years, with female employee representation increasing to 25% in 2025 (compared to 19% in 2024). This improvement reflects our ongoing commitment to fostering a more inclusive and diverse workplace whilst acknowledging the persistent gender imbalance within the engineering sector. We remain focused on advancing female representation through targeted recruitment initiatives, university engagement programmes, and internal development opportunities.

| Metric | Count | % |
|------------------|-------|------|
| Total employees | 176 | 100 |
| Female employees | 44 | 25 |
| Male employees | 132 | 75 |
| Ireland | 175 | 99.4 |
| UK | 1 | 0.6 |

Table Employees by gender and region

Employment status

The overwhelmingly permanent, full-time employment structure reflects Ethos’s approach to building a stable, engaged workforce. The 2 part-time employees represent flexible working arrangements accommodated at the employee’s request, consistent with our commitment to supportive employment practices as outlined in our Flexible Working Policy (implemented in 2022).

| Employment Type | Count | % |
|-------------------------------|-------|------|
| Permanent employees | 175 | 99.4 |
| Permanent employees (interns) | 1 | 0.6 |
| Total | 176 | 100 |

Table Permanent v Temporary Employment

| Employment Type | Count | % |
|-----------------------------|-------|------|
| Full-Time employees | 174 | 98.9 |
| Part-Time employees (1M/1F) | 2 | 1.1 |
| Total | 176 | 100 |

Table Full-Time v Part-Time Employment

Methodologies and data sources

All figures are reported on a headcount basis as of 31 December 2025, sourced from internal HR records maintained in BambooHR and verified against payroll records. All 176 permanent employees are based in Ireland, our operational headquarters. The 2 part-time employees reflect flexible working arrangements voluntarily chosen to accommodate personal circumstances, consistent with our Flexible Working Policy. The 1 temporary employee participates in our graduate development programme, typically structured for 6–12 months prior to potential permanent employment.

Workers who are not employees

As of 31 December 2025, Ethos engaged 65 workers who are not employees, comprising contractors and consultants whose work is controlled by the organisation. This represents a significant increase from 51 contractors in 2024, reflecting our strategic workforce expansion initiatives.

Combined with our 176 permanent employees, the total workforce reached 241 FTE in 2025, demonstrating meaningful progress towards our commitment to create 250 new jobs over the next five years following the 2024 investment by Exponent, a European private equity firm. These non-employee workers are essential to delivering our diverse project portfolio across the EMEA region and represent a key component of our total workforce strategy.

| Metric | Count | % |
|-------------------------------|-------|-----|
| Total workers (non-employees) | 65 | 100 |
| Female | 8 | 25 |
| Male | 57 | 75 |

Table Workers who are non-employees by gender

Gender representation among non-employee workers reflects the broader engineering sector profile, with female representation at 12.3% compared to 25.0% amongst permanent employees. India represents our largest contractor hub, accounting for 53.8% of the non-employee workforce, followed by smaller distributed teams across eight additional EMEA countries. This geographic diversity enables us to serve global client requirements whilst maintaining operational flexibility and specialist expertise access.

Geographic distribution

Contractors at Ethos are engaged through strategic agency partnerships and provide specialised services across multiple projects and operational areas. The majority are engaged on a project-by-project basis, with contractual relationships managed through established recruitment and staffing agencies. These workers are not in an employment relationship with Ethos but perform work whose activities are directed and controlled by the organisation.

| Country | Count |
|--------------|-------|
| India | 35 |
| Philippines | 7 |
| Poland | 4 |
| South Africa | 4 |
| UK | 4 |
| Egypt | 5 |
| Portugal | 2 |
| Austria | 1 |
| Germany | 1 |
| Greece | 1 |
| Spain | 1 |
| Total | 65 |

Table Locations of workers who are non-employees

Nature of Work and Contractual Relationships

Contractors at Ethos are engaged through strategic agency partnerships and provide specialised services across multiple projects and operational areas. The majority are engaged on a project-by-project basis, with contractual relationships managed through established recruitment and staffing agencies. These workers are not in an employment relationship with Ethos but perform work whose activities are directed and controlled by the organisation.

Type of Work Performed

Non-employee workers support Ethos across key disciplines including:

- Design Engineering (mechanical and electrical)
- Sustainability Engineering and carbon accounting
- Project Management and coordination
- Technical Consultancy for data centre and building services design
- Administrative and Support Functions

Their work spans major sectors including Data Centres (the largest deployment area), reinforcing our delivery capacity across diverse client projects, and enabling rapid scaling of specialist expertise.

Methodologies and Data Sources

All non-employee worker figures are reported on a headcount basis as of 31 December 2025, sourced from internal contractor records and agency partnership agreements. The data is maintained within our HR management system (BambooHR) and verified against payroll and project allocation records to ensure accuracy.

Contractor Engagement Model

Contractors are engaged directly through vetted staffing and recruitment agency partners.

- Work is directed and controlled by Ethos project management and delivery teams.
- All contractors are subject to equivalent health, safety, and compliance requirements as employees.

The headcount methodology provides clarity on the number of individual contractors engaged, whether deployed full-time or part-time on specific projects, and represents the position at year-end without capturing potential mid-year fluctuations.

Comparison of Employee Workforce

Whilst non-employee workers represent 26.9% of our total workforce (65 of 241 FTE), they serve a distinct operational purpose compared to permanent employees. The 173.3% ratio of employees to contractors (176:65) reflects Ethos’s strategic approach: building a stable, permanent core team (employees) for long-term capability and culture, whilst utilising contractors for project-specific expertise, geographic flexibility, and capacity scaling. This hybrid workforce model enables efficient resource allocation and specialist skill access without compromising organisational cohesion or employee engagement.

Employment and workforce

New hires and employee turnover

During the reporting year 2025, Ethos experienced significant workforce mobility, with 57 new employee hires and 43 employee departures, reflecting both strategic expansion and natural workforce transitions. This represents a net headcount increase of 14 permanent employees (excluding contractors and interns), demonstrating the company's continued growth trajectory following the 2024 Exponent investment. The 2025 turnover rate of approximately 26.88% aligns closely with the 2024 rate of 25.72%, indicating relatively stable workforce retention patterns despite substantial organisational growth.

| Gender | < 30yrs | 30–50yrs | 50+yrs | Total |
|--------|---------|----------|--------|-------|
| Female | 3 | 10 | 0 | 13 |
| Male | 20 | 22 | 2* | 44 |
| Total | 23 | 32 | 2 | 57 |

Table New employee hires (2025)
* 1 new employee based in UK

The recruitment profile demonstrates Ethos's commitment to balanced, mid-career hiring, with the largest cohort (56.1%) in the 30–50 age bracket, reflecting the technical maturity and experience requirements of senior engineering and design management roles. Female hires represented 22.8% of new recruits, a slight increase compared to the 19% female representation in 2024, indicating incremental progress in gender diversity through recruitment initiatives.

Employee turnover

The 2025 employee turnover rate of 26.88% has been calculated using the following methodology:

$$\text{Turnover rate} = \frac{\text{Employee Departures in 2025}}{\text{Total headcount at end of prior period} \times 100}$$

$$\text{Turnover rate} = \frac{43}{160 \times 100}$$

This rate remains comparable to 2024's 25.72% turnover rate (40 departures from 154 employees), indicating stable workforce retention despite the company's 10% headcount growth. The slight increase reflects typical workforce dynamics in growing organisations and does not indicate a material deterioration in employee retention.

| Gender | < 30yrs | 30–50yrs | 50+yrs | Total |
|--------|---------|----------|--------|-------|
| Female | | | | 6 |
| Male | | | | 37 |
| Total | 9 | 29 | 5 | 43 |

Table Employee departures (2025)

Employee benefits

Ethos provides a comprehensive suite of benefits to permanent employees (full-time and part-time) that differs materially from the benefit structure offered to temporary employees and interns. This disclosure details the standard benefits package available to permanent employees on a continuous basis, reflecting the organisation's commitment to investment in human capital and employee welfare. Notably, full-time, and part-time permanent employees receive equivalent benefits, demonstrating Ethos's commitment to equitable employment practices.

| Benefit | Scope |
|---------------------------------|----------------------------------|
| Health Care | Available after probation period |
| Disability and Invalidity Cover | Available from start |
| Parental Leave | >12 month continuous service |
| Retirement provision | Available from start |
| Stock ownership | Not currently available |
| Wellbeing and development | Available from start |

Table Standard Benefits for permanent (f/t and p/t) employees

Health Care

Ethos provides employer-subsidised private health insurance to permanent employees as a standard benefit.

Eligibility All permanent employees (full-time and part-time) following successful completion of the probation period.

Min Service Requirement Continuous service of 13 weeks.

Benefit Structure Monthly subsidy provided to support employee access to private health insurance coverage, enhancing employee satisfaction and facilitating early intervention and preventative healthcare.

Occupational Health Services

All permanent employees receive comprehensive occupational health support, including:

24/7 Mental Wellbeing Support The Employee Assistance Programme (EAP), provided by Laya Healthcare, offers confidential counselling and mental health resources.

Non-Occupational Health Services Access to health services via company intranet, supports wellbeing.

Occupational Health Assessments Ergonomic assessments and workplace adjustments support employees with disabilities.

This comprehensive occupational health provision reflects Ethos's comprehensive approach to employee wellbeing and aligns with our ISO 45001:2018 Occupational Health and Safety Management System.



Employment and workforce

Parental Leave

Ethos provides a comprehensive parental leave framework supporting employees during significant life transitions and promoting gender equality. 2025 saw meaningful uptake with strong impact on retention.

Maternity Leave

Ethos guarantees 26 weeks maternity leave to employees with a record of 12 months continuous service.

Enhanced Provision (from Jan 2026) 50% of base salary plus statutory maternity benefit for employees with 2+ years continuous service

Job Protection Full job protection during the leave period

Additional Support Breastfeeding breaks during work hours, reflecting our commitment to supporting nursing mothers

Paternity Leave

Ethos guarantees 2 weeks paid paternity leave, with the opportunity for extension on a case-by-case basis.

- Purpose: Enabling fathers to bond with newborns and support partners during childbirth and early parenthood
- Job Protection: Full job protection during leave period
- Requirements: 12 months' continuous service

Parental Leave (Non-Remunerative)

- Duration: 26 weeks
- Eligibility: Available to biological and adoptive parents
- Requirements: 12 months continuous service

Parent's Leave

- Duration: 9 weeks leave during the first 2 years of a child's life
- Flexibility: Can be taken in accordance with family circumstances and operational requirements

These provisions reflect Ethos's commitment to gender equality, work-life balance, and supporting employees through critical family milestones, consistent with our Maternity Leave Policy and Paternity Leave Policy.

Uptake

As of 31 December 2025, Ethos employed 176 permanent employees eligible for parental leave: 44 women (25%) and 130 men (74%). This composition reflects engineering sector gender imbalance, which Ethos addresses through targeted recruitment and inclusion initiatives.

Sixteen employees (9.2% of eligible staff) took parental leave in 2025: 5 women (11.4% of female employees) and 11 men (8.5% of male employees). The higher female uptake reflects maternity leave patterns; the significant male participation (8.5%) signals a strong organisational culture supporting paternal caregiving.

Of this group, 15 people completed parental leave and returned to work in the reporting period (100% return rate). One female member of staff had yet to complete the 26-week entitlement.

14 of these returning staff remain with Ethos, 12 months after the leave. The single departure (1 male) reflects normal workforce attrition rather than leave-related separation.

Policy Framework and Significance

The 100% return rate demonstrates parental leave functions effectively, enabling meaningful family time whilst maintaining employment security and career continuity. The 93.3% retention rate indicates successful reintegration during this critical life transition.

These outcomes reflect comprehensive policy provisions: maternity leave of 26 weeks (with enhanced pay from January 2026: 50% salary plus statutory benefit for employees with 2+ years service); paternity leave of two weeks with case-by-case extension; parental leave of 26 weeks non-remunerative; and parents' leave of nine weeks during the first two years. All provisions require 12 months' continuous service and include full job protection, ensuring consistent accessibility across the permanent workforce regardless of gender.

Retirement provision

Ethos operates a comprehensive defined contribution pension scheme managed through Irish Life, aligned with Irish legal requirements, and recognised pension framework standards.

- Scheme Type: Defined contribution plan (employee savings plan)
- Eligibility: Available to all permanent employees
- Structure: Employee contributions with employer matching or support
- Legal Compliance: Aligned with Irish Pension Act requirements and best practice standards
- Flexibility: Employees maintain portable benefits in accordance with pension legislation

This defined contribution arrangement provides employees with transparent, portable retirement savings, supporting long-term financial security whilst maintaining operational flexibility.

Wellbeing and development

Ethos provides supplementary benefits and flexible working options to enhance the overall employee experience.

Fitness and wellness

Gym Membership Subsidy Supports physical health and wellbeing.

Wellness Programme Comprehensive wellness initiative spanning physical, emotional, financial, and social wellbeing, including participation in community health events.

Professional development and training

Approved Course Reimbursement Financial support for approved professional development, training courses, and certifications.

Diverse Learning Platforms Access to LinkedIn Learning, DC Academy, CPD courses, and graduate development programmes.

Leadership and Management Development Structured programmes through UCD Academy and internal training initiatives.

Flexible working arrangements

Flexible Working Policy Enables employees to request and negotiate flexible working arrangements and accommodates personal circumstances.

Remote Working Options Hybrid working arrangements support work-life balance.

Compressed Working Week 9-day fortnight option enables employees to compress working hours.

Part-Time Arrangements Availability of part-time permanent employment for employees requiring reduced hours.



Training and education

Ethos is committed to the continuous professional development of our people, viewing it as integral to our culture and success. We believe that investing in our employees' learning enhances individual skills and drives the overall performance of the company. In 2025, we continued to offer a wide range of learning and development opportunities, from structured technical training to self-directed learning platforms, ensuring equal access for all eligible employees.

To provide a comprehensive overview of our commitment to learning, our training initiatives are detailed below. The total training hours for each programme have been calculated based on attendance records and programme duration.

Continuing Professional Development (CPD)

CPD is crucial for maintaining the professional competence of our people, ensuring they remain current with the latest technologies, regulatory changes, and industry standards. In 2025, employees participated in a comprehensive schedule of CPD sessions across our core technical disciplines.

1,554.98 hours of CPD training were delivered in 2025.

Professional Academy - UCD & Upskilling Courses

These programmes represent our commitment to supporting employees in attaining job-related qualifications and further education. In 2025, employees participated in several courses through the Professional Academy - UCD, and 20 upskilling requests were approved.

LinkedIn Learning

All employees are provided with free access to LinkedIn Learning, an online platform offering a vast range of courses to enhance professional growth. This provides an excellent opportunity for flexible, self-directed learning.

In 2025, 139 employees (including interns) received 589.18 hours of training from LinkedIn Learning.

DC Academy

The Data Centre Academy is an online training programme covering a wide range of topics relevant to Data Centres. In 2025, an 8-hour training module was offered. Out of 109 staff invited, 26 employees participated, resulting in 208 hours of training.

Evolve Programme (for Graduates)

This is a mandatory initiative for all new graduates, designed to provide comprehensive training across various disciplines. In 2025, a 5-hour training session was attended by 20 male graduates, all under the age of 30.

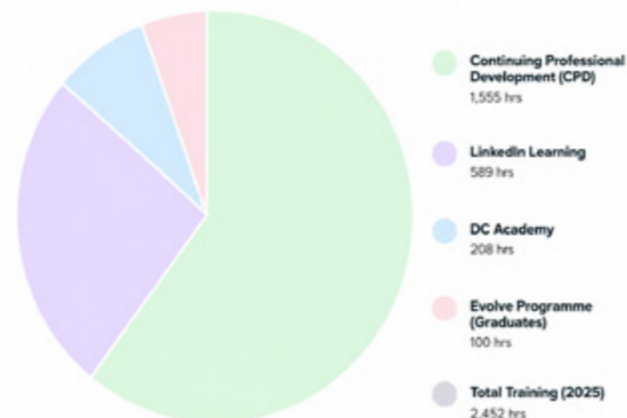


Table Total Quantifiable Training Hours

Programmes for upgrading employee skills and transition assistance

Employee learning and development are central to Ethos' people strategy and long-term business growth. The company provides comprehensive programmes enabling continuous professional development, supporting career progression, and promoting knowledge sharing across teams.

Skills Upgrade Programmes

Ethos offers diverse learning pathways accessible to all permanent employees, whether full-time or part-time. Internal technical training through platforms such as DC Academy delivers specialised engineering knowledge, whilst Continuing Professional Development (CPD) sessions ensure engineers maintain current technical competencies. External learning is supported through LinkedIn Learning, providing flexible self-paced courses across professional development areas. The Graduate Programme offers structured development for early-career employees, equipping them with essential technical and business skills.

The company also provides financial support for industry qualifications and further education. In 2024, employees participated in over 536 training hours across programmes, including technical courses (35 hours), leadership development (90 hours), and self-directed learning (391 hours). By investing systematically in skill development, Ethos builds technical capability, supports career progression aligned with evolving industry standards, and strengthens organisational knowledge and performance.



Beyond external programmes, Ethos provides employees with opportunities to apply for career breaks under internal policies with guaranteed return to employment. This flexibility supports employees requiring extended time away for personal, educational, or developmental purposes whilst maintaining organisational connection and demonstrates commitment to long-term retention and employee wellbeing.

Transition Assistance Programmes

Ethos supports employees preparing for retirement through sponsorship of places on comprehensive pre-retirement courses delivered by specialist retirement education providers. These programmes cover financial and pension planning, health and wellbeing, social inclusion, lifestyle transition, and personal development. By addressing both practical and emotional dimensions of the retirement transition, the company enables employees to make informed decisions and transition confidently into this significant life stage.

This approach reflects Ethos's commitment to supporting employees across the employee lifecycle, promoting positive wellbeing outcomes, and fostering a people-focused workplace culture.

Performance reviews

In 2025, all full-time employees and contractors engaged by the organisation received a performance and career development review.

Performance reviews were conducted in November 2025 as part of Ethos' employee development and performance management framework. The review process provides employees with an opportunity to reflect on achievements, challenges, and professional growth over the preceding year, while also identifying development needs and future career objectives. The process supports open dialogue between employees and management and serves as a structured goal-setting mechanism to ensure employees receive the guidance, resources, and support required to support performance and ongoing professional development.

Diversity and equal opportunity

Ethos demonstrates commitment to diversity across its governance structure and workforce, reflecting evolving industry standards in an engineering sector historically characterised by gender imbalance.

Governance Body

As of 31 December 2025, Ethos' C-suite comprised seven executives, including one female and six male members, representing a gender diversity ratio of 14% women and 86% men.

This composition reflects broader sectoral patterns whilst indicating opportunity for enhanced governance diversity.

Age distribution across the C-suite demonstrates balanced experience levels. 57% are over 50 and 43% are aged 30-50; no executives are under 30. This age profile emphasises experience and seniority within the leadership team, with the majority (57%) in established senior positions reflecting deep organisational knowledge.

Workforce diversity

Ethos' broader workforce reflects the engineering sector's ongoing gender challenges whilst demonstrating commitment to age-balanced recruitment and inclusion. As of 31 December 2025, the permanent workforce comprised 176 employees across diverse age and gender categories.

The workforce comprises 44 female employees (25%) and 130 male employees (74%), reflecting engineering sector norms whilst indicating active progress in female recruitment and retention initiatives. At management level (Associates to Executive roles), 9 female and 31 male employees hold leadership positions, demonstrating emerging female presence in senior roles.

Ethos maintains age-diverse workforce composition supporting intergenerational knowledge transfer and balanced career progression. The 25-34 age bracket represents the largest cohort, reflecting mid-career concentration and organisational growth trajectory. Significant representation across 35-44 and 45-54 age groups indicates stable mid-to-senior career population, whilst younger employees (18-24) and approaching-retirement employees (55+) contribute specialised perspectives.

| Gender | Number | < 30yrs | 30-50yrs | 50+yrs |
|--------|--------|---------|----------|--------|
| Female | 44 | 11.36% | 77.27% | 11.36% |
| Male | 132 | 23.48% | 69.7% | 6.82% |

Table Ethos Employees by gender (2025)

Ratio of basic salary and remuneration of women to men

Ethos publishes a yearly report on gender pay equity, reinforcing our commitment to transparency and progress towards equal remuneration. This comparative annual reporting helps the organisation to assess trends, track strategic progress, and identify actions to improve.

YOY comparison

The comparative analysis between 2024 and 2025 demonstrates substantial improvement across key gender pay equity metrics.

| Metric | 2024 | 2025 | VAR |
|-------------------|--------|--------|-----------|
| Mean Pay Gap | 14.4% | 1.2% | ↓ 13.2 pp |
| Median Pay Gap | -- | 3.5% | |
| Mean Bonus Gap | 75% | 49% | ↓ 26.0 pp |
| Median Bonus Gap | -- | 80.6% | |
| Women in Benefits | 70% | 85% | ↑ 15.0 pp |
| Gender Mix (M/F) | 18/82% | 23/77% | ↑ 5.0 pp |

Table Gender Pay Equity (2025 v 2024)

The 92% reduction in mean pay gap between 2024 and 2025 represents substantial progress, reflecting strategic decisions implemented throughout the year.

Calculation methodology

Ethos adopts a rigorous methodology aligned with Irish legal standards to ensure comparability and precision:

Legal Framework: Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022

Analytical approach

- Calculation of mean and median pay gaps on an hourly basis
- Distribution of personnel across equally-sized remuneration quartiles
- Separate analysis of bonus pays gaps (mean and median)
- Inclusion of benefits-in-kind (BIK) as a remuneration component

Data included

- Base remuneration and variable components
- Bonus structures by organisational level
- Access to complementary benefits

Remuneration: Quartile Distribution

Female representation in the upper-middle quartile (31.1%) represents significant progress (23.4% in 2024), and accelerated female advancement into higher-paid roles.

| Quartile | 2024 | 2025 |
|--------------|-------|-------|
| Upper | 24.4% | 75.6% |
| Upper-Middle | 31.1% | 68.9% |
| Lower-Middle | 20.0% | 80.0% |
| Lower | 19.0% | 81.0% |

Table Female Remuneration (2025)

YOY Progress Analysis

A range of initiatives drove improvements in gender pay equity in 2025.

Strategic Promotions 22% of promotions awarded to women, including senior appointments (Chief Financial Officer, Legal Counsel).

Mentoring Programmes 28 participants in reverse mentoring and female-to-female mentoring initiatives (launched 2025).

Bonus Scheme Expansion Extension of bonus systems to additional management levels.

Inclusive Recruitment Enhanced sourcing practices directed towards female candidates.

Benefits and Access

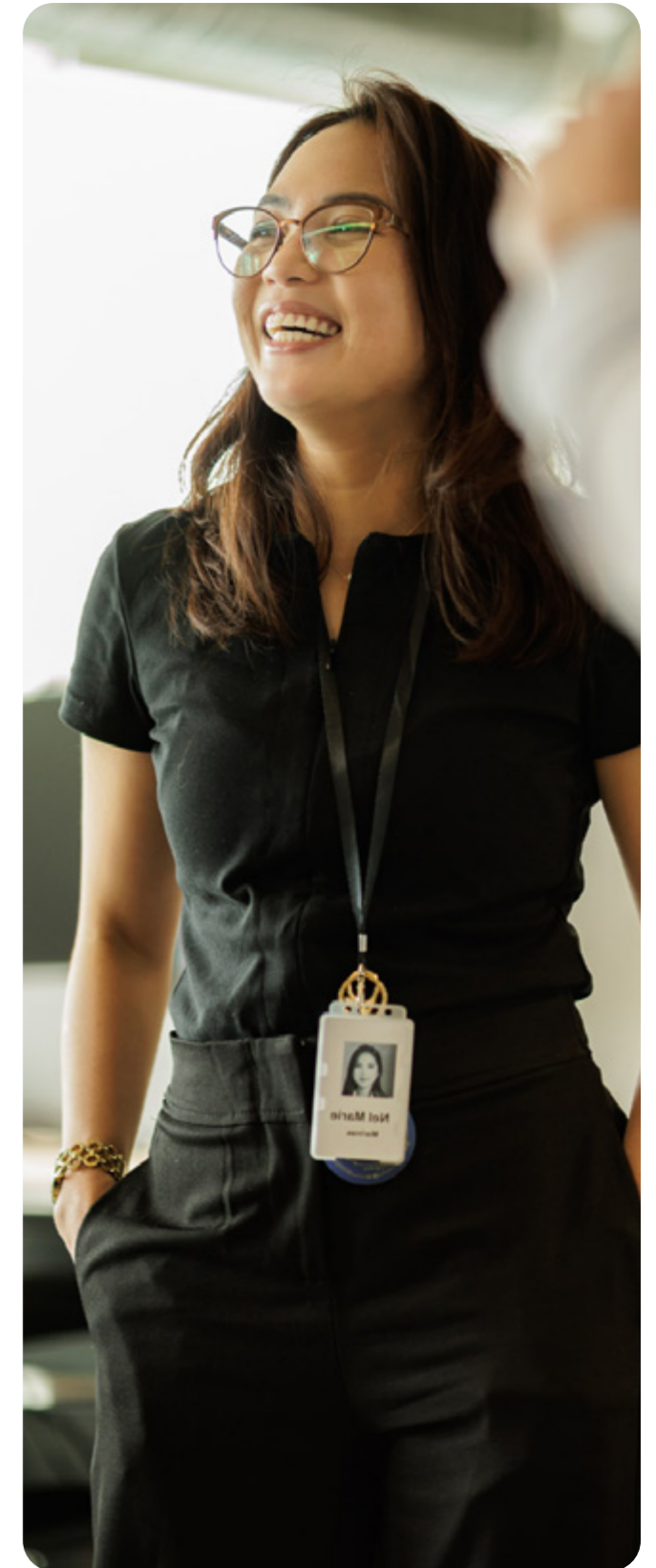
The increase in women with benefits access from 70% (2024) to 85% (2025) demonstrates more equitable reach of complementary programmes, approaching parity with male participation (80.5%).

Sectoral Context and External Factors

The comparative analysis considers structural factors within the engineering sector:

- Male dominance in the available senior talent pool
- Impact of flexible working and career breaks on female progression
- Recruitment cycles and bonus schemes creating annual variations
- Female representation in technical roles (18%) exceeding certain national benchmarks (~12% in Irish engineering professions)

The mean pay gap of 1.2% in 2025 demonstrates that Ethos has substantially achieved gender-equitable remuneration at aggregate level, with a year-on-year 92% reduction trajectory. Maintaining this parity, combined with female progression in senior and technical positions, remains a strategic priority for future reporting cycles.



Non-discrimination and human rights

Ethos recorded zero incidents of discrimination during the 2025 reporting period. Our zero-incident outcome reflects the organisation's steadfast commitment to fostering an inclusive and equitable workplace. The company maintains comprehensive policies and procedures designed to prevent discrimination and ensure fair treatment for all employees, irrespective of protected characteristics.

Occupational health and safety

OH&S Management System

Ethos is committed to fostering a safe and healthy working environment for all employees and relevant stakeholders. This commitment is underpinned by an occupational health and safety management system.

Implementation based on legal requirements

Our occupational health and safety management system has been implemented to ensure compliance with all pertinent legal requirements in Ireland. This commitment is reflected in our adherence to the following key legislation:

The [Safety, Health and Welfare at Work Act 2005](#) serves as our fundamental benchmark, establishing the minimum standards for workplace health and safety. This Act mandates that employers identify and mitigate hazards, maintain safe workplaces, and ensure employee Wellbeing, forming the bedrock of our safety protocols. Furthermore, our consultation obligations with staff on health and safety matters are met in accordance with this Act.

The [Safety, Health and Welfare at Work \(General Application\) Regulations 2007 \(as amended\)](#) provide specific operational requirements that supplement the 2005 Act. These regulations guide our provisions for first aid arrangements and the necessary hazard controls for pregnant employees.

The [Fire Services Act 1981](#) imposes statutory obligations concerning fire safety measures, which we address through maintaining a comprehensive Fire Register and overseeing fire safety protocols.

Our engagements with contractors also reflect legal obligations, as all contractors are required to comply with the [Safety, Health and Welfare at Work Act 2005](#) and other relevant statutory provisions.

Implementation based on recognised risk management and/or management system standards/guidelines

Our occupational health and safety management system is not only legally compliant but also robustly aligned with internationally recognised standards and guidelines. We operate an integrated management system that conforms to:

- **ISO 45001:2018** for Occupational Health and Safety Management Systems. This certification ensures a structured approach to managing occupational health and safety risks and opportunities.
- **ISO 9001:2015** Quality Management Systems
- **ISO 14001:2015** Environmental Management Systems

This integrated approach ensures a holistic and consistent application of best practices across quality, environmental, and occupational health and safety management. Additionally, we specifically adhere to the Health and Safety Authority guidelines for ergonomic workstation and Display Screen Equipment (DSE) assessments, promoting employee comfort and preventing work-related musculoskeletal issues.

Scope of Workers, Activities, and Workplaces covered by the Occupational Health and Safety Management System

Ethos' occupational health and safety management system, certified to ISO 45001:2018, encompasses a broad scope to ensure a robust approach to safety.

Workers

Our management system covers all employees of Ethos Engineering. Additionally, it extends to workers who are not direct employees, but whose work and/or workplace is controlled by our organisation, which includes contractors and site-visiting engineers. For these individuals, we ensure compliance with the Safety, Health and Welfare at Work Act 2005 and other relevant statutory provisions, establishing contractual requirements for their adherence to our safety procedures.

Activities

Our system encompasses the diverse activities inherent in our provision of mechanical and electrical engineering consultancy services for the construction sector. This includes:

- Office-based activities at our Bankside head office
- Remote and hybrid work arrangements, for which we implement specific safety protocols.
- Site-based activities, including visits to client sites. While incidents on these sites are managed by the client, Ethos maintains an incident register/log for any occurrences during these activities, ensuring oversight and follow-up. Our employees on site visits are required to use appropriate PPE (Personal Protective Equipment) and follow on-site safety guidelines.

Workplaces

The system covers Ethos Head Office in Dublin and:

- Any other physical location where Ethos controls the work or the workplace.
- Client sites where our employees and contractors perform work under the control or influence of Ethos safety procedures.

No workers, activities, or workplaces under the control of Ethos are excluded from the overall scope of our occupational health and safety management system.

Hazard identification, risk assessment, and incident investigation

At Ethos we are dedicated to proactively managing occupational health and safety (OHS) risks, cultivating a workplace where hazards are systematically addressed, and incidents are thoroughly investigated. Our ISO 45001:2018 certified OHS management system forms the bedrock of these efforts, driving continuous improvement in our safety performance.

Identifying work-related hazards, assessing risks, and applying the hierarchy of controls

Ethos employs processes for both routine and non-routine hazard identification and risk assessment. Our core focus is on applying the hierarchy of controls, elimination, substitution, engineering controls, administrative controls, and Personal Protective Equipment (PPE), to systematically eliminate hazards and minimise risks. Our established policies and risk assessments clearly outline these processes.

Ensuring Process Quality and competency of personnel

The quality of our hazard identification and risk assessment processes is assured through a structured approach and the expertise of our dedicated team.

Annual Hazard Audits

A nominated person in consultation with the Safety Committee, conducts annual health and safety audits of our offices and operations. These audits meticulously cover:

- Condition of safety equipment (e.g., firefighting equipment, fire detection systems)
- Integrity of access and egress routes (normal and emergency)
- Housekeeping standards
- Electrical safety (e.g., socket loading, appliance connections, trailing leads)
- Machinery safety (e.g., photocopiers, shredders)
- Work postures and manual handling practices
- Ergonomics of Display Screen Equipment (DSE) workstations
- Fire prevention measures
- Adherence to safety controls within our safety statement

Competent personnel

Key individuals with defined responsibilities include:

- Management: Oversees overall OHS performance.
- Health and Safety Lead: Coordinates the OHS management system, evaluates and revises the Safety Statement, and conducts safety audits. They also respond to audit findings, determine corrective actions, and maintain audit records.
- Fire Wardens: Twelve staff members are trained to ensure a minimum of three are onsite daily for continuous fire safety coverage.
- First Aiders: Five staff members are trained to provide immediate first aid.
- Trained Employees: Engaged in inspections, investigations, and corrective action implementation.

Training and review

Safety training and instruction are provided where deemed appropriate. Internal audits and regular management reviews further bolster our commitment to quality assurance and continuous improvement.

Utilising Process Results for Continual OHS Management System Improvement

The findings from our hazard identification and risk assessment processes are critical for the ongoing evaluation and enhancement of our OHS management system. We employ a systematic approach to leverage these results:

Data-Driven Actions Audit findings, incident reports, routine inspections, employee feedback, risk assessments, and management reviews are all used to pinpoint necessary corrective actions and boost system effectiveness.

Risk Identification Accident and incident data are analysed to identify and understand workplace risks, allowing management to assess the frequency and severity of identified hazards.

Adaptability Our commitment involves constantly reviewing all safety and health matters, extending, or amending arrangements based on real-world experience and new insights. This iterative process ensures our OHS management system evolves to meet emerging challenges and continually improve.

Occupational health and safety

Worker reporting of hazards and protection against reprisals

Ethos places significant importance on encouraging workers to report work-related hazards and unsafe situations, coupled with robust protections against any form of reprisal. Our reporting obligations are clearly documented within our policies.

Clear reporting channels

Employees are mandated to report all hazards, unsafe conditions, accidents, incidents, and dangerous occurrences to management, the Safety Co-ordinator, or the Health and Safety Lead without undue delay. This commitment to transparency is a cornerstone of our safety culture.

Documented procedures

Incident reporting and investigation procedures are explicitly detailed within our OHS policy.

Protection against reprisals

- **Open Door Philosophy:** This facilitates open communication between employees and management, enabling swift discussion and resolution of concerns.
- **Whistleblowing Policy:** Formal procedures govern the reporting of ethical concerns, including OHS matters, and explicitly protect individuals from retaliation under the Protected Disclosures (Amendment) Act 2022.
- **Grievance Procedures:** Formal procedures offer multi-stage resolution and external recourse for employees who remain dissatisfied.

Workers Rights of Protection (Unsafe work and reprisals)

Ethos expects all employees to exercise reasonable care for their own safety and that of others, actively encouraging the immediate reporting of unsafe conditions. This aligns with employee protections embedded in Irish health and safety legislation.

Our "General Safety and Health Rules" implicitly empower workers to avoid tasks they deem unsafe, stating: "No person is expected to lift or move any item, which is likely to cause risk of injury, and help must be sought on such occasions". Workers have the right to absent themselves from situations they believe could cause injury or ill health.

Protection against reprisals for exercising this right or for reporting concerns is explicitly reinforced by our Whistleblowing Policy. This safeguards any individual who raises concerns about improprieties, with clear provisions against retribution.

Investigating work-related incidents, determining Corrective Actions, and improving the OHSMS

Our policy framework supports a structured approach to investigating work-related incidents, identifying hazards, assessing risks, determining corrective actions, and driving improvements within the OHS management system.

Incident reporting and recording

All accidents and incidents are promptly reported, recorded by the Safety Co-ordinator in an Incident Report Register, and an Accident Report Form is completed.

Investigation process

Where relevant, management conducts a thorough investigation into the cause of the accident or incident. The Health and Safety Lead ensure all accident report forms are completed, incidents are investigated, and relevant accidents and dangerous occurrences are escalated to the Health & Safety Authority (HSA).

Corrective actions and system improvement

Incident data is reviewed to identify risks, define corrective actions, and pinpoint opportunities for enhancing the OHS management system. Corrective actions are strategically determined by applying the hierarchy of controls, elimination, substitution, engineering controls, administrative controls, and Personal Protective Equipment, to ensure the most effective and sustainable solutions. This systematic approach ensures that insights gained from incident investigations directly inform and strengthen our overall OHS management system, fostering a culture of continuous improvement.



Occupational health and safety

Occupational health services

Ethos is committed to supporting the health and wellbeing of its employees through a range of occupational health services. These services are designed to identify and eliminate hazards, minimise risks, and promote overall employee welfare.

Functions of Occupational Health Services, Quality Assurance, and Worker Access

Our occupational health services primarily focus on two key areas that directly contribute to hazard identification, elimination, and risk minimisation.

Psychosocial / Mental Health Support

We offer a structured approach to stress management, which includes:

- Utilising risk assessments and employee feedback to pinpoint stressors
- Assessing the impact of psychosocial risks
- Implementing control measures, such as workload adjustments and support systems, to mitigate these risks
- Monitoring the effectiveness of these measures through regular reviews and wellbeing surveys

Quality and Access

Employees have access to a confidential 24/7 Employee Assistance Programme (EAP) through Laya Healthcare. This EAP provides immediate access to qualified counsellors and short-term counselling via phone, video, or face-to-face. It also offers support for various concerns (stress, anxiety, financial, legal, career) and is available to employees, their partners/spouses, and dependents over 16.

Ergonomic Workstation Assessments

This service helps identify and address physical hazards related to workstation setup. It promotes proper posture and user comfort, thereby minimising risks such as eye strain, muscular strain, and backache.

Quality and Access

Ethos provides high-quality, adjustable DSE equipment and follows Health and Safety Authority guidelines for ergonomic workstation assessments. Remote workers are encouraged to complete self-assessment checklists, and further guidance or equipment is provided if needed, especially if discomfort or musculoskeletal issues are reported to a manager or the Health & Safety Lead.

Maintaining Confidentiality and Ensuring Non-Discriminatory Treatment

Our Employee Assistance Programme (EAP) is explicitly confidential. This ensures that employees can access support without fear of their personal health information being disclosed.

While the EAP's confidentiality is clear, our internal policies generally promote employee welfare and engagement. By protecting against retaliation for reporting concerns, our Whistleblowing Policy indirectly supports a non-discriminatory environment for those seeking help.

Worker participation, consultation, and communication on occupational health and safety

Ethos prioritises active worker participation, consultation, and transparent communication to maintain a robust occupational health and safety (OHS) management system and foster a secure working environment.

Processes for worker participation, consultation, and communication in OHS

Our approach integrates various channels for comprehensive worker involvement and information dissemination:

Formal Consultation & Committees Our Health and Safety Policy mandates consultation with staff on OHS matters. A formal Safety Committee meets quarterly to consult with management on all safety and welfare issues, with significant points recorded. Safety Representatives, appointed under the Safety, Health and Welfare at Work Act 2005, represent employees, inspecting workplaces, investigating incidents, and communicating concerns.

Feedback Mechanisms Employee feedback is integral to risk assessments, particularly for stress management, and is gathered via wellbeing surveys to assess psychosocial risks and control effectiveness.

Hazard Reporting Employees have a duty to exercise reasonable care for their own safety and others. They are required to cooperate with Ethos and promptly report any defects, incidents, or dangerous occurrences to the Safety Co-ordinator or Chief Executive Officer.

Audits & Inspections Annual health and safety audits are conducted with consultation from the Safety Committee. The Safety Committee and Safety Representatives also conduct workplace inspections.

Communication & Training The Health and Safety Lead ensures all employees access and understand the Safety Statement. New employees receive OHS induction training. Remote workers are included in team communications and safety briefings. Policies are accessible on the company intranet, and our 'Open Door Philosophy' promotes direct communication with management to resolve concerns.

Formal management-worker health and safety committees

Ethos Engineering operates a formal Safety Committee as a joint management-worker health and safety committee:

Responsibilities The Safety Committee is a key component of our OHS management system. It is responsible for consulting with company representatives on OHS matters, communicating worker concerns, inspecting the workplace and incident sites, investigating complaints, and liaising with other safety personnel.

Meeting Frequency The committee convenes on a quarterly basis to discuss issues affecting worker safety and welfare.

Decision Authority The committee's role is primarily consultative, providing essential input and findings that inform management's OHS decisions.

Worker Representation Workers are represented through direct participation in the committee and via their appointed Safety Representatives. The OHS management system covers all employees and non-employees whose work is controlled by Ethos, and there is no indication that any specific worker categories are excluded from representation within the provided documentation.

Occupational health and safety training

Ethos provides comprehensive occupational health and safety (OHS) training to its workers, covering both generic safety principles and specific work-related hazards and situations. The training provisions are designed to ensure that all employees are aware of potential risks and equipped with the necessary knowledge and skills to maintain a safe working environment. Training records are meticulously maintained by the Health and Safety Lead.

The training programmes include:

Induction Training All new employees receive initial induction training covering general company health and safety policies and procedures upon joining Ethos.

General Safety Instruction Ongoing safety instruction is provided as appropriate to keep employees informed about OHS matters. All employees are obliged to cooperate with safety training and instruction programmes.

Fire Safety Awareness and Emergency Procedures Training includes fire safety awareness and detailed emergency procedures, ensuring staff are familiar with evacuation routes, muster points, and actions to take in an emergency. Fire Wardens receive specific training, which is compulsory for designated staff on the 5th floor and includes practical emergency exercises for readiness. Evacuation briefings cover routes, lift restrictions, and roll-call processes, and the "Run-Hide-Tell" guidance is also introduced.

Display Screen Equipment (DSE) and Ergonomic Guidance

Employees receive guidance on DSE and ergonomics to prevent issues such as eye strain, muscular strain, backache, and fatigue. DSE assessments are conducted for new employees and when staff change location. Ethos encourages remote workers to complete a self-assessment checklist and provide guidance or equipment for a safe home workstation setup if needed.

Personal Protective Equipment (PPE) Requirements Training covers the requirements for PPE usage, especially for staff visiting construction sites, where hard hats, high-visibility jackets, safety glasses, protective boots, and ear plugs are mandatory.

First Aid Training Ethos ensure that adequate staff are trained in First Aid, in line with legal requirements, and provides necessary facilities.

Manual Handling Training includes details of correct manual handling procedures.

Project or Site-Specific Safety Instruction Where applicable, specific safety instructions are provided for project-based or site-related work, addressing unique hazards present in those environments.

Hazard Audits While not direct training, the annual health and safety audits, which identify potential hazards (e.g., condition of safety equipment, electrical safety, ergonomics of VDU workstations, fire prevention, adherence to safety controls), serve an instructive purpose by informing ongoing safety practices and necessary remedial actions.

Remote & Hybrid Work Safety Managers are responsible for ensuring remote workers are included in team communications, safety briefings, and updates, and employees are encouraged to report any safety concerns in their remote work environment.

ESG Training The company provides training on ESG aspects, which includes Health & Safety.

Training materials, certificates, and progress reports related to Health & Safety Risks are maintained by the People and Talent department.

Occupational health and safety

Promotion of worker health

Ethos is committed to fostering comprehensive employee health and wellbeing, offering both non-occupational medical access and voluntary health promotion initiatives through the following key provisions:

Subsidised Health Insurance Ethos provides an employer-subsidised private health insurance policy for eligible permanent employees, offering financial support for non-occupational medical services.

Employee Assistance Programme (EAP) A confidential, 24/7 EAP, managed by Laya Healthcare, offers immediate access to qualified counsellors for short-term support via phone, video, or in-person. This service addresses stress, anxiety, low mood, financial concerns, and provides advice on legal, financial, career, and general health matters. The EAP is available to employees, their partners/spouses, and dependents over 16.

Mental Health and Wellbeing Support The company actively promotes mental wellbeing through a structured stress policy, which identifies and assesses psychosocial risks, implementing control measures such as workload adjustments. An 'Open Door Philosophy' facilitates informal support from management. Furthermore, wellness resources and virtual social engagement opportunities are provided to reduce isolation, particularly for remote workers.

Ergonomic Support To support physical health, Ethos supplies ergonomic office equipment, including adjustable desks and chairs. Guidance on Display Screen Equipment (DSE) and ergonomics is provided, with assessments for new employees and those changing locations. Remote workers are encouraged to self-assess their home workstations, with guidance or equipment provided as needed.

Wellness Programme and Activities Ethos runs a comprehensive Ethos Wellness Programme addressing physical, emotional, financial, and social wellbeing. This includes an annual gym membership subsidy. An Internal Wellness Committee also oversees a scheduled calendar of wellbeing activities for 2025, demonstrating a structured commitment to these initiatives.

Remote Work Wellbeing Initiatives Managers ensure remote workers are included in team communications, safety briefings, and updates. Remote employees are encouraged to report any safety concerns, with specific access to wellness resources and mental health support.

Confidentiality Ethos upholds strict confidentiality regarding workers' personal health information, ensuring that participation in these services does not influence employment decisions or lead to any unfavourable treatment.

Prevention and mitigation of OHS impacts directly linked by business relationships

Ethos is committed to preventing and mitigating significant negative occupational health and safety (OHS) impacts directly linked to its operations, products, or services through its business relationships. The company employs a robust approach focused on stringent contractor management and adherence to OHS standards.

Our strategy centres on comprehensive contractor management and compliance with statutory and internal safety protocols:

Contractor Compliance All contractors must adhere to the Safety, Health and Welfare at Work Act 2005 and other relevant statutory provisions. This includes mandatory use of Personal Protective Equipment (PPE) such as hard hats, high-visibility jackets, safety glasses, protective boots, and ear plugs when working on construction sites.

Insurance Validation Prior to commencing work, contractors' insurance cover is subject to approval by Ethos Engineering, ensuring appropriate liability and protection.

Incident Reporting Contractors are formally required to report any accidents or near-miss incidents promptly to the Health and Safety Lead or Chief Executive Officer, and to cooperate fully with subsequent investigations.

Safety Briefings Communication with contractors, including cleaners and other service providers, occurs before their arrival on site to brief them on safety procedures and ensure compliance with the established safety framework. Contractors must also confirm adherence to the company's safety statement.

Site and Project Risk Management Annual health and safety audits of offices and operations identify and mitigate potential hazards. For site-based work, project coordination integrates OHS risk management, with staff visiting sites receiving training on specific PPE requirements and general safety awareness. The Health and Safety Policy outlines hazard identification and control measures, extending this risk-reduction strategy to interactions with business partners.

Certified Management System Our OHS management system is certified to ISO 45001:2018, demonstrating a systematic approach that covers all employees and extends to workers whose work and/or workplace is controlled by the organisation. This framework underpins their engagement with business relationships to manage OHS impacts.

Ethos maintains strict confidentiality regarding workers' personal health information, ensuring that participation in health services does not influence employment decisions.



Occupational health and safety

Workers covered by an occupational health and safety management system

Ethos' occupational health and safety management system applies across all its operations and employees.

System Audits

Ethos conducts annual health and safety audits of its offices and operations. This internally audited system covers all 242 workers whose work and/or workplace is controlled by the organisation. This figure comprises 177 employees (consisting of 174 full-time, 2 part-time, and 1 fixed-term employee) and 65 contractors. Therefore, 100% of the workforce whose work and/or workplace is controlled by the organisation is covered by the internally audited system.

Our Occupational Health and Safety Management System is externally certified to ISO 45001:2018. This certification, issued by Amtivo (Ireland) Limited, is valid from March 22, 2021, to January 18, 2027, and covers "Mechanical and Electrical Consultancy Services".

While the overall management system applies broadly, the external audit coverage specifically pertains to full-time employees only. Therefore, 174 full-time employees are covered by the externally audited and certified system. This represents approximately 71.9% of the total workforce (242 employees and contractors) whose work and/or workplace is controlled by the organisation.

Excluded workers

The OHSMS policy indicates broad workforce coverage, and no specific worker exclusions are identified within the policy scope from the occupational health and safety management system itself. Therefore, no workers are excluded from this disclosure, as the system aims to cover all employees and workers whose work and/or workplace is controlled by the organisation. The specific focus on full-time employees for external audit figures, as detailed in section a.ii, is a scope limitation of the audit, not an exclusion from the management system's application.

Work-related injuries

No work-related injuries were reported in 2025, out of a total of 344,370 hours worked.

| Employee type | Number | Hrs/yr | Total |
|---------------|--------|--------|---------|
| Full-time | 174 | 1,950 | 339,300 |
| Part-time | 2 | 1,560 | 3,120 |
| Fixed-term | 1 | 1,950 | 1,950 |

Table Total hours worked (2025)

Non-employees whose work/place is controlled by Ethos

No work-related injuries were reported in 2025, out of a total of 126,750 hours worked (by 65 contractors).

Work-related hazards with risk of high-consequence injury

The 2025 Health and Safety Risk Assessment identifies hazards through formal risk assessment processes, inspections, audits, employee consultation, site reviews, incident reporting, and management oversight. Risk ratings are determined using likelihood and severity criteria documented within the approved Risk Assessment Matrix.

Which hazards caused or contributed to high-consequence injuries during the reporting period: No high-consequence work-related injuries were reported during the reporting period. Accordingly, no identified hazards were determined to have caused or contributed to high-consequence injuries during 2025 reporting activities.

Actions taken or underway to eliminate these hazards and minimise risks using the hierarchy of controls:

The 2025 Risk Assessment documents controls implemented to minimise identified risks, including safety induction training, PPE requirements, housekeeping inspections, fire safety controls, ergonomic assessments, remote work controls, wellbeing support measures, contractor requirements, emergency procedures, and safe systems of work.

Residual risk ratings are reviewed following implementation of controls. and extends to workers whose work and/or workplace is controlled by the organisation. This framework underpins their engagement with business relationships to manage OHS impacts.

Actions to eliminate other work-related hazards

Risk reduction measures across operational activities are ongoing. These include inspections, audits, training, incident reporting, ergonomic support, fire safety management, wellbeing initiatives, remote working controls, contractor management procedures, and continuous improvement actions under the integrated management system.

Injury Rates calculation (200K vs 1M hrs worked)

Work-related injury rates are calculated per 200,000 hours worked. As no injuries were recorded, all rates were 0.00. This basis is suitable for smaller organisations, representing the number of injuries per 100 full-time equivalent workers over a one-year period. The total hours worked by all employees and non-employee workers controlled by the organisation for the reporting period is 471,120 hours (344,370 employee hours + 126,750 non-employee hours).

No workers have been excluded from this disclosure. The Health and Safety Management System and its reporting boundaries encompass all employees and non-employee workers whose work/workplace is controlled by Ethos.

Work-related ill health

Ethos is committed to identifying, managing, and mitigating risks related to work-related ill health to safeguard the Wellbeing of its entire workforce.

Employees

No work-related ill health cases were reported in 2025.

Non-employees whose work/place is controlled by Ethos

No work-related injuries involving non-employee workers were recorded during the reporting period.

Work-related hazards with risk of ill health

The Health and Safety Policy and 2025 Risk Assessment identify work-related ill health hazards by formal risk assessments, ergonomic assessments, inspections, employee consultation, wellbeing reviews, incident reporting, and management oversight. Identified hazards include stress, ergonomic risks, environmental conditions, infectious disease, fatigue, remote work risks, psychosocial hazards.

Which of these hazards have caused or contributed to cases of ill health during the reporting period: No recordable work-related ill health cases were reported during the reporting period, and therefore no identified hazards were determined to have caused or contributed to occupational ill health outcomes during 2025 reporting activities.

Actions taken or underway to eliminate these hazards and minimise risks using the hierarchy of controls: Ethos implements risk reduction measures including ergonomic workstation assessments, DSE (Display Screen Equipment) controls, wellbeing initiatives, hygiene and infectious disease controls, remote working support measures, stress management procedures, Employee Assistance Programme (EAP) access, environmental monitoring, training, and management review processes. Residual risks are reviewed through ongoing risk assessment activities.



Governance



Governance structure and roles

Our highest governance body is responsible for the overall strategic direction and oversight of the organisation's impacts on the economy, environment, and people. During the reporting period, this body comprised representatives from both Ethos and Exponent, our investment partner and primary shareholder.

| Requirement | Disclosure |
|----------------------------|---|
| Executive members | 4 x Ethos employees |
| Non-exec/investor members | 3 x Exponent representatives |
| Gender | 6 x male; 1 x female |
| Tenure | 5 x 20+yrs; 2 x 1.5yrs |
| Independence | Exponent members provide shareholder and investment oversight |
| Competencies | Engineering, operations, governance, finance, strategic leadership, and investment management |
| Stakeholder representation | Includes both organisational management and shareholder interests |

Table Structure of Ethos Governance Body

This membership structure reflects a combination of operational leadership, strategic oversight, financial governance, and investment expertise relevant to our activities and long-term objectives. We continue to review and enhance our governance and reporting practices in line with evolving stakeholder expectations and regulatory developments.

Conflicts of interest

Ethos manages potential conflicts of interest through its formal governance framework, principally guided by the Code of Conduct and Ethics Policy, which was last reviewed in January 2025.

Process for prevention and mitigation

Our Code of Conduct establishes a clear duty for all employees, contractors, and directors to act with integrity and avoid actual or apparent conflicts between personal and professional relationships.

The primary process for prevention is proactive. All personnel are required to discuss with the appropriate level of management, in advance, any transaction or relationship that could reasonably be expected to give rise to a conflict of interest. Furthermore, our Corporate Social Responsibility Policy reinforces the commitment to "share and declare information on personal and corporate conflicts of interest and seek guidance from higher authorities before acting".

For mitigation and management, there is a formal reporting mechanism. Any individual who believes a conflict exists must promptly report it to the People and Talent Team or a Group Director for review and resolution. This ensures that potential conflicts are identified and managed in a structured manner.

Disclosure of conflicts of Interest

Ethos maintains several established channels to ensure that critical concerns regarding business conduct, ethical breaches, or negative impacts can be communicated to its highest governance body. These mechanisms are integral to our commitment to operational integrity and accountability.

Formal Grievance and Whistleblowing Policies These provide structured, confidential pathways for employees to raise significant issues. For matters of a serious nature, or those involving management, concerns can be reported directly to a Group Director or the Chief Executive Officer, ensuring they reach the highest level of the organisation.

ESG Committee Reporting The ESG Committee, which includes C-suite members, serves as a formal conduit. It meets quarterly to discuss sustainability-related risks, opportunities, and stakeholder concerns, reporting its findings and recommendations directly to the highest governance body.

Health & Safety Reporting Our Health and Safety Policy mandates that employees report all hazards, incidents, or dangerous occurrences to management, with a clear escalation path to senior leadership for serious events.



Policies, remediation, and compliance

Ethos has established a suite of formal policies that define the organisation's commitment to responsible business conduct and human rights protection. These policies were reviewed and approved by Greg Hayden, Chief Executive Officer, in January 2025.

Core Policy Framework

The organisation maintains the following documented policies applicable to all employees, contractors, and directors:

Corporate Social Responsibility Policy Establishes the organisation's commitment to continuous improvement in CSR strategy, respecting the interests of employees, partners, clients, suppliers, and the wider community.

Anti-Bribery and Corruption Policy Commits the organisation to a zero-tolerance approach to bribery and corruption in accordance with relevant legislation.

Code of Conduct and Ethics Policy Defines standards of ethical behaviour expected of all personnel, with emphasis on honest and ethical conduct and compliance with applicable laws and regulations.

Modern Slavery Policy Commits the organisation to conduct business in an honest and ethical manner and to ensure that modern slavery is not occurring within its operations or supply chains.

Equal Opportunities and Non-Discrimination Policy Rejects acts of discrimination and promotes equality of opportunity across all protected grounds.

Whistleblowing Policy Establishes formal mechanisms for reporting ethical concerns, with protection against retaliation under the Protected Disclosures (Amendment) Act 2022.

Environmental, Quality, Health, and Safety Policy Commits the organisation to continual improvement in environmental, health, safety, and business performance in accordance with ISO 9001:2015, ISO 45001:2018, and ISO 14001:2015.

Scope of application

These policies apply to all operational activities, service delivery functions, and business relationships including suppliers and partners. Communication is conducted through company intranet, with mandatory acknowledgement by all employees during onboarding.

Embedding policy commitments

Our policy commitments show that respect for human rights is at the core of our business.

Responsibility for implementing our policy commitments within the organisation are, in the first instance, allocated to the CPO / manager of People and Talent who ensure that our internal policies are implemented within the Organisation. The actual implementation is company wide and lead by the team leads of each department, our social committee, She Connects.

Externally, our policy commitments are implemented by the project directors. Obligations from some of our policies (e.g., anti-corruption and modern slavery) are included in many of our contracts with our consultants.

Integration into organisational systems and procedures

Policy commitments are integrated into organisational processes through the Environmental, Quality, Health, and Safety Management System, which conforms to ISO 9001:2015, ISO 45001:2018, and ISO 14001:2015. These management systems provide formal frameworks for embedding sustainability and operational policy commitments into organisational procedures.

Policies are made accessible through the company intranet, ensuring visibility across the organisation.

The policy commitments (particularly those in our Corporate Social Responsibility Policy) are also integrated into the organisation on a day-to-day basis through our (i) open plan office structure (integrating senior and junior levels); (ii) social committee and (iii) Women's Network.

Communication with contractors

Communication with contractors (cleaning and other services) takes place prior to arriving on site to ensure adherence to safety procedures and the Safety Health and Welfare at Work Act 2005. Contractors' insurance cover must be approved by the Chief Executive Officer before work commences on site.

Obligations from some of our policies (e.g., anti-corruption and modern slavery) are included in many of our contracts with our consultants.

Grievance and communication mechanisms

Our Open Door Philosophy facilitates communication between employees and management. Annual performance reviews between a manager and the employee are also a way for issues to be communicated. The Whistleblowing Policy establishes formal procedures for reporting ethical concerns, with protection against retaliation under the Protected Disclosures (Amendment) Act 2022.

Processes to remediate negative impacts

Ethos is committed to addressing negative impacts identified through its formal governance framework. The organisation maintains foundational policies that support remediation.

Code of Conduct and Ethics Guides ethical behaviour and timely reporting of breaches.

Anti-Bribery and Corruption Policy Establishes standards for transparent and ethical operations.

Identifying and addressing grievances

A range of mechanisms allow employees to express and resolve grievances.

Informal Grievance Procedure (Open Door Policy)

- Employees are encouraged to approach any Manager/ Team Leader/Supervisor for advice.
- Free communication between employees and managers to discuss and resolve concerns quickly.

Formal Grievance Procedure

The formal process involves 3-4 stages.

1. Staff approach their manager to discuss and attempt resolution; grievance must be set out in writing; employee may be accompanied by a colleague of their choice.
2. If dissatisfied, employee may appeal to Director/ Manager; if the grievance relates to the manager, employee may skip directly to this stage.
3. If still dissatisfied, employee may request a meeting with a Company Director.
4. If members of staff remain dissatisfied, they may seek recourse through external bodies.

Stages tend to allow 5 working days for resolution, depending on the severity of the issue.

Formal Investigation Procedure

When formal complaints are raised, the organisation conducts structured investigations.

- Written complaint with full details (dates, times, witnesses).
- Company identifies the investigator (internal or external).
- One-to-one confidential meetings with complainant and respondents.
- Parties may be accompanied by colleagues or representative.
- Written records of meetings provided to parties for verification.
- All participants required to maintain privacy and confidentiality.
- Investigation report with findings provided within 10 days.
- Possible findings: upheld, not upheld, not upheld but considered malicious, or not upheld but complainant engaged in inappropriate behaviour.

Other remediation processes

Ethos implements a series of management systems and policies that support remediation.

- **Environmental, Quality, Health, and Safety Management Systems** ISO 9001:2015, ISO 45001:2018, ISO 14001:2015 provide formal frameworks for identifying and addressing operational impacts.
- **Dignity at Work Policy** Addresses harassment, discrimination, and bullying through structured procedures.
- **Modern Slavery Policy** Establishes commitments to prevent and remediate modern slavery risks in operations and supply chains.
- **Human Rights Policy** Applies to the organisation's own business operations.

Policies, remediation, and compliance

Tracking Effectiveness of Grievance Mechanisms

Specific quantitative or qualitative data regarding the tracking of effectiveness of grievance mechanisms and other remediation processes is not currently consolidated within the organisation's reporting systems.

However, the following procedures support effectiveness monitoring:

- **Investigation Reports:** The organisation documents findings and actions taken following formal investigations.
- **Appeal Process:** Employees may appeal investigation outcomes, allowing for review of procedural fairness.
- **Protection Against Victimisation:** The organisation addresses and investigates retaliation complaints, indicating monitoring of mechanism accessibility and effectiveness.
- **Ongoing Review:** The organisation commits to reviewing all activities to ensure best practice is observed at all times.

Mechanisms for seeking advice and raising concerns

Ethos provides accessible channels for employees to seek advice on responsible business conduct:

Open Door Philosophy All employees can approach any Manager / Team Leader / Supervisor for informal advice and guidance.

People & Talent Team Available for comprehensive support and clarification on policy implementation.

Policy Documentation Accessible Code of Conduct and Ethics, Anti-Bribery and Corruption Policy, and other guidance materials.

Mechanisms for raising concerns about business conduct

The formal grievance procedures and whistleblowing mechanisms detailed earlier are used by Ethos to deal with concerns raised about the organisation's business conduct.

Compliance with laws and regulations

Significant non-compliance incidents

During the 2025 reporting period, Ethos reported zero material violations with laws and regulations.

Discrimination incidents

Ethos did not register any confirmed cases of discrimination during the reporting period, reflecting the organisation's commitment to fostering an inclusive workplace.

Corruption and bribery incidents

Throughout the reporting year, there were no confirmed incidents of corruption linked to Ethos.

Legal actions and convictions

- **Convictions for anti-corruption and anti-bribery law violations:** Zero.
- **Fines for anti-corruption and anti-bribery breaches:** €0
- **Legal proceedings:** Ethos was not involved in any pertinent legal proceedings during the reporting period.



Membership associations

Ethos participates in significant industry and professional associations. These memberships are integral to our strategy, reflecting our commitment to professional excellence, industry collaboration, and staying at the forefront of engineering and sustainability standards.

- **First Q Network** Ethos is a member of First Q, a prominent network of European MEP (Mechanical, Electrical, and Plumbing) engineering consultancies. This affiliation facilitates international collaboration and knowledge sharing, providing access to a collective pool of over 4,400 engineers and enhancing our service delivery on global projects.
- **Engineers Ireland** We maintain a strong and active relationship with Engineers Ireland. We support the professional development of our staff by reimbursing annual membership fees and actively contribute to community initiatives, such as participating in the Engineers Ireland STEPS Programme to encourage young students to pursue engineering careers.

Anti-corruption

Operations assessed for risks related to corruption

Ethos addresses corruption-related risks through a formal governance framework. The organisation maintains an Anti-Bribery and Corruption Policy that demonstrates commitment to transparency and compliance with applicable legislation, including the Prevention of Corruption Acts 1889–2010 and the Criminal Justice (Corruption Offences) Act 2018.

Nature of operations

As a service-orientated mechanical and electrical consultancy, Ethos does not operate discrete quantifiable “operations” in the traditional sense (such as production facilities or warehouses). The organisation’s operational activities primarily involve managing and supervising service delivery across various client projects, with a focus on providing high-quality consultancy services and adhering to ethical standards.

Risk Management Procedures

Corruption-related risks are managed through the following mechanisms:

Anti-Bribery and Corruption Policy Formally approved and reviewed in January 2025.

Whistleblowing Policy Establishes procedures for reporting concerns regarding improprieties and malpractices, with protection against victimisation under the Protected Disclosures (Amendment) Act 2022.

Code of Conduct and Ethics Provides a guiding framework for ethical behaviour and promotes timely reporting of any breaches.

Communication and training on anti-corruption policies/procedures

Anti-corruption policies are communicated through accessible channels within the organisation. The Anti-Bribery and Corruption Policy, Code of Conduct and Ethics, and Whistleblowing Policy are disseminated via the company intranet, ensuring visibility across the workforce.

Anti-corruption obligations are included in many of our contracts with our consultants.

Training in Anti-Corruption

The organisation recognises the importance of anti-corruption awareness and policy adherence. The Anti Bribery and Corruption Policy are presented to employees for induction.

Confirmed incidents of corruption and actions taken

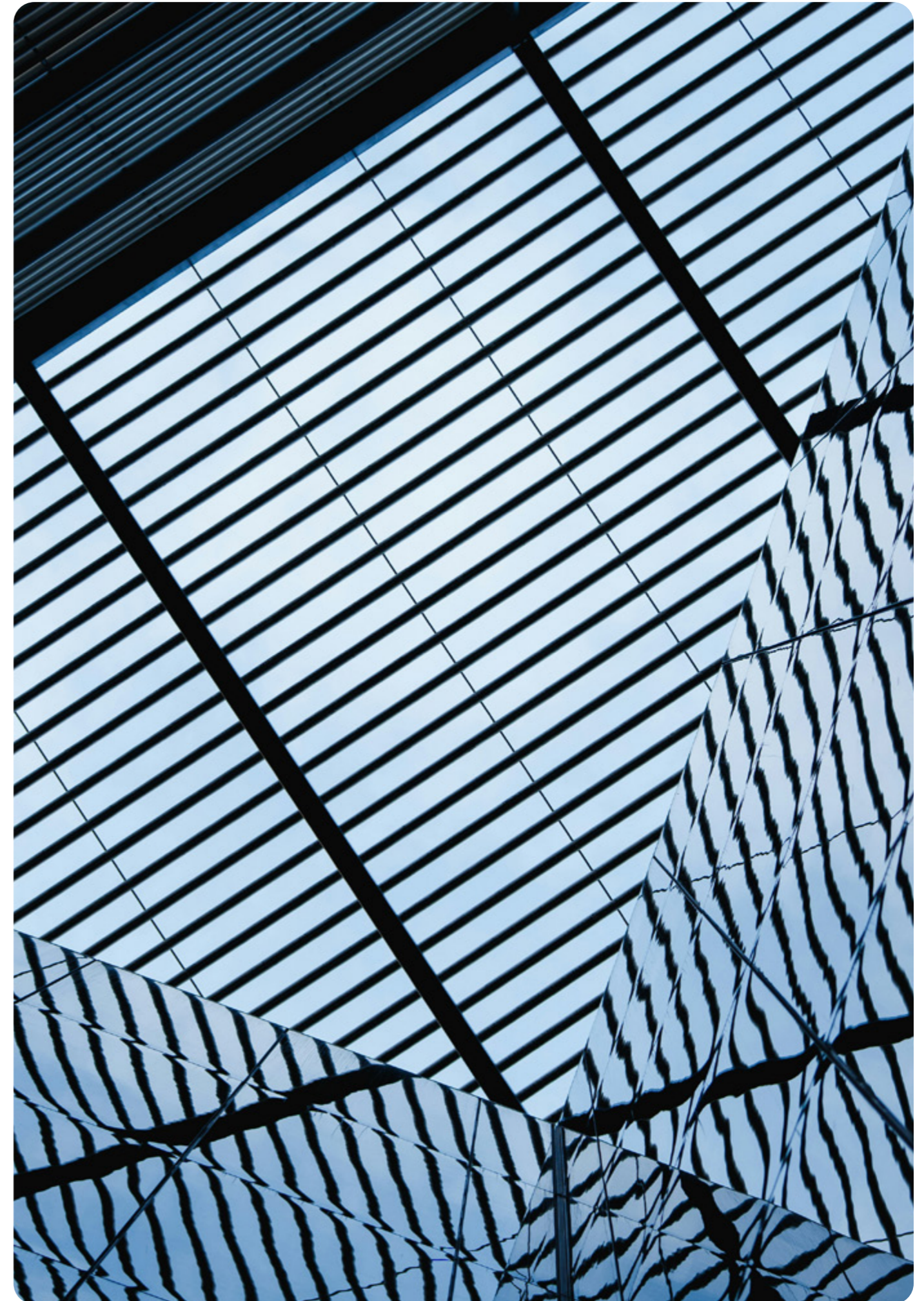
During the 2025 reporting period, Ethos reported zero confirmed incidents of corruption.

No employees were dismissed or disciplined for corruption, no business partner contracts were terminated due to corruption violations, and no public legal cases regarding corruption were brought against the organisation or its employees. The organisation faced zero convictions and zero monetary fines for violations of anti-corruption and anti-bribery laws.

Public Policy

Political contributions

- Cash Contributions: Zero (€0) in direct cash contributions to political causes or parties.
- In-Kind Contributions: None - Ethos did not provide any goods, services, or other in-kind benefits of a political nature.
- Countries and Recipients: Not applicable - As no political contributions were made, there are no countries or recipients to report.



Economic performance

Direct economic value generated and distributed

Ethos generates and distributes economic value to its stakeholders, including employees, capital providers, governments, and the community. This disclosure provides a basic indication of how our activities generate wealth and contribute to the economy.

This disclosure represents an enhancement on the previous reporting period, where this data was not included. For the 2025 period, our Direct Economic Value Generated and Distributed (EVG&D), compiled on an accrual's basis from our audited financial statements, is as follows:

| | |
|--|--------------------|
| Direct Economic Value Generated | €63,240,513 |
| Economic Value Distributed | |
| Operating costs: | €36,644,738 |
| Employee wages and benefits: | €17,459,835 |
| Payments to providers of capital: | €3,689,200 |
| Payments to government (Ireland): | €1,305,397 |
| Community investments: | €31,633 |
| Economic Value Retained | €6,552,934 |

The data is presented for the organisation's global operations and is not reported separately by country, as the criteria for defining significance were not met during this period.

Financial implications and other risks and opportunities due to climate change

For the 2025 reporting period, no elevated financial risks or opportunities were identified that have the potential to generate substantive changes in our operations, revenue, or expenditure. This assessment reflects our position as a service-based organisation operating primarily in Europe, without significant sources of goods or services that are directly impacted by climate change.

While no specific financial implications are reported for 2025, our business model is inherently linked to climate adaptation and mitigation. Our day-to-day work in data centre and sustainable engineering design continually evolves to meet new climate and energy requirements. We view this as an integrated part of our service offering rather than a separate financial opportunity to be quantified under this disclosure.

This topic is subject to continuous monitoring and assessment.

Financial assistance from government

In line with our commitment to transparency, this disclosure outlines the total value of financial assistance received from government bodies during the 2025 reporting period.

For the fiscal year ending 31 Dec 2025, Ethos received a total of €1,009,260 in government financial assistance. The details of this assistance are as follows:

- Country: Ireland
- Nature of Assistance: Research and Development (R&D) tax credit
- Conditions: There were no conditions associated with the receipt of this financial assistance

No government entity holds an equity stake in Ethos.

Significant indirect economic impacts

Ethos' principal indirect economic impact comes from our role as a lead consultant on major engineering projects.

Job and Value Creation in the Supply Chain Our primary market is datacentre design, a sector driven by high demand for AI and cloud services. When appointed as the lead consultant, we engaged a network of additional subconsultants and contractors to provide specialised services. This business model directly creates work and distributes economic value to these partner companies and their employees.

Significance of Impact The significance of this impact is demonstrated by the subconsultant costs recorded in our financial statements. By assembling and managing project-specific design teams, we generate a positive multiplier effect, supporting employment and economic activity within our professional community and supply chain.

No significant negative indirect economic impacts were identified for the 2025 reporting period.

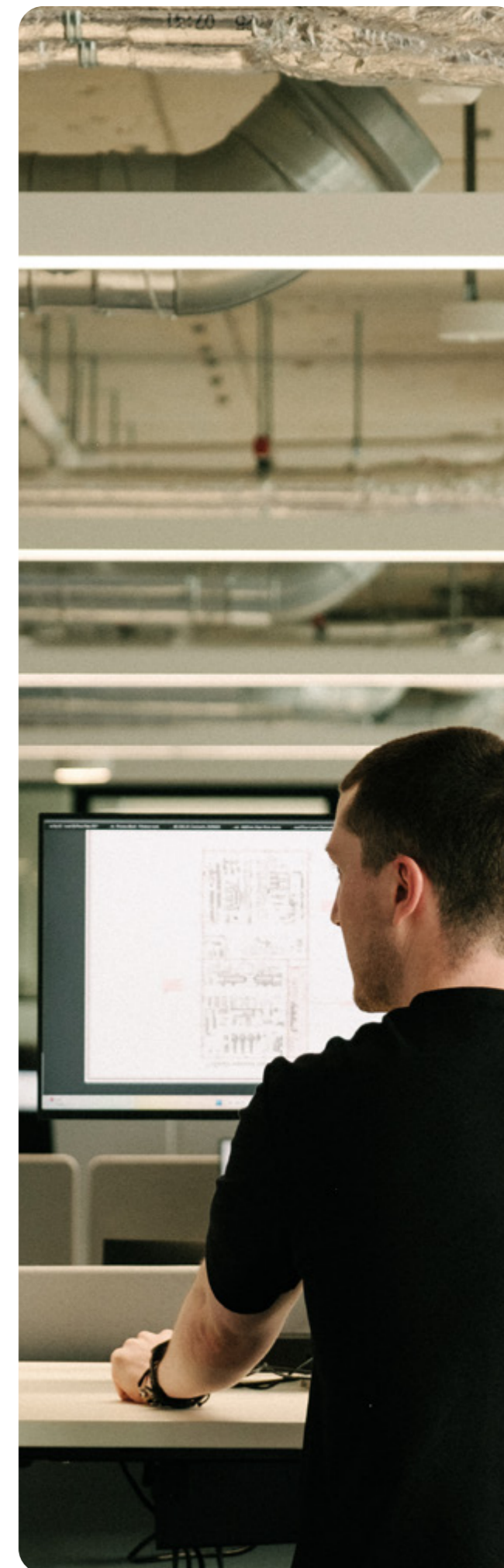
Proportion of spending on local suppliers

Ethos is committed to supporting local economies within its operational regions. Our procurement practices aim to foster economic development and resilience by engaging with suppliers based in the same geographic markets as our operations. While our report on local supplier identification is currently evolving, we recognise that a significant portion of our supply chain consists of local partners.

This distribution reflects our international operational footprint, with a substantial portion of our procurement directed towards suppliers within these regions. We continue to enhance our tracking capabilities to provide a more precise definition and quantification of local supplier spending in future reports.

| Country | % Spend |
|------------------|---------|
| Germany | 37 |
| Norway | 21 |
| Ireland | 8 |
| Sweden | 8 |
| Spain | 6 |
| Netherlands | 5 |
| France | 4 |
| Austria | 4 |
| Denmark | 2 |
| Belgium | 1 |
| Portugal | 1 |
| Northern Ireland | 1 |
| Other | 1 |
| UK | <1 |
| Italy | <1 |
| Finland | <1 |
| Kenya | <1 |
| Latvia | <1 |
| Greece | <1 |
| Switzerland | <1 |

Table Procurement Budget: Local supplier spend (2025)



Tax

Approach to tax

Ethos acknowledges that taxes are a key mechanism through which an organisation contributes to the economies of the countries in which it operates. We are committed to being fully tax compliant in all jurisdictions and respecting all applicable taxation laws. Our approach is to calculate all taxes accurately, ensure transparency with tax authorities, and make all payments and submissions punctually.

Tax Strategy Ethos maintains a formal tax strategy.

Governance and Approval The tax strategy is formally reviewed and approved annually by the Chief Financial Officer (CFO), who is accountable for tax matters and escalates to the board when required. This process ensures that our tax approach remains aligned with our governance framework.

Regulatory Compliance We are committed to complying with the letter and spirit of the law in all jurisdictions where we operate. Our centralised finance function ensures consistent tax compliance across the organisation, and we retain external tax specialists to advise on new, unusual, or complex items to ensure adherence to all regulations.

Link to Business and Sustainability Strategy Our tax strategy is designed to support our business strategy for growth within Europe. While a direct link to the sustainability strategy has not yet been formally documented, our commitment to rigorous ethical and legal standards, as outlined in our Corporate Social Responsibility Policy, underlines our tax practices and our contribution to society.

Tax governance, control, and risk management

Ethos maintains a robust framework for tax governance, control, and risk management to ensure compliance and uphold our commitment to ethical and transparent tax practices. This framework ensures that our tax strategy is implemented effectively across the organisation.

Tax governance, control, and risk management framework

Governance and Accountability The Chief Financial Officer (CFO) holds executive-level accountability for tax matters, including compliance with the organisation’s tax strategy. The CFO is responsible for escalating significant tax issues to the board as required, ensuring oversight from the highest governance body.

Embedding the Tax Approach Our tax approach is embedded through a centralised finance function. This team is responsible for supporting all business units and ensuring that tax compliance is consistently maintained throughout the organisation’s activities.

Tax Risk Management Tax risk is continually monitored. For new, unusual, or complex matters, including international tax items, Ethos Engineering retains external expert advisors to ensure risks are identified, managed, and documented appropriately.

Evaluation of Compliance The effectiveness of our tax governance and control framework is evaluated annually. We engage external auditors (BDO) to review our tax compliance, providing independent verification of our processes.

Mechanisms for raising concerns

Ethos provides mechanisms for individuals to raise concerns related to tax conduct. Our Whistleblowing Policy encourages employees to report any potential improprieties or malpractices in good faith, including those related to tax matters. Reports can be made confidentially to a direct manager or, if management is involved, to the CEO or a Director. The policy guarantees protection against retaliation for anyone raising a concern, in line with the Protected Disclosures (Amendment) Act 2022.

Assurance Process

Our disclosures on tax are subject to an external audit, which provides a reasonable level of assurance, reinforcing the integrity and accuracy of our tax reporting.

Stakeholder engagement and management of concerns related to tax

Ethos is committed to maintaining transparent and constructive relationships with all stakeholders regarding tax matters. Our approach is founded on compliance, open communication with tax authorities, and clear internal processes for managing concerns.

Engagement with tax authorities

Our policy is one of open engagement in all contacts with tax authorities. We ensure that all required tax returns are filed on a timely basis, all requests for information are managed promptly, and payments are made on time. This proactive communication is fundamental to our compliance framework.

Public Policy advocacy

In line with our commitment to political neutrality, Ethos Engineering does not engage in public policy advocacy or lobbying activities related to tax. Our focus remains on ensuring full compliance with the tax laws and regulations in all jurisdictions where we operate.



Management of concerns

While Ethos does not have a formal process for public consultation on its tax strategy, we address stakeholder concerns through other mechanisms:

- **Regulatory Stakeholders:** We seek professional advice from external tax specialists to ensure we fully understand our obligations and the concerns of regulatory bodies.
- **Internal Stakeholders:** For employees, concerns regarding any aspect of business conduct, including tax practices, can be raised through our “Open Door Philosophy” or the formal Whistleblowing Policy. These channels provide confidential and protected avenues for raising and addressing potential issues.

Country-by-country reporting

In line with our commitment to tax transparency, Ethos Engineering provides a country-by-country breakdown of key financial and operational data for the 2025 reporting period. The information is compiled from our most recent audited period and covers all tax jurisdictions where our consolidated entities are resident.

It is important to note that only financial and tax data for the recently acquired SimStudio and 3DEC entities are included in this report’s consolidated disclosures. Both companies are undergoing operational and ESG integration, and environmental and social data was not in a format consistent with Ethos’ reporting methodology for 2025. Ethos intends to incorporate this data into future sustainability reporting cycles as integration is completed.

| Metric | IRL | UK | NL |
|------------------------|--|-------------------------|---|
| Resident entities | Ethos Engineering Ltd, Holly BidCo, Holly Midco, Holly Topco | 3DEC Limited | SimStudio International Consultants Ltd |
| Primary activity | Engineering Consultancy | Engineering Consultancy | Engineering Consultancy |
| Revenues (3rd party) | €62,555,281 | €3,829,027 | €1,127,657 |
| Profit before tax | €837,943 | €518,917 | €707,961 |
| Tangible assets | €1,416,210 | €29,215 | €280,893 |
| Income Tax paid (cash) | | €1,303 | €167,291 |
| Income Tax accrued | €1,195,328 | €1,303 | €167,291 |

Table Key financial and operational data (2025)

GRI and VSME Content index

GRI and VSME content index

| Description | GRI Standard & Disclosure | Corresponding VSME Module(s) and Disclosure(s) | Status | Omission Reason | 2025 Content |
|--|--|--|----------|-----------------|--|
| Organisation's name, legal form, ownership, primary activities, and countries of operation. | GRI 2-1 Organisational details | Basic Module: B1 – Basis for preparation | Included | | <p>a. Report its legal name: Ethos Engineering Limited</p> <hr/> <p>b. Report its nature of ownership and legal form: Owner-managed company, backed by Exponent Capital Partners, and incorporated as a Private Limited Company (Ltd.) in Ireland</p> <hr/> <p>c. Report the location of its headquarters: Floor 5, Bankside, Charlemont Street, Dublin, D02 VN88, Ireland (moved November 2025) (Regional office: Ethos Regional, Galway)</p> <hr/> <p>d. Report its countries of operation: Primary country of operation: Ireland. International presence across 19 countries in the EMEA region. Expanding operations to Austria, Denmark, Nigeria, Norway, Mozambique, and Spain</p> |
| Entities or operations included in the sustainability report's scope, including alignment with financial statements. | GRI 2-2 Entities included in the organisation's sustainability reporting | Basic Module: B1 – Basis for preparation; Comprehensive Module: C1 Business model and strategy | Included | | <p>a. List all entities included in its sustainability reporting: Ethos Engineering Limited (single legal entity), encompassing both Dublin headquarters and Ethos Regional office in Galway</p> <hr/> <p>b. Specify the differences between financial reporting and sustainability reporting entities: Ethos Engineering Limited</p> <hr/> <p>c. Consolidation approach for multiple entities: i. Adjustments for minority interests: Not applicable. No adjustments for minority interests are applicable within the current reporting scope. ii. Approach to mergers, acquisitions, and disposals: Ethos Engineering acquired SIMSTUDIO International Consultants (Netherlands headquarters) in June 2025. SIMSTUDIO currently undergoing operational and ESG integration and has been excluded from this reporting scope pending data consistency. No other acquisitions, mergers, or disposals occurred during 2025. Ethos intends to progressively incorporate SIMSTUDIO into future reporting cycles. iii. Consistency across disclosures and material topics: Reporting boundary and methodology applied consistently across all disclosures and material topics in this report.</p> |
| Reporting period, frequency of reporting, and contact point for questions. | GRI 2-3 Reporting period, frequency and contact point | Basic Module: B1 – Basis for preparation | Included | | <p>a. Specify the reporting period for, and the frequency of, its sustainability reporting: Reporting period: 1 January 2025 to 31 December 2025. Frequency: Annual basis</p> <hr/> <p>b. Specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this: Both reports (ESG and Finance) are published around the same time of year, approximately June/July. However, they are separate reports.</p> <hr/> <p>c. Report the publication date of the report or reported information: July 2026</p> <hr/> <p>d. Specify the contact point for questions about the report or reported information: Müge Karasahin Sustainability and ESG Partner mugekarasahin@ethoseng.ie Floor 5, Bankside, Charlemont Street, Dublin, D02 VN88, Ireland</p> <p>Additional Note on Contact Point Role Transition: During the 2025 reporting year, Müge Karasahin transitioned from her role as Director of Sustainability to Sustainability and ESG Partner, a newly created position reflecting Ethos' commitment to embedding sustainability and ESG considerations at the core of all client-facing work.</p> |
| Explanation of any restatements of information provided in previous reports. | GRI 2-4 Restatements of information | No direct equivalent. | Included | | <p>a. Report restatements of information made from previous reporting periods and explain: i. The reasons for the restatements: Two developments affected the comparability of previously disclosed data: 1. Adoption of Novata platform as primary carbon accounting tool, which introduced a more robust calculation methodology resulting in a significant increase in reported Scope 3 emissions 2. Relocation of headquarters to Bankside, Charlemont Street in mid-November 2025, which materially changed Scope 1 emissions profile ii. The effect of the restatements: The restatements are disclosed to ensure transparency and support informed comparison across reporting periods. Further detail is provided in the Environmental section of the report.</p> |

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| Whether the report has undergone external assurance, including nature and scope. | GRI 2-5 External assurance | Not required. | Partially Included | <p>b. If the Organisation's sustainability reporting has been externally assured:</p> <p>i. Provide a link or reference to the external assurance report(s) or assurance statement(s):</p> <p>No formal external assurance of the ESG report was obtained for the 2025 reporting period.</p> <p>ii. Describe what has been assured and on what basis:</p> <p>Not applicable - No formal external assurance was conducted on the full ESG report for 2025.</p> <p>However, partial assurance initiated: As part of its ongoing ESG maturity journey, Ethos has engaged a third-party provider to conduct an independent verification of its 2025 greenhouse gas emissions data, in accordance with recognised carbon accounting standards. This process was initiated in early 2026 and its outcomes will be disclosed in future reporting cycles once available.</p> <p>iii. Describe the relationship between the Organisation and the assurance provider:</p> <p>Not applicable - No formal external assurance provider relationship for the full ESG report. The GHG emissions verification provider relationship is not yet formalised with published results.</p> | <p>a. Describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved:</p> <p>Ethos Engineering's sustainability reporting is prepared on a voluntary basis. The need for external assurance is kept under review as the Organisation's ESG practices develop. The highest governance body and senior executives oversee and support sustainability strategy, with the ESG Committee chaired by the Director of Sustainability and reporting to the COO and CFO.</p> |
| Description of the Organisation's activities, its value chain, and other business relationships. | GRI 2-6 Activities, value chain and other | Comprehensive Module: C1 – Business model and strategy ; Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy | Included | | <p>a. Report the sector(s) in which it is active:</p> <p>Ethos Engineering operates in the Mechanical and Electrical (M&E) Consultancy sector, specialising in designing sustainable engineering solutions with particular focus on Data Centre Design, Sustainability, Urbanism, Global Tech, and Digital Services (Smart Buildings).</p> <p>b. Describe its value chain, including:</p> <p>i. The Organisation's activities, products, services, and markets served:</p> <p>Ethos provides specialised engineering consultancy services including:</p> <ul style="list-style-type: none"> • Data centre design (mechanical, electrical, sustainability, smart and digital services) across project phases. • M&E commercial design for commercial developments and industrial environments • Smart buildings. • Sustainability consulting (certification and compliance support). • Design management for multidisciplinary delivery. <p>Ethos serves data centre developers and operators (including hyperscale and colocation providers) across 19 EMEA countries, and corporate clients in commercial real estate, smart buildings and urban infrastructure across Europe.</p> <p>ii. The Organisation's supply chain:</p> <p>Ethos does not maintain indirect suppliers in the same way as a manufacturing firm. Instead, it works with suppliers and business partners through an Ethical Sourcing Policy that requires adherence to labour rights, environmental sustainability, business ethics and regulatory compliance. Ethos also engages a considerable number of contractors who provide support across design engineering, project management and sustainability planning.</p> <p>iii. Entities downstream from the Organisation and their activities:</p> <p>Downstream entities receiving Ethos' outputs include:</p> <ul style="list-style-type: none"> • Data centre developers and operators, who use Ethos' engineering design and advisory to deliver and operate critical digital infrastructure. • Commercial real estate and infrastructure clients (smart building and urban infrastructure project stakeholders) who apply Ethos' M&E, sustainability, and design management inputs in their building delivery programmes. <p>c. Report other relevant business relationships:</p> <p>Ethos maintains industry network collaboration through membership of the First Q network (15 international MEP consultancies comprising 4,400 MEP engineers), supporting shared best practice and cross-border project collaboration. Ethos also maintains long-term client relationships with a base of repeat clients and working relationships with contractors for performance management expectations.</p> <p>d. Describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period:</p> <p>i. SIMSTUDIO International Consultants acquisition:</p> <p>Ethos Engineering acquired SIMSTUDIO International Consultants (Netherlands headquarters) in June 2025. SIMSTUDIO is currently undergoing operational and ESG integration and has been excluded from this reporting scope pending data consistency. Ethos intends to progressively incorporate SIMSTUDIO into future reporting cycles</p> <p>ii. Office relocation and operational boundary shift:</p> <p>In 2025, Ethos relocated its headquarters from Sandford to a new Bankside office from mid-November, with operational control changing accordingly</p> <p>iii. No significant changes to core business activities:</p> <p>No material changes to sector, core services, or market served have been disclosed compared to 2024</p> |

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| Total number of employees, broken down by employment type, contract, gender, and region. | GRI 2-7 Employees | Basic Module: B8 – Workforce characteristics (gender, contract type, location). | Included | | <p>a. Total Employees by Gender and Region</p> <p>Category Headcount Percentage Female employee representation increased significantly from 19% in 2024 to 25% in 2025.</p> <table border="1"> <thead> <tr> <th>Metric</th> <th>Number</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Total Employees</td> <td>176</td> <td>100%</td> </tr> <tr> <td>Female Employees</td> <td>44</td> <td>25.0%</td> </tr> <tr> <td>Male Employees</td> <td>132</td> <td>75.0%</td> </tr> <tr> <td>Ireland</td> <td>175</td> <td>99.4%</td> </tr> <tr> <td>United Kingdom</td> <td>1</td> <td>0.6%</td> </tr> </tbody> </table> <p>b. Employment Type Breakdown</p> <p>Permanent vs. Temporary:</p> <ul style="list-style-type: none"> Permanent Employees: 175 (99.4%) Temporary Employees: 1 (0.6%) <p>Full-time vs. Part-time:</p> <ul style="list-style-type: none"> Full-time Employees: 174 (98.9%) Part-time Employees: 2 (1.1%), consisting of one female and one male. <p>The structure is overwhelmingly permanent and full-time, which reflects Ethos's strategy of building a stable workforce. The part-time roles represent flexible working arrangements accommodated at the employees' request.</p> <p>c. Methodologies</p> <p>All employee data is reported on a headcount basis as of December 31, 2025. The data is sourced from internal HR records maintained in BambooHR and verified against payroll records.</p> <p>d. Contextual Information</p> <p>The single temporary employee is part of a graduate development programme, which typically lasts 6-12 months before potential permanent employment is offered.</p> <p>e. Significant Fluctuations</p> <p>The number of employees grew by 10% from 2024 to 2025, rising from 160 to 176. This growth is part of a strategic expansion following a 2024 investment by Exponent, a European private equity firm.</p> | Metric | Number | Percentage | Total Employees | 176 | 100% | Female Employees | 44 | 25.0% | Male Employees | 132 | 75.0% | Ireland | 175 | 99.4% | United Kingdom | 1 | 0.6% |
| Metric | Number | Percentage | | | | | | | | | | | | | | | | | | | | | |
| Total Employees | 176 | 100% | | | | | | | | | | | | | | | | | | | | | |
| Female Employees | 44 | 25.0% | | | | | | | | | | | | | | | | | | | | | |
| Male Employees | 132 | 75.0% | | | | | | | | | | | | | | | | | | | | | |
| Ireland | 175 | 99.4% | | | | | | | | | | | | | | | | | | | | | |
| United Kingdom | 1 | 0.6% | | | | | | | | | | | | | | | | | | | | | |
| Number and characteristics of workers who are not employees, but whose work is controlled by the Organisation. | GRI 2-8 Workers who are not employees | Basic Module: B8 – Workforce characteristics | Included | | <p>a. Total number of workers who are not employees and description of types and contractual relationships</p> <p>Total Number: 65 workers who are not employees as of 31 December 2025. This represents an increase from 51 contractors in 2024 and 46 contractors in 2023.</p> <p>Gender Breakdown:</p> <ul style="list-style-type: none"> Female: 8 (12.3%) Male: 57 (87.7%) <p>Most Common Types of Worker and Contractual Relationships:</p> <p>Contractors are engaged through strategic agency partnerships and staffing arrangements. The most common type is contractor workers. Contractual relationships are managed through established recruitment and staffing agencies. Engagements are structured on fixed-term, project-based contracts. Work is directed and controlled by Ethos project management and delivery teams.</p> <p>Geographic Distribution:</p> <p>India (35 workers, 53.8%), Philippines (7), Poland (4), South Africa (4), United Kingdom (4), Egypt (5), Portugal (2), Austria (1), Germany (1), Greece (1), Spain (1).</p> <p>a.ii. Type of work they perform</p> <p>Non-employee workers support Ethos across key disciplines:</p> <ul style="list-style-type: none"> Design Engineering (mechanical and electrical) Sustainability Engineering and carbon accounting Project Management and coordination Technical Consultancy for data centre and building services design Administrative and Support Functions <p>Their work spans major sectors including Data Centres (the largest deployment area).</p> <p>b.i. Methodology for reporting numbers—headcount, FTE, or other methodology:</p> <p>All non-employee worker figures are reported on a headcount basis. The headcount methodology provides clarity on the number of individual contractors engaged, whether deployed full-time or part-time on specific projects.</p> <p>b.ii. Reporting period timing—end of reporting period, average, or other methodology:</p> <p>Data are reported at the end of the reporting period (31 December 2025). This represents the position at year-end without capturing potential mid-year fluctuations.</p> | | | | | | | | | | | | | | | | | | |

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| | | | | | <p>c. Significant fluctuations in the number of workers who are not employees</p> <p>Fluctuation Reporting Periods:</p> <ul style="list-style-type: none"> • 2023: 46 contractors • 2024: 51 contractors (+5, representing 10.9% increase) • 2025: 65 contractors (+14, representing 27.5% increase from 2024) <p>Context:</p> <p>The significant increase from 51 to 65 contractors reflects Ethos's strategic workforce expansion initiatives and meaningful progress towards the company's commitment to create 250 new jobs over the next five years following the 2024 investment by Exponent.</p> |
| Description of the governance structure, composition of highest governance body, independence, competencies, and roles. | GRI 2-9 Governance structure and composition | Comprehensive Module: C9 – Gender diversity ratio in governance body; Basic Module: B1 – Basis for preparation (implicitly, legal structure); Comprehensive Module: C2 Extended policies and governance accountability | Included | | <p>a. Governance structure and committees of the highest governance body</p> <p>The highest governance body is responsible for the overall strategic direction and oversight of the organisation's impacts on the economy, environment, and people. The structure includes executive members from Ethos and non-executive members from Exponent, the company's investment partner and shareholder. The primary committee responsible for overseeing sustainability matters is the ESG Committee, which is composed of senior leadership, including the Chief Operations Officer (COO), Chief Financial Officer (CFO), and Chief HR Officer (CHRO). The ESG Committee reports directly to the highest governance body on a quarterly basis.</p> <p>b. Committees responsible for overseeing the management of impacts</p> <p>The ESG Committee is the committee responsible for decision-making on and overseeing the management of the organisation's economic, environmental, and social impacts.</p> <p>c. Composition of the highest governance body</p> <ul style="list-style-type: none"> • Executive and non-executive members: The body consists of four executive members from Ethos and three non-executive members representing its investment partner, Exponent. • Independence: The representatives from Exponent are non-executive and provide shareholder and investment oversight. • Tenure: The report discloses that two members have 1-2 years of organisational experience, while five have over 20 years of industry experience. Specific tenure on the governance body itself is not detailed. • Gender: The highest governance body is composed of six male members and one female member. • Competencies: The body's collective competencies cover engineering, operations, governance, finance, strategic leadership, and investment management. • Stakeholder representation: The governance structure represents both organisational management and shareholder interests. |
| Process for nominating and selecting members of the highest governance body. | GRI 2-10 Nomination and selection of the highest governance body | No direct equivalent. | N/A | The organisation's governance and reporting frameworks continue to evolve. During the reporting period, formalised nomination and selection procedures for appointments to the highest governance body were not fully established or documented. Consequently, detailed disclosures relating to appointment criteria and selection processes are not currently available. | |
| Whether the chair of the highest governance body is also an executive officer. | GRI 2-11 Chair of the highest governance body | No direct equivalent. | Included | | Ethos Engineering's Board of Directors holds ultimate responsibility for strategic direction, governance, risk management, and sustainability impacts. The Board, comprising nine members including representatives from Ethos and Exponent Capital Partners, provides oversight of ESG-related risks, opportunities, and strategic priorities. Day-to-day executive management is undertaken by the C-suite, while the ESG Committee monitors ESG priorities and provides regular updates to both the C-suite and Board. The CEO, Greg Hayden, also serves as Chair of this body, ensuring seamless alignment between strategic oversight and operational execution. This structure reflects a planned evolution from 2025, which has led to the current Ethos Engineering's leadership changes for 2026. |
| Role of the highest governance body in overseeing the management of the Organisation's impacts. | GRI 2-12 Role of the highest governance body in overseeing the management of impacts | Comprehensive Module: C2 – Extended policies and governance accountability. | N/A | | <p>a. Developing, approving, and updating the organisation's purpose, strategies, and goals</p> <p>The highest governance body, the C-suite, holds ultimate responsibility for overseeing the management of sustainability impacts. This oversight is exercised through the participation of senior executives (COO, CFO, and CHRO) in the ESG Committee, which is empowered to guide the ESG agenda and approve related strategies. This ensures that the management of impacts is supervised and directed at the most senior level.</p> <p>b. Overseeing due diligence and impact management processes</p> <p>The highest governance body oversees the organisation's processes to identify and manage its impacts on the economy, environment, and people through the ESG Committee. This committee, comprising senior leadership, ensures that sustainability considerations are integrated into the corporate strategy and operational execution.</p> <p>c. Reviewing the effectiveness of impact management processes</p> <p>The highest governance body reviews the effectiveness of the organisation's impact management processes through quarterly reporting from the ESG Committee. This provides a structured and consistent channel for reviewing performance and ensuring strategic alignment.</p> |
| Delegation of responsibility for managing impacts to management or other employees. | GRI 2-13 Delegation of responsibility for managing impacts | Comprehensive Module: C2 – Extended policies and governance accountability. | Included | | <p>a. Delegation of responsibility</p> <p>While the highest governance body retains ultimate oversight, it has formally delegated the responsibility for the day-to-day management of ESG impacts to the cross-functional ESG Committee¹. This committee is chaired by the Sustainability and ESG Partner and includes the Chief Operations Officer (COO), Chief Financial Officer (CFO), Chief HR Officer (CHRO), a Quality Assurance representative, and an HR Representative, ensuring that decisions are informed by diverse operational and strategic perspective.</p> <p>b. Reporting process to the highest governance body</p> <p>The ESG Committee reports directly to the highest governance body on a quarterly basis. This provides a structured and consistent channel for reporting on the management of sustainability impacts.</p> |

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| Role of the highest governance body in reviewing and approving the sustainability report. | GRI 2-14 Role of the highest governance body in sustainability reporting | Comprehensive Module: C2 – Extended policies and governance accountability. | Included | | The highest governance body at Ethos is responsible for the review and approval of the company's sustainability reporting, which includes the ESG Report and the material topics contained within it. This function is performed by the ESG Committee. The senior members of this committee, including the Chief Operations Officer (COO) and Chief Financial Officer (CFO), scrutinise the disclosures to ensure they are accurate, transparent, and aligned with the company's strategy before they are published. This approval process is designed to guarantee that the reporting provides a faithful and balanced view of Ethos's performance and commitments. |
| Process for managing conflicts of interest for the highest governance body. | GRI 2-15 Conflicts of interest | No direct equivalent. | Included | | Ethos Engineering manages conflicts of interest primarily through its Code of Conduct and Ethics. This code provides a guiding framework for all employees, contractors, and directors, outlining the rules for sincere and moral behaviour and managing situations where personal interests could interfere with professional duties. The process includes: <ul style="list-style-type: none"> • Identification and Prevention: The Code of Conduct outlines procedures for identifying, preventing, and mitigating conflicts of interest. • Supporting Policies: The Anti-Bribery and Corruption Policy further reinforces the company's commitment to transparency and ethical operations. • Disclosure to Stakeholders: The Code of Conduct also emphasizes the importance of providing complete, impartial, and precise information, which guides the disclosure of conflicts to stakeholders. |
| Mechanisms for the highest governance body to communicate critical concerns to stakeholders. | GRI 2-16 Communication of critical concerns | Comprehensive Module: C2 – Extended policies and governance accountability ; Comprehensive Module: C6 – Human rights policies and processes | Included | | Ethos has established formal mechanisms for communicating critical concerns to its highest governance body, primarily through its Whistleblowing Policy and formal Grievance Procedures. Key aspects of the communication process include: <ul style="list-style-type: none"> • Whistleblowing Mechanism: Employees can report concerns about improprieties or malpractices to their immediate manager. If the concern is serious or involves management, it can be reported directly to the Chief Executive Officer or a Director, ensuring it reaches the highest governance level. The policy guarantees protection against retaliation for reports made in good faith, in line with the Protected Disclosures (Amendment) Act 2022. • Formal Grievance Procedure: A multi-stage formal grievance process allows employees to raise concerns in writing. If the issue is not resolved at the manager level, it can be appealed to a Company Director. • Open Door Philosophy: The company also promotes an "Open Door Philosophy" that encourages employees to approach any manager or supervisor for advice and to resolve concerns informally and quickly. |
| Processes for the highest governance body to acquire and update its collective knowledge on sustainability matters. | GRI 2-17 Collective knowledge of the highest governance body | Comprehensive Module: C2 Extended policies and governance accountability. | Included | | Ethos is committed to ensuring its leadership has the necessary expertise to navigate the complexities of sustainable development. The primary measure for advancing the collective knowledge of the highest governance body is through its internal Sustainability Team. Led by the Sustainability and ESG Partner, who also chairs the ESG Committee, this team acts as a technical center of excellence. It provides the ESG Committee and the wider C-suite with continuous training, strategic briefings, and updates on emerging trends and regulations. This ensures that the leadership's competence is constantly evolving. |
| Process and results of the evaluation of the highest governance body's performance. | GRI 2-18 Evaluation of the performance of the highest governance body | No direct equivalent. | Not included | During the reporting period, the organisation did not maintain a formalised process for evaluating the performance of the highest governance body in overseeing the organisation's impacts on the economy, environment, and people. Oversight activities were primarily conducted through ongoing engagement between executive leadership, shareholder representatives, and the broader governance body. Formal independent evaluations of the highest governance body were not undertaken during the reporting period, and no fixed evaluation frequency had been established. As part of the organisation's ongoing governance development initiatives, including broader organisational and governance reviews undertaken during 2025, Ethos Engineering continues to assess opportunities to strengthen governance structures, reporting practices, and oversight processes. This may include the future formalisation of governance performance evaluation processes and related governance practices. | |
| Remuneration policies for the highest governance body and senior executives. | GRI 2-19 Remuneration policies | Basic Module: B10 – Remuneration, collective bargaining, and training hours. | Not included | During the reporting period, the organisation did not maintain a formalised remuneration policy for members of the highest governance body and senior executives covering areas such as fixed and variable pay, recruitment incentives, termination arrangements, clawback provisions, and retirement benefits. As part of broader organisational and governance review activities undertaken during 2025, including preparation for the implementation of the EU Pay Transparency Directive, the organisation has commenced the development of a more formalised remuneration and career framework. Accordingly, detailed disclosures relating to remuneration policies have not been included within this report. The organisation may consider providing further information in future reporting periods as internal governance and reporting practices continue to evolve. | |

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| Process for determining remuneration for the highest governance body and senior executives. | GRI 2-20 Process to determine remuneration | No direct equivalent. | Not included | Throughout 2025, the company engaged in a number of strategic projects with EY to assess organisational roles, responsibilities, and broader people and governance structures. The outcome of this work has informed the development of an initial career framework intended to support greater consistency, transparency, and alignment across the organisation. During the reporting period, the organisation did not maintain fully formalised remuneration policies or remuneration governance processes for members of the highest governance body and senior executives. Accordingly, detailed disclosures relating to remuneration structures, oversight processes, and related governance practices have not been included within this report. The framework and associated governance processes will continue to be refined as part of the organisation's preparation for the implementation of the EU Pay Transparency Directive and the ongoing development of internal governance and reporting practices. | |
| Ratio of the annual total compensation of the highest-paid individual to the median compensation of all employees. | GRI 2-21 Annual total compensation ratio | Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy; Comprehensive Module: C1 – Business model and strategy | Not included | For the 2025 reporting period, the organisation has not disclosed the annual total compensation ratio. Ethos is currently undertaking a strategic review to formalise its remuneration policies and career frameworks, partly in preparation for the upcoming EU Pay Transparency Directive. The calculation of a meaningful and accurate compensation ratio is contingent upon the finalised data and definitions that will emerge from this review. As our remuneration structures are in a period of transition, the robust data required to calculate this ratio accurately is not yet available. The organisation will assess the feasibility of disclosing this metric in future reporting periods, once the new frameworks are fully implemented and our internal governance and reporting practices mature. | |
| | GRI 2-22 Statement on sustainable development strategy | No direct equivalent. | Included | | <p>In the Ethos ESG Report 2025, the statement on sustainable development strategy is provided through letters from the company's senior leadership, primarily the Letter from the Chief Executive Officer and the Letter from the ESG Committee Chair.</p> <ul style="list-style-type: none"> Letter from the Chief Executive Officer: This letter articulates why sustainability is integral to Ethos, linking ESG to the company's overall strategy, growth model, and business objectives. It outlines the main achievements of 2025, key developments, challenges encountered and sets the direction and priorities for 2026 and the coming 3-5 years. Letter from the ESG Committee Chair: This statement focuses on how Ethos's strategy is put into practice through its core services. It details how the company plays a pivotal role in helping clients achieve their own sustainability and climate goals. Ethos leverages its in-house expertise to deliver high-performance, future-ready buildings. A core part of the strategy is to guide clients in making informed, sustainable design decisions, ensuring that energy efficiency and environmental performance are baseline outcomes for every project, regardless of whether a formal green building certification is pursued. <p>This strategic approach is embedded in the company's governance, with the highest governance body (the C-suite) and the ESG Committee providing oversight to ensure that the commitment to sustainable development is integrated into corporate strategy and operational execution.</p> |
| Policy commitments on sustainability topics. | GRI 2-23 Policy commitments | Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy; Comprehensive Module: C2 Extended policies and governance accountability | Included | | <p>a. Commitments for Responsible Business Conduct</p> <p>Ethos maintains a core policy framework that sets out its expectations, values, and principles for responsible business conduct. This framework includes:</p> <ul style="list-style-type: none"> Corporate Social Responsibility Policy: Commits to continuous improvement and respect for all stakeholders. Anti-Bribery and Corruption Policy: A zero-tolerance approach to bribery and corruption. Code of Conduct and Ethics Policy: Defines standards for honest, ethical conduct and legal compliance. Modern Slavery Policy: Commits to ensuring modern slavery does not occur in its operations or supply chains, which implies conducting due diligence. Equal Opportunities and Non-Discrimination Policy: Rejects discrimination and promotes equality. Whistleblowing Policy: Establishes formal mechanisms for reporting ethical concerns under the Protected Disclosures (Amendment) Act 2022. Environmental, Quality, Health and Safety Policy: Commits to continual improvement in accordance with ISO 9001, ISO 45001, and ISO 14001 standards. <p>b. Commitment to Respect Human Rights</p> <p>Ethos's commitment to respecting human rights is embedded within its policy framework, particularly in the Modern Slavery Policy and the Equal Opportunities and Non-Discrimination Policy. The Corporate Social Responsibility Policy explicitly states a commitment to respecting the interests of employees, partners, clients, suppliers, and the wider community.</p> <p>c. Availability of Policies</p> <p>The policy documents are communicated and made available to employees via the company intranet. They are not publicly available.</p> <p>d. Approval Level</p> <p>All listed policy commitments were approved at the most senior level, by the Chief Executive Officer.</p> |

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| How policy commitments are embedded throughout the Organisation. | GRI 2-24 Embedding policy commitments | No direct equivalent. | Included | | <p>e. Scope of Application The policy commitments apply to all of Ethos's operational activities, service delivery functions, and business relationships, including suppliers and partners.</p> <p>f. Communication of Policies Policy commitments are communicated to all personnel through the company intranet. Acknowledging these policies is a mandatory part of the onboarding process for all new employees.</p> <p>a. How policy commitments are embedded:</p> <p>i. Allocation of Responsibility</p> <ul style="list-style-type: none"> Highest Governance Body: Ultimate responsibility for overseeing sustainability impacts, including the implementation of policy commitments, rests with the C-suite. Delegated Responsibility: The C-suite has formally delegated the day-to-day management of ESG impacts to a cross-functional ESG Committee. This committee is chaired by the Sustainability and ESG Partner and includes senior executives such as the Chief Operations Officer (COO), Chief Financial Officer (CFO), and a Chief HR Officer (CHRO), ensuring that responsibility is allocated at a high level. Reporting Structure: The ESG Committee reports directly to the highest governance body on a quarterly basis, providing a structured channel for oversight and accountability. <p>ii. Integration into Strategies and Procedures</p> <ul style="list-style-type: none"> Management Systems: Policy commitments are formally integrated into organisational processes through the Environmental, Quality, Health and Safety (EQHS) Management System. This system is certified to ISO 9001:2015 (Quality), ISO 45001:2018 (Occupational Health and Safety), and ISO 14001:2015 (Environmental), providing a robust framework for embedding these commitments into daily operations. Accessibility: All policy documents are made available to employees via the company intranet to ensure visibility and accessibility across the organisation. Grievance Mechanisms: The company has an "Open Door Philosophy" and a formal Whistleblowing Policy, which are integrated procedures for raising concerns related to ethics and conduct. <p>iii. Implementation through Business Relationships</p> <ul style="list-style-type: none"> Contractor Management: Ethos implements its health and safety commitments with contractors by communicating procedures before they arrive on-site to ensure adherence to the Safety, Health and Welfare at Work Act 2005. Furthermore, contractors' insurance coverage must be approved by the Chief Executive Officer before work can commence. Supply Chains: The Modern Slavery Policy commits the organisation to ensuring that modern slavery is not occurring within its supply chains, indicating that the policy commitments extend to these business relationships. <p>iv. Training Onboarding: Acknowledgement of all core policies is a mandatory part of the onboarding process for all new employees. Specific Training: New employees receive specific induction training on occupational health and safety (OHS). While the importance of anti-corruption training is recognised, consolidated metrics on completion were not available for 2025.</p> |
| Processes for remediating negative impacts that the Organisation has caused or contributed to. | GRI 2-25 Processes to remediate negative impacts | Comprehensive Module: C6 – Human rights policies and processes. | Included | | <p>a. Commitments to Remediate Negative Impacts Ethos's commitment to remediation is anchored in several foundational policies:</p> <ul style="list-style-type: none"> Code of Conduct and Ethics: Guides ethical behaviour and the timely reporting of any breaches. Anti-Bribery and Corruption Policy: Sets standards for transparent and ethical operations. Whistleblowing Policy: Protects individuals who raise concerns about improprieties, in line with the Protected Disclosures (Amendment) Act 2022. <p>b. Grievance Mechanisms Ethos has established formal and informal grievance mechanisms, which are primarily available to employees:</p> <ul style="list-style-type: none"> Informal Grievance Procedure (Open Door Philosophy): Encourages employees to approach any manager for advice and to resolve concerns quickly through free communication. Formal Grievance Procedure: A multi-stage process where an employee can raise a grievance in writing with their manager, appeal to a Director if dissatisfied, and ultimately escalate to a Company Director. The employee may be accompanied by a colleague at each stage. If the issue remains unresolved, the employee can seek recourse through external bodies. Whistleblowing Mechanism: Allows employees to report concerns about malpractices to their immediate manager or, if the issue is serious or involves management, directly to the Chief Executive Officer or a Director. Confidentiality is maintained, and anonymous reports are considered, although they are more difficult to investigate. <p>c. Other Remediation Processes Beyond formal grievance channels, Ethos utilises other processes to provide for or cooperate in remediation:</p> <ul style="list-style-type: none"> Certified Management Systems: ISO 9001:2015, ISO 45001:2018, and ISO 14001:2015 provide formal frameworks for identifying and addressing operational impacts. Specific Policies: The Dignity at Work Policy addresses harassment and bullying, while the Modern Slavery Policy and Human Rights Policy establish commitments to prevent and remediate risks within operations and supply chains. <p>d. & e. Stakeholder Involvement and Tracking Effectiveness The following procedures are in place that support the monitoring of effectiveness:</p> <ul style="list-style-type: none"> Investigation Reports: The company documents findings and actions taken after formal investigations. Appeal Process: The ability for employees to appeal outcomes allows for a review of procedural fairness. Protection Against Victimisation: The company investigates any complaints of retaliation, which serves as an indicator of the accessibility and safety of its mechanisms. Ongoing Review: Ethos commits to reviewing its activities to ensure best practices are observed. |

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| Mechanisms for seeking advice and raising concerns about ethical and lawful behaviour, and Organisational integrity. | GRI 2-26 Mechanisms for seeking advice and raising concerns | Comprehensive Module: C6 – Human rights policies and processes ; Comprehensive Module: C2 Extended policies and governance accountability | Included | | <p>Mechanisms for Seeking Advice</p> <p>Employees can seek guidance on policies and responsible business conduct through multiple accessible channels:</p> <ul style="list-style-type: none"> • Open Door Philosophy: An informal route encouraging employees to approach any Manager, Team Leader, or Supervisor for advice. • People & Talent Team: This team is available to provide comprehensive support and clarification on the implementation of company policies. • Policy Documentation: Employees have access to the Code of Conduct and Ethics, Anti-Bribery and Corruption Policy, and other key documents on the company intranet for self-guidance. <p>Mechanisms for Raising Concerns</p> <p>For raising concerns about business conduct, Ethos uses the same channels as its formal grievance and whistleblowing procedures:</p> <ul style="list-style-type: none"> • Whistleblowing Mechanism: This is the primary formal channel for employees to report improprieties, unethical behaviour, or malpractices. <ul style="list-style-type: none"> • Reporting Lines: Concerns can be reported to an immediate manager. For serious issues or those involving management, reports can be made directly to the Chief Executive Officer or a Director. • Confidentiality and Anonymity: The policy ensures confidentiality, and anonymous reports are considered, although it is noted that they are more difficult to investigate. • Protection Against Reprisals: Individuals who report concerns in good faith are protected against retaliation under the Irish Protected Disclosures (Amendment) Act 2022. • Formal Investigation: When a concern is raised, a structured investigation process is initiated, which includes confidential meetings and a formal report of the findings. • Supporting Policies: The Code of Conduct and Ethics and Anti-Bribery and Corruption Policy provide the guiding framework for ethical behaviour and encourage the timely reporting of any breaches. |
| Significant noncompliance with laws and regulations, including breakdowns. | GRI 2-27 Compliance with laws and regulations | Basic Module: B11 Convictions or fines for corruption or bribery. | Included | | <p>Significant instances of non-compliance, fines, and sanctions</p> <ul style="list-style-type: none"> • 2025 Reporting Period: For the 2025 reporting period, Ethos Engineering reported zero material violations with laws and regulations. Consequently, there were no significant instances of non-compliance, no fines were incurred or paid, and no non-monetary sanctions were received. • 2024 Reporting Period: Similarly, in the 2024 ESG report, Ethos stated that no material violations were reported during that period. <p>Compliance across specific areas</p> <p>The reports confirm a lack of non-compliance in several specific legal and regulatory areas:</p> <ul style="list-style-type: none"> • Corruption and Bribery: There were no confirmed incidents of corruption in 2025 or 2024, and no fines or legal cases were brought against the Organisation. • Anti-competitive Behaviour: Ethos was not involved in any legal proceedings for anti-competitive behaviour, anti-trust, or monopoly practices during the 2024 reporting period. This is reiterated in the 2025 report, which states no pertinent legal proceedings occurred. • Discrimination: No confirmed cases of discrimination were registered in either 2025 or 2024. • Customer Health and Safety: There were no cases of non-compliance regarding the health and safety impacts of products and services in 2024. • Product/Service Information and Marketing: Ethos reported no incidents of non-compliance related to product/service information, labelling, or marketing communications in 2025. • Customer Privacy: There were no substantiated complaints regarding breaches of customer privacy or losses of customer data in 2025. |
| Membership in industry or other associations and their positions on sustainability topics. | GRI 2-28 Membership associations | ESRS 1 §AR 16. | Included | | <p>For the 2025 reporting period, Ethos’s principal memberships include:</p> <ul style="list-style-type: none"> • Irish Consulting Engineers Association (ICEA): As a member of the primary representative body for consulting engineers in Ireland, Ethos aligns with the highest professional standards and contributes to advancing the engineering profession in the country. • First Q Network: Ethos is a member of this network of European Mechanical, Electrical, and Plumbing (MEP) engineering consultancies. This affiliation provides access to a collective pool of over 4,400 engineers, facilitating international collaboration and knowledge sharing. • Engineers Ireland: Ethos maintains a strong, active relationship with Engineers Ireland. It supports the professional development of its staff by reimbursing annual membership fees and participates in community initiatives such as the Engineers Ireland STEPS Programmeme, which encourages students to pursue engineering careers. |

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| The Organisation's approach to stakeholder engagement. | GRI 2-29 Approach to stakeholder engagement | Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy; Comprehensive Module: C2 Extended policies and governance accountability | Included | | <p>a.i. Stakeholder Categories and Identification</p> <p>Ethos identifies its stakeholders by considering individuals and groups whose interests could be affected by its activities. The primary method for identifying material topics and, by extension, key stakeholders, is an internal materiality impact assessment that involves all employees to ensure a comprehensive and unbiased view.</p> <p>The main categories of stakeholders Ethos engages with are:</p> <ul style="list-style-type: none"> Employees and other workers: Considered key internal stakeholders, they are actively engaged through surveys and direct communication channels. Their understanding of the company's activities and interactions with external parties makes them central to identifying risks and opportunities. Clients: Directors maintain direct contact with clients, and design engineers who interact directly with them act as primary points of engagement to gather opinions and insights. Partners/Suppliers: Engagement with partners and suppliers is considered in the materiality assessment, and their relationships are managed through an Ethical Sourcing Policy. Shareholders and other investors: The governance structure includes representatives from Ethos's investment partner, Exponent, ensuring shareholder interests are represented at the highest level. Industry associations: Ethos engages with the broader industry through memberships in bodies like the Irish Consulting Engineers Association (ICEA) and the First Q Network. Governments and regulatory bodies: Engagement occurs primarily for compliance purposes, such as with tax authorities. <p>a.ii. Purpose of Stakeholder Engagement</p> <p>The purpose of engaging with stakeholders is multifaceted:</p> <ul style="list-style-type: none"> To identify impacts, risks, and opportunities: The primary purpose is to inform the materiality assessment and shape the company's ESG strategy and focus areas. To integrate feedback into decision-making: Ethos aims to consider and act upon stakeholder input to support more sustainable outcomes. To address and remediate negative impacts: The Stakeholder Engagement Policy emphasizes active dialogue to find solutions and take corrective actions for any harm caused by operations. To manage concerns: Specific channels exist for stakeholders to raise concerns related to topics like ethics, compliance, and tax. To foster collaboration and transparency: Engagement is used to build trust and ensure open and continuous dialogue. <p>a.iii. Ensuring Meaningful Engagement</p> <p>Ethos seeks to ensure meaningful, two-way engagement through various channels and processes:</p> <ul style="list-style-type: none"> Internal Engagement: <ul style="list-style-type: none"> Surveys: Biannual Employee Satisfaction Surveys and specific ESG surveys are used to gather detailed feedback on a range of topics. Direct Communication: An "Open Door Philosophy" encourages dialogue between employees and management. Formal Committees: OHS matters are addressed through a formal Safety Committee, worker participation, and consultation. External Engagement: <ul style="list-style-type: none"> Direct Interaction: Directors and design engineers serve as the main points of contact for clients and other external project stakeholders. Grievance and Concern Mechanisms: Formal policies like the Whistleblowing Policy provide structured and protected channels for raising concerns. Integration and Reporting: <ul style="list-style-type: none"> The results of engagement, particularly the materiality assessment, are visually represented in an Impact Matrix and are used to define ESG priorities. |
| Percentage of employees covered by collective bargaining agreements. | GRI 2-30 Collective bargaining agreements | Basic Module: B10 – Remuneration, collective bargaining, and training hours. | Not Included | Ethos Engineering does not have any collective bargaining agreements in place. No employees are covered by such agreements during the reporting period. Working conditions and terms of employment are determined through individual contracts of employment and internal company policies. | |
| Direct economic value generated and distributed. | GRI 201-1 - Direct economic value generated and distributed | No direct equivalent. | Included | | <p>For the 2025 reporting period, Ethos Engineering disclosed its EVG&D, an enhancement from the previous year where this data was not provided. The figures, compiled on an accrual's basis from audited financial statements, are for the Organisation's global operations.</p> <ul style="list-style-type: none"> Direct Economic Value Generated (Revenues): €63,240,513 Economic Value Distributed: <ul style="list-style-type: none"> Operating costs: €36,644,738 Employee wages and benefits: €17,459,835 Payments to providers of capital: €3,689,200 Payments to government (Ireland): €1,305,397 Community investments: €31,633 Economic Value Retained: €6,552,934 (Calculated as 'direct economic value generated' less 'economic value distributed') |

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| Financial implications and other risks and opportunities due to climate change. | GRI 201-2 - Financial implications and other risks and opportunities due to climate change | No direct equivalent. | Included | | <p>For the 2025 reporting period, Ethos Engineering conducted an assessment and concluded that no elevated financial risks or opportunities were identified that have the potential to generate substantive changes in operations, revenue, or expenditure.</p> <ul style="list-style-type: none"> Rationale: The company attributes this to its position as a service-based Organisation operating primarily in Europe. It does not have significant sourcing of goods or services that are directly impacted by climate change, which mitigates its exposure to many physical and transition risks. Integrated Opportunity: While no specific financial implications are quantified, Ethos views its business model as inherently linked to climate adaptation and mitigation. The company considers its day-to-day work in sustainable engineering and data centre design, which continually evolves to meet new climate and energy requirements, as an integrated part of its service offering rather than a separate financial opportunity to be quantified under this disclosure. Monitoring: This topic is subject to continuous monitoring and assessment by the company. |
| Defined benefit plan obligations and other retirement plans. | GRI 201-3 Defined benefit plan obligations and other retirement plans | No direct equivalent. | Not Included | <p>For both the 2024 and 2025 reporting periods, Ethos Engineering confirmed that it does not operate a defined benefit pension plan. Instead, the company provides a defined contribution scheme for its employees.</p> <p>Details of the Defined Contribution Plan Ethos's retirement offering is a comprehensive defined contribution pension scheme managed through Irish Life, which aligns with Irish legal requirements and pension standards. Key features of the plan include:</p> <ul style="list-style-type: none"> Eligibility: The plan is available to all permanent employees. Structure: It is a defined contribution plan (employee savings plan) featuring employee contributions that are matched or supported by the employer. Benefits: The scheme provides employees with transparent and portable retirement savings, supporting their long-term financial security. | |
| Financial assistance received from government. | GRI 201-4 Financial assistance received from government | No direct equivalent. | Included | | <p>For the 2025 fiscal year, Ethos Engineering received a total of €1,009,260 in government financial assistance. The specifics of this assistance are as follows:</p> <ul style="list-style-type: none"> Country: Ireland Nature of Assistance: Research and Development (R&D) tax credit Conditions: There were no conditions associated with the receipt of this financial assistance. <p>Additionally, the company reported that no government entities hold an equity stake in the Organisation.</p> |
| Ratios of standard entry level wage by gender compared to local minimum wage. | GRI 202-1 - Ratios of standard entry-level salary by gender compared to local minimum wage | Basic Module: B10 – Remuneration, collective bargaining, and training hours. | Not Included | While the information is not disclosed, Ethos assures that all employees are compensated in accordance with EU legislation and benchmarks. | |
| Proportion of senior management hired from the local community. | GRI 202-2 - Proportion of senior management hired from the local community | No direct equivalent. | Included | | <p>For the 2025 reporting period, Ethos does not disclose a specific percentage for senior management hired from the local community. Instead, the company continues its approach of reflecting its commitment through its broader workforce data. Ethos values the local community and reports that approximately 72.6% of its total workforce is hired locally. This figure is derived from the fact that 175 of the total 241 workers (comprising employees and contractors) are based in Ireland, which the company defines as its local geographic area.</p> <ul style="list-style-type: none"> Definition of 'Local': Ethos defines the local community as "individuals who are native or have legal residency rights in the same geographic area of operation, including naturalised citizens or foreigners with permanent residency visas". For this disclosure, Ireland is the significant area of operation. Definition of 'Senior Management': Senior management roles are defined as positions from 'Associates to Executive'. While a specific hiring percentage for this group is not provided, the concentration of employees in Ireland suggests a high proportion of management is also based locally. |
| Infrastructure investments and services supported. | GRI 203-1 Infrastructure investments and services supported | No direct equivalent. | Included | For the 2025 reporting period, Ethos Engineering does not report any information for this disclosure. Ethos operates as a mechanical and electrical consultancy focused on design and advisory services. It does not directly own or make capital investments in infrastructure. The company's economic contributions are made indirectly through client projects and its network of partners, making this disclosure not applicable to its business model. | |
| Significant indirect economic impacts. | GRI 203-2 Significant indirect economic impacts | Comprehensive Module: C1 – Business model and strategy. | Included | | <p>Ethos Engineering identifies its most significant indirect economic impact as the creation of jobs and economic value within its supply chain.</p> <ul style="list-style-type: none"> Positive Indirect Economic Impact: <ul style="list-style-type: none"> Mechanism: As a lead consultant on major engineering projects, particularly in the data centre sector, Ethos engages a network of subconsultants and contractors for specialised services. Impact: This business model directly creates work and distributes economic value to these partner companies. Ethos describes this as generating a "positive multiplier effect" that supports employment and economic activity throughout its professional community and supply chain. Significance: The company demonstrates the significance of this impact through the subconsultant costs recorded in its financial statements. Negative Indirect Economic Impact: <ul style="list-style-type: none"> No significant negative indirect economic impacts were identified for the 2025 reporting period. |

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| Proportion of spending on local suppliers. | GRI 204-1 - Proportion of spending on local suppliers | No direct equivalent. | Partially Included | | Ethos Engineering supports local economic resilience by prioritising procurement from suppliers based in the same geographic markets as our operations. For the 2025 reporting period, the proportion of procurement spend with local suppliers across the countries in our operating footprint is as follows: Germany (37%), Norway (21%), Ireland (8%), Sweden (8%), Spain (6%), Netherlands (5%), France (4%), Austria (4%), Denmark (2%), and other countries collectively (including Northern Ireland, Belgium, Portugal, and several where spend is less than 1%). |
| Operations assessed for risks related to corruption. | GRI 205-1 Operations assessed for risks related to corruption | Basic Module: B11 Convictions or fines for corruption or bribery; Basic Module: B2 Practices, policies and future initiatives for transitioning towards a more sustainable economy ; Comprehensive Module: C2 Extended policies and governance accountability | Included | This process is not in place, with implementation planned by Q3 2026 via our new Contractor Management System. | |
| Communication and training about anticorruption policies and procedures. | GRI 205-2 Communication and training about anti-corruption policies and procedures | No direct equivalent | Not Included | | Ethos Engineering provides the following information regarding its communication and training on anti-corruption: <ul style="list-style-type: none"> • Policy Communication: The company’s key anti-corruption policies, including the Anti-Bribery and Corruption Policy, Code of Conduct and Ethics, and Whistleblowing Policy, are communicated and made accessible to the workforce through the company intranet. These policies are part of a core framework that applies to all employees, contractors, and directors. • Training on Anti-Corruption: For the 2025 reporting period, Ethos acknowledges the importance of anti-corruption training but states that it does not have consolidated metrics available on the percentage or total number of individuals who have received formal training on this topic. |
| Confirmed incidents of corruption and actions taken. | GRI 205-3 Confirmed incidents of corruption and actions taken | Basic Module: B11 Convictions or fines for corruption or bribery. | Included | | For the 2025 reporting period, Ethos Engineering reported zero confirmed incidents of corruption. In line with this, the company also reported the following: <ul style="list-style-type: none"> • No employees were dismissed or disciplined for corruption. • No contracts with business partners were terminated due to violations related to corruption. • No public legal cases regarding corruption were brought against the organisation or its employees. • The organisation faced zero convictions and zero monetary fines for violations of anti-corruption and anti-bribery laws. |
| Legal actions for anticompetitive behaviour, anti-trust, and monopoly practices. | GRI 206-1 Legal actions for anti-competitive behaviour, anti-trust and monopoly practices | No direct equivalent. | Included | | Ethos Engineering was not involved in any pertinent legal proceedings during the reporting period. |
| Approach to tax. | GRI 207-1 Approach to tax | No direct equivalent. | Included | | For the 2025 reporting period, Ethos Engineering has established a formal tax strategy, which is not publicly available. The key elements of its approach include: <ul style="list-style-type: none"> • Tax Strategy and Governance: Ethos maintains a formal tax strategy that is reviewed and approved annually by the Chief Financial Officer (CFO). The CFO holds accountability for tax matters and escalates issues to the board when necessary. • Regulatory Compliance: The company is committed to complying with the “letter and spirit of the law” in all jurisdictions where it operates. A centralised finance function ensures consistent tax compliance, and external specialists are retained to advise on complex or new tax matters. • Link to Business and Sustainability Strategy: The tax strategy is designed to support Ethos’s business strategy of growth within Europe. However, a direct, formal link between the tax strategy and the company’s sustainability strategy has not yet been documented. |
| Tax governance, control, and risk management. | GRI 207-2 Tax governance, control, and risk management | No direct equivalent. | Included | | For the 2025 reporting period, Ethos Engineering describes a robust framework for tax governance, control, and risk management. <ul style="list-style-type: none"> • Governance and Accountability: The Chief Financial Officer (CFO) has executive-level accountability for tax matters and is responsible for escalating significant issues to the board. • Embedding the Tax Approach: The tax approach is embedded through a centralised finance function that supports all business units to ensure consistent tax compliance. • Tax Risk Management: Tax risk is monitored continuously. For any new, complex, or unusual matters, Ethos retains external expert advisors to ensure risks are identified, managed, and documented properly. • Evaluation of Compliance: The effectiveness of the tax governance and control framework is evaluated annually through an engagement with external auditors (BDO) who review the company’s tax compliance. • Mechanisms for Raising Concerns: Concerns regarding tax conduct can be raised through the company’s Whistleblowing Policy, which allows for confidential reporting and provides protection against retaliation. • Assurance Process: The disclosures on tax are subject to an external audit, which provides a reasonable level of assurance. |

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| Stakeholder engagement and management of concerns related to tax. | GRI 207-3 Stakeholder engagement and management of concerns related to tax | No direct equivalent. | Included | | <p>In its 2025 ESG report, Ethos Engineering outlines a clear approach to stakeholder engagement on tax matters:</p> <ul style="list-style-type: none"> Engagement with Tax Authorities: The company’s policy is one of “open engagement” with all tax authorities. This includes ensuring timely filing of tax returns, prompt handling of information requests, and punctual payment of taxes. Public Policy Advocacy: Ethos maintains a position of political neutrality and does not engage in public policy advocacy or lobbying related to tax. This is consistent with information from the finance disclosure document, which indicates “N/A” for public policy advocacy. Management of Concerns: While Ethos does not have a formal process for public consultation on its tax strategy, it addresses concerns through other mechanisms: <ul style="list-style-type: none"> Regulatory Stakeholders: The company seeks professional advice from external tax specialists to understand and address the concerns of regulatory bodies. Internal Stakeholders: Employees can raise concerns about tax practices through the company’s “Open Door Philosophy” or the formal Whistleblowing Policy, which provide confidential channels for reporting issues. |

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| Country-by-country reporting. | GRI 207-4 Country-by-country reporting | No direct equivalent. | Included | | <p>For the 2025 reporting period, Ethos Engineering provided a detailed breakdown of its financial and operational data across its tax jurisdictions: Ireland, the UK, and the Netherlands.</p> <p>The data is for the period from 1 January to 31 December 2025.</p> |
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| Metric | Ireland | UK | Netherlands |
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| Resident Entities | Ethos Engineering Limited, Holly BidCo, Holly Midco, Holly Topco | 3DEC Limited | SimStudio International Consultants Ltd |
| Primary Activities | Engineering consultancy | Engineering consultancy | Engineering consultancy |
| Number of Employees (Average FTE) | 203 | 5 | 14 |
| Revenues from Third-Party Sales | €62,555,281 | €3,829,027 | €1,127,657 |
| Revenues from Intra-Group Transactions | €0 | €1,416,418 | €609,485 |
| Profit/Loss Before Tax | €837,943 | €518,917 | €707,961 |
| Tangible Assets (excluding cash) | €1,416,210 | €29,215 | €280,893 |
| Corporate Income Tax Paid (Cash Basis) | €1,195,328 | €1,303 | €167,291 |
| Corporate Income Tax Accrued | €1,195,328 | €1,303 | €167,291 |

Additional Notes for 2025:

- No explanation was provided for any difference between the corporate income tax accrued and the tax due based on the statutory tax rate.
- Ethos noted a reconciliation gap. The company acquired SimStudio (Netherlands) and 3DEC (UK) during the year. While the consolidated financial numbers include profit and loss from the date of acquisition, the data for this tax disclosure used the full-year numbers for these entities.

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| Policies and commitments to halt and reverse biodiversity loss, informed by scientific targets. | GRI 101-1 Policies to halt and reverse biodiversity loss | Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy; Comprehensive Module: C2 – Extended policies and governance accountability | Partially Included | <p>b. Alignment with the Kunming-Montreal framework (2050 Goals / 2030 Targets) For the biodiversity topic, explicit alignment of policies/ commitments to the Kunming-Montreal Global Biodiversity Framework (2050 Goals and 2030 Targets) is not stated in our policies, due to biodiversity being classified low materiality for direct office footprint impacts, while explaining that biodiversity disclosures and response planning are being built from our TNFD LEAP findings and are being strengthened for future cycles..</p> <p>c. Biodiversity goals/targets, base year, scientific-consensus basis, and indicators Ethos does not yet disclose specific, measurable biodiversity loss-reduction/reversal targets (with a base year, indicators, and progress tracking). Instead, our LEAP work indicates that the process to set SMART targets is underway, following the LEAP phases and planned disclosures in our next reporting cycle(s). To support coherence with our dependencies and impact (rather than policy-for-compliance), Ethos’ biodiversity disclosures are currently framed around the conclusion that our most significant nature-related issues are linked to location-specific ecosystems and system interactions, therefore target setting is being aligned to these LEAP-identified issues for future cycles.</p> | <p>a. Policies/commitments and where they apply (activities and business relationships) Ethos’ biodiversity-related commitments are embedded in our CSR policy and supported through our approach to vendors (suppliers). These commitments include encouraging the use of sustainable practices in the maintenance of Ethos’ grounds and premises, and working with vendors to adopt more environmentally friendly practices (including sustainable procurement considerations and recycling/take-back where appropriate).</p> <p>Based on the available materials, these commitments apply to Ethos’ own operations (e.g., maintenance of our premises) and to business relationships, particularly vendors/suppliers, through procurement expectations and sustainability-linked tender specifications.</p> |
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| <p>How the Organisation applies the mitigation hierarchy (avoid, minimise, restore, offset) to manage biodiversity impacts.</p> | <p>GRI 101-2 Management of biodiversity impacts</p> | <p>Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy; Comprehensive Module: C2 – Extended policies and governance accountability; Basic Module: B – Operations near biodiversity-sensitive areas</p> | <p>Partially Included</p> | <p>b. with reference to 101-2-a-iii, report for each site with the most significant impacts on biodiversity: (i) Size in hectares under restoration/rehabilitation: No restoration/rehabilitation areas are disclosed because the current biodiversity assessment and response focus on indirect/system-based issues (water quality interface) and do not report restoration/rehabilitation delivery at site level in this cycle. (ii) Size in hectares restored/rehabilitated: As above: no restoration/rehabilitation outcomes are disclosed for the same reason.</p> <p>d. Synergies and trade-offs between biodiversity and climate actions: While Ethos discloses a climate transition plan and net zero targets, it does not currently explain synergies/trade-offs between biodiversity management actions and climate actions in the way required by 101-2-d.</p> | <p>a. report how it applies the mitigation hierarchy by describing: i. Actions to avoid negative impacts on biodiversity: At this stage, Ethos’ response is primarily focused on preventing/avoiding biodiversity-related pressures through water stewardship and pollution-prevention controls linked to our indirect aquatic interface (notably Dublin Bay water quality via the city’s wastewater system, and the Grand Canal adjacent to our Bankside office). ii. Actions to minimise negative impacts on biodiversity (where impacts are not avoided): Ethos minimises residual pressures through: Improved environmental performance monitoring for our Bankside office (e.g., tracking environmental data such as water usage, waste, and air quality to support ongoing operational performance improvements). iii. Actions to restore and rehabilitate affected ecosystems (including goals and stakeholder engagement): At this stage, Ethos does not currently disclose any restoration or rehabilitation actions (or associated goals and stakeholder engagement) for the sites identified as having the most significant biodiversity impacts. iv. Actions to offset residual negative impacts on biodiversity: At this stage, Ethos does not currently report any biodiversity offsets, including offset goals, locations, good-offset-practice alignment, or third-party certification/verification.</p> <p>c. Offsets (goals, location, good practice, third-party verification): No offsets are reported in this cycle, so none of the required offset attributes can be disclosed.</p> <p>f. describe how it ensures that the actions taken to manage its impacts on biodiversity avoid and minimise negative impacts and maximise positive impacts for stakeholders. Ethos states commitments to continuous improvement in environmental performance, encouraging sustainable practices in maintenance of grounds and premises, and working with vendors to reduce environmental impacts. However, the level of detail how these actions avoid/minimise negative biodiversity impacts and maximise positive impacts for stakeholders (including how stakeholder effects are identified, engaged, and monitored) is still being studied on how to implement for Ethos context.</p> |
| <p>Involvement with genetic resources or traditional knowledge, and access and benefit-sharing policies (if applicable).</p> | <p>GRI 101-3 Access and benefit-sharing</p> | <p>Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy (if applicable)</p> | <p>Not Included</p> | <p>Ethos’ biodiversity-related reporting and its TNFD LEAP assessment are described as being focused on Ethos’ direct office operations and their immediate operational interfaces with local ecosystems, particularly water-related dependencies and impacts (e.g., wastewater system links to Dublin Bay and dependence on the Grand Canal for staff Wellbeing). Our interest in Biodiversity is low. That’s why at this stage; Ethos have no process for how Ethos would comply with ABS regulations. Contextual basis for general compliance: Ethos states in our CSR policy that it complies with applicable laws and encourages responsibility and continuous improvement across environmental and social areas.</p> | |
| <p>Methods used to identify sites and supply chain activities with the most significant biodiversity impacts.</p> | <p>GRI 101-4 Identification of biodiversity impacts</p> | <p>Basic Module: B – Operations near biodiversity-sensitive areas</p> | <p>Included</p> | | <p>How Ethos Determined Significant Impacts Methodology: TNFD LEAP Approach Ethos applied the TNFD LEAP (Locate, Evaluate, Assess, Prepare) framework to identify material biodiversity impacts: Locate: Mapped office locations (Dublin Sandyford, Dublin Bankside, Galway) and local ecosystems Evaluate: Used the ENCORE tool to assess materiality by sector (ISIC 7110: Architectural and engineering activities) Assess: Prioritised location-specific issues over generic office impacts Scope: Sites Assessed Included: <ul style="list-style-type: none"> Sandyford (Former HQ), Dublin Bankside (Current HQ), Dublin Galway Regional Office Deliberately Excluded: <ul style="list-style-type: none"> Supply chain impacts (suppliers, vendors) Client project impacts Planned for future assessment cycles </p> |

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| Locations of sites with significant biodiversity impacts, including proximity to ecologically sensitive areas. | GRI 101-5 Locations with biodiversity impacts | Basic Module: B – Operations near biodiversity-sensitive areas | Included | | <p>Key Findings</p> <p>Generic Office Impacts: Low Materiality</p> <p>Using ENCORE screening, sector-level office impacts Ethos are rated as very low:</p> <ul style="list-style-type: none"> Noise/light disturbances: Very Low GHG emissions: Very Low Non-GHG emissions: Very Low Water use: Low Land use: Medium <p>Location-Specific Impacts: Most Significant</p> <p>The assessment identified that aquatic ecosystem interfaces pose the most material risks:</p> <p>Dublin Operations:</p> <ul style="list-style-type: none"> Indirect water quality impact: Dublin Bay via shared urban wastewater infrastructure Dependency: Grand Canal proximity affects employee Wellbeing and local habitat quality Adjacent sensitive areas: South Dublin Bay pNHA, Lough Corrib SAC (Galway) <p>Data Sources Used:</p> <ul style="list-style-type: none"> ENCORE tool (sector materiality baseline) NPWS geo-portal (protected areas) EPA reporting (water quality, wastewater treatment) Uisce Éireann strategic data (Dublin water infrastructure) Local ecosystem knowledge <hr/> <p>Ethos' Sites with Biodiversity Impacts</p> <p>Office Locations Assessed</p> <p>Three sites included in the assessment:</p> <ol style="list-style-type: none"> Sandyford (Former HQ), Dublin <ul style="list-style-type: none"> Location: Penthouse Suite, Apex Business Centre, Blackthorn Rd, Sandyford Operational period: January 2025 to October 2025 Operational status: Operational Control Bankside (Current HQ), Dublin <ul style="list-style-type: none"> Location: Floor 5, Bankside, Charlemont St, Saint Kevin's, Dublin D02 VN88 Operational period: November 2025 onwards Operational status: Operational Control Galway Regional Office <ul style="list-style-type: none"> Location: Liosbán Business Park, Tuam Road, Galway Operational status: Leased with no operational control <p>Primary Interface with Nature</p> <p>Location-Specific Aquatic Ecosystems</p> <p>Dublin Operations – Most Material Interface:</p> <p>Ethos identified its principal biodiversity interface as the urban aquatic ecosystems of Dublin:</p> <ul style="list-style-type: none"> Grand Canal (adjacent to Bankside office) Dublin Bay (connected via the city's urban drainage and sewerage system) System connection: Both waterways are linked through the Ringsend Wastewater Treatment Plant <p>This interface is considered most significant because Ethos' wastewater discharge connects indirectly to Dublin Bay through shared municipal infrastructure.</p> <hr/> <p>Proximity to Ecologically Sensitive Areas</p> <p>All Three Sites Within 5 km Radius of Protected Areas</p> <p>Galway Office – Protected Areas Proximity:</p> <ul style="list-style-type: none"> Lough Corrib SAC (Special Area of Conservation) Galway Bay Complex pNHA (proposed Natural Heritage Area) Kiltullagh Turlough pNHA Moycullen Bogs NHA (Natural Heritage Area) <p>Dublin Offices – Protected Areas Proximity:</p> <p>Bankside Office:</p> <ul style="list-style-type: none"> Grand Canal pNHA South Dublin Bay pNHA South Dublin Bay and River Tolka Estuary SPA (Special Protection Area) <p>Sandyford Office:</p> <ul style="list-style-type: none"> Fitzsimon's Wood pNHA South Dublin Bay pNHA South Dublin Bay and River Tolka Estuary SPA |

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| Direct drivers of biodiversity loss identified in the Organisation's operations and supply chain | GRI 101-6 Direct drivers of biodiversity loss | Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy; Basic Module: B – Operations near biodiversity-sensitive areas | Partially Included | <p>a. Land and sea use change (for each site reported under 101-5-a) a.i. Size (hectares) of natural ecosystem converted since a cut-off/reference date; cut-off/reference date; ecosystem type before and after conversion: Ethos states its relevant biodiversity-related pressures are primarily indirect and system-based rather than driven by direct land conversion, so conversion metrics are not provided in the biodiversity section. a.ii. Size (hectares) of land and sea converted from one intensively used/modified ecosystem to another during the reporting period; ecosystem type before and after conversion: Same rationale: no direct land conversion basis is reported; pressures are described as indirect/system based.</p> <hr/> <p>b. Exploitation of natural resources b.i. For each wild species harvested: quantity, type, and extinction risk: No harvesting of wild species is identified in the listed biodiversity "potential impact drivers" used for the evaluation (it includes disturbances, GHG/non-GHG emissions, solid waste generation, toxic pollutants, water use, and land use, but not wild species harvesting). b.ii. Water withdrawal and water consumption in megalitres: Ethos identifies water-related pressures (including an indirect impact through the shared wastewater system) and describes water use at materiality level but does not provide the megalitre figures required for 101-6-b-ii.</p> <hr/> <p>c. Pollution (for each site reported under 101-5-a). Quantity and type of each pollutant generated: The disclosure describes system-level/indirect effects (water quality implications via municipal infrastructure) rather than pollutant-by-pollutant quantified releases from each site.</p> <hr/> <p>d. Introduction of invasive alien species (for each site reported under 101-5-a) - Describe how invasive alien species are or may be introduced: In the documented biodiversity evaluation list of potential impact drivers, invasive alien species introduction is not identified as a potential pressure for the office context.</p> <hr/> <p>e. Supply chain products and services (for each product/service in its supply chain reported under 101-5-d): Ethos explicitly excluded wider impacts of client engineering designs and value-chain coverage "at this stage", with coverage planned for future reporting cycles.</p> | <p>Activities at Each Site Office Operations Activities Primary activities at all three sites:</p> <ul style="list-style-type: none"> Professional engineering consultancy services Administrative office functions Staff offices and meeting facilities Wastewater discharge to municipal systems Water consumption for sanitary purposes, cleaning, and building systems Electricity consumption and associated energy use <p>Ecosystem Types and Condition Affected Ecosystems Identified: Aquatic ecosystems (primary focus):</p> <ul style="list-style-type: none"> Urban canals (Grand Canal) Estuarine and marine environments (Dublin Bay) Connected wastewater treatment infrastructure <p>Terrestrial ecosystems (secondary):</p> <ul style="list-style-type: none"> Urban grassland/vegetation near office locations Protected bog and lake systems (Galway proximity) |

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| Changes to the state of biodiversity at affected sites, including ecosystem type, size, and condition over time. | GRI 101-7 Changes to the state of biodiversity | Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy; Comprehensive Module: C2 – Extended policies and governance accountability | Partially Included | <p>a. or each site reported under 101-5-a, report the following information on affected or potentially affected ecosystems:</p> <p>i. Ecosystem type for the base year (per site under 101-5-a): The LEAP assessment concludes that Ethos’ direct environmental footprint is low, and that the most significant issues relate to location-specific ecosystems and system interactions (including water quality implications via the city’s wastewater system), rather than reporting site-level baseline ecosystem-type data for changes over time.</p> <p>ii. Ecosystem size (hectares) for the base year (per site under 101-5-a): The assessment frames the main nature-related issues as system interactions around local ecosystems with a low direct office footprint and does not provide quantitative baseline area figures (hectares) for affected ecosystems.</p> <p>iii. Ecosystem condition for the base year and the current reporting period (per site under 101-5-a): Ethos reports that its most significant nature-related issues relate to local ecosystems and wastewater-connected system interactions, and the provided disclosure does not include ecosystem condition metrics for baseline vs current periods.</p> | <p>b. Contextual information on how the data has been compiled (standards, methodologies, assumptions)</p> <ul style="list-style-type: none"> Methodology/framework: TNFD LEAP approach (Locate, Evaluate, Assess, Prepare) used to inform GRI biodiversity disclosures. Scope/boundary assumption: assessment is focused on Ethos’ direct office operations and their immediate operational interfaces; it does not include the wider impacts of client engineering designs at this stage. How the aquatic interfaces Ethos are identified (data compilation context): use of publicly available sources including NPWS geo-portal, EPA reporting (wastewater treatment and water quality), Uisce Éireann strategic plan, and EIAR Non-Technical Summary for the Grand Canal Storm Water Outfall Extension. |
| Ecosystem services on which the Organisation depends, such as water supply, climate regulation, soil retention, and water flow regulation. | GRI 101-8 Ecosystem services | Basic Module: B – Operations near biodiversity-sensitive areas; Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy | Included | | <p>a. Ecosystem services and beneficiaries affected or potentially affected</p> <p>Ecosystem services: Ethos identifies the following ecosystem services as most relevant to its dependencies (LEAP “Evaluate”), with materiality ratings:</p> <ul style="list-style-type: none"> Water supply (provisioning) (low) Global climate regulation (regulating) (very low) Local climate regulation (regulating) (low) Soil and sediment retention (regulating) (medium) Water flow regulation (regulating) (very low) Flood mitigation (regulating) (very low) Storm mitigation (regulating) (low) Noise attenuation (regulating) (very low) Sensory impact mediation (regulating) (very low) <p>Beneficiaries: staff Wellbeing, linked to the environmental health of the Grand Canal.</p> <p>b. How ecosystem services and beneficiaries could be affected</p> <ul style="list-style-type: none"> Primary mechanism explained: wastewater-connected aquatic interface Ethos reports an indirect impact on Dublin Bay’s water quality via the city’s shared wastewater system. This could affect the functioning of water-related ecosystem services underpinning its dependencies (e.g., water supply for consumption/sanitation/cleaning/building maintenance), and related Wellbeing considerations. |
| Transition plan for climate mitigation, including policies, actions, science-based targets, and 1.5°C alignment. | GRI 102-1 Transition plan for climate change mitigation | Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy; Comprehensive Module: C1 – Business model and strategy; Comprehensive Module: C3 – GHG reduction targets (Scope 1, Scope 2, and Scope 3 if applicable) and transition plans | Partially Included | <p>Alongside the ESG Report 2025, the carbon emissions inventory/report is in the process of verification (in accordance with ISO 14064-1:2018). In addition, for the 2025 reporting period, the organisation also stated that it did not obtain formal external assurance during the ESG reporting period, and that an independent verification of emissions data was initiated at the beginning of 2026, with results to be disclosed in future cycles. As a result, some elements related to governance, strategic integration and a fully developed narrative of impacts/management will be refined after final validation and the structural review of the Pledge to Net Zero report for the next year.</p> <p>This applies to:</p> <p>c. report the total expenditure incurred by the implementation of the transition plan as monetary value and percentage of the total expenditure incurred in the reporting period;</p> <p>e. describe how the transition plan is embedded in its business strategy;</p> <p>g. describe how the transition plan aligns with just transition principles and how engagement with stakeholders informs its development and implementation;</p> <p>i. describe how its public policy activities, including lobbying activities, are consistent with the transition plan;</p> | <p>a. Describe its transition plan, including policies and actions to mitigate climate change</p> <p>Ethos’ transition plan is implemented through its “Pledge to Net Zero” strategy, supported by science-based target setting and related operational actions.</p> <p>Policies and actions include:</p> <ul style="list-style-type: none"> Electrification / office relocation (operational boundary change): the Bankside office uses fully electric heating and Ethos reports no on-site fuel combustion and no company-controlled refrigerants within its operational boundary from mid-November 2025, which supports elimination of Scope 1 from that point. Enhanced energy management: Ethos uses its iLab (Digital Twin) and an IoT sensor layer to monitor energy in real time, run scenario testing, and reduce energy consumption (including EV charging electricity use). Improved carbon accounting / emissions factors: Ethos reports that its Scope 3 calculation was improved in 2025 due to more robust methodology, improved data quality, expanded activity inputs, and enhanced emissions-factor databases via its carbon accounting platform. Renewable electricity procurement (where evidenced): for the Bankside office, the electricity supplier Pinergy guarantees 100% renewable electricity, with emissions still accounted for in reporting. <p>b. Alignment with latest scientific evidence (1.5°C pathway)</p> <ul style="list-style-type: none"> Ethos states its science-based targets are set to meet Paris Agreement goals (limiting climate change to 1.5°C or 2°C) using the SBTi target setting tool. <p>f. Targets to achieve the transition plan and progress toward them</p> <p>Targets disclosed by Ethos (science-based, absolute):</p> <ul style="list-style-type: none"> Scope 1 & 2: 46.2% absolute reduction by 2030 (base year 2019) and net zero by 2050. Scope 3: minimum 27.5% absolute reduction by 2030 (base year 2019). <p>2025 progress (against 2019 baseline):</p> <ul style="list-style-type: none"> Scope 1 + Scope 2 total: <ul style="list-style-type: none"> 2019 baseline: 38.38 tCO₂e → 2025 result: 25.748 tCO₂e progress: -32.9% by 2025. Scope 3: <ul style="list-style-type: none"> 2019 baseline: 125.5 tCO₂e → 2025 result: 619.074 tCO₂e progress: +393.4% by 2025, with Ethos explaining the increase is primarily attributable to improved Scope 3 methodology and data quality, not necessarily a material increase in underlying activities. |

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| Adaptation plan addressing physical and transition climate risks, including impacts on people and biodiversity. | GRI 102-2 Climate change adaptation plan | Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy; Comprehensive Module: C3 – GHG reduction targets (Scope 1, Scope 2, and Scope 3 if applicable) and transition plans | Not Included | Ethos had not yet developed and disclosed a climate change adaptation plan containing the GRI 102-2 required elements (e.g. adaptation measures/resilience actions, climate scenarios and assumptions, governance and responsibilities, prioritisation/ targets and progress tracking, and impacts management). As a basis for adaptation planning, Ethos has scheduled a climate risk assessment for the Bankside office for 2026 (Q1–Q4). The outcomes of this work will be used to define the adaptation plan content and integrate it into the next reporting cycle. Therefore, the required adaptation-plan disclosures for the 2025 ESG period Ethos are not yet available. | <p>h. Impacts on people and the environment from implementing the transition plan (and actions taken to manage them)</p> <ul style="list-style-type: none"> • People: Ethos reports that relocation improved access to public transport and supported low-carbon commuting options (e.g., bike lanes, public bike system, workplace facilities encouraging active travel). • Environment / climate impacts: relocation to Bankside supports decarbonisation by removing on-site fuel combustion and company-controlled refrigerants within the operational boundary (supporting Scope 1 elimination from mid-November 2025). |
| Workforce impacts from transition/adaptation efforts, including new hires, terminations, redeployment, training, and alignment with just transition principles. | GRI 102-3 Just transition | Basic Module: B8 – Workforce characteristics (gender, contract type, location); Comprehensive Module: C7 – Confirmed human rights incidents; Comprehensive Module: C6 – Human rights policies and processes | Not Included | Ethos provides general workforce composition for the 2025 reporting period (e.g. employees and contractors by gender and employment status), but it does not disclose the GRI 102-3 transition-attributed metrics required for the just transition context (e.g. totals and breakdowns of transition-related new hires, terminations, redeployment, up-/re-skilling training, and related worker-not-employee metrics). | <p>a. Targets (gross Scope 1, Scope 2 and Scope 3) Medium-term target (by 2030):</p> <ul style="list-style-type: none"> • Scope 1 + Scope 2 (combined): 46.2% absolute reduction by 2030 (target year: 2030; base year: 2019). • Scope 3: minimum 27.5% absolute reduction by 2030 (target year: 2030; base year: 2019). <p>Long-term horizon (context): Ethos communicates net zero by 2050 as part of its “Pledge to Net Zero” transition plan.</p> <p>c. Scope 2 target method (location-based vs market-based)</p> <ul style="list-style-type: none"> • Ethos’ Scope 2 inventory for 2025 reports electricity using location-based with market-based electricity emissions. <p>d. Scope 3 categories covered by the targets</p> <ul style="list-style-type: none"> • Ethos’ Scope 3 quantification (and therefore the categories reflected in its Scope 3 footprint used for progress reporting) includes: business travel, commuting, purchased goods & services, waste generated in operations, plus upstream categories for purchased gas, purchased electricity, and transmission & distribution (electricity). • The provided materials do not explicitly map these to the full set of 15 Scope 3 categories within 102-7, but they do indicate the categories included in Ethos’ Scope 3 inventory for the 2025 period used to assess progress. <p>f. Alignment with the latest scientific evidence (1.5°C)</p> <ul style="list-style-type: none"> • Ethos states that its science-based targets Ethos are set to align with the Paris Agreement pathway (1.5°C or 2°C) using the SBTi target-setting tool. <p>h. Base year emissions (and base year change context) Ethos selected 2019 as the base year for comparison because day-to-day operations changed significantly in 2020–2021 due to home working. Base year emissions (2019):</p> <ul style="list-style-type: none"> • Scope 1: 18.14 tCO₂e • Scope 2: 20.24 tCO₂e • Scope 1 + 2 total: 38.38 tCO₂e • Scope 3: 125.5 tCO₂e <p>Progress is assessed using the inventory method (difference between current-year emissions and base-year emissions). Scope 1 + Scope 2 (combined) progress vs 2019 baseline (using 2025 inventory results):</p> <ul style="list-style-type: none"> • 2019 baseline: 38.38 tCO₂e • 2025 result: 25.748 tCO₂e • Change vs baseline: -12.632 tCO₂e, i.e. -32.9% by 2025. <p>Scope 3 progress vs 2019 baseline (using 2025 inventory results):</p> <ul style="list-style-type: none"> • 2019 baseline: 125.5 tCO₂e • 2025 result: 619.074 tCO₂e • Change vs baseline: +493.574 tCO₂e, i.e. +393.4% by 2025. <p>i. How progress was achieved (initiatives vs other factors)</p> <ul style="list-style-type: none"> • Scope 1 + Scope 2: Ethos links the progress to operational improvements, including office relocation and enhanced energy management. • Scope 3: Ethos explains that the increase in 2025 is primarily due to improved Scope 3 calculation methodology and data quality, plus more comprehensive value-chain quantification, rather than a material increase in underlying activities. |
| GHG emissions reduction targets by scope (1, 2, 3), including target year, base year, reduction percentage, and progress achieved. | GRI 102-4 GHG emissions reduction targets and progress | Basic Module: B3 – Energy use (MWh) and GHG emissions (Scope 1 and Scope 2 in tCO ₂ e); Comprehensive Module: C3 – GHG reduction targets (Scope 1, Scope 2, and Scope 3 if applicable) and transition plans | Included | <p>Alongside the ESG Report 2025, the carbon emissions inventory/report is in the process of verification (in accordance with ISO 14064-1:2018). In addition, for the 2025 reporting period, the organisation also stated that it did not obtain formal external assurance during the ESG reporting period, and that an independent verification of emissions data was initiated at the beginning of 2026, with results to be disclosed in future cycles. As a result, some elements related to governance, strategic integration and a fully developed narrative of impacts/ management will be refined after final validation and the structural review of the Pledge to Net Zero report for the next year</p> <p>This applies to: b. Biogenic CO₂ included in the targets e. Gases covered by the targets g. GHG emissions reduction target revision policy</p> | <p>a. Targets (gross Scope 1, Scope 2 and Scope 3) Medium-term target (by 2030):</p> <ul style="list-style-type: none"> • Scope 1 + Scope 2 (combined): 46.2% absolute reduction by 2030 (target year: 2030; base year: 2019). • Scope 3: minimum 27.5% absolute reduction by 2030 (target year: 2030; base year: 2019). <p>Long-term horizon (context): Ethos communicates net zero by 2050 as part of its “Pledge to Net Zero” transition plan.</p> <p>c. Scope 2 target method (location-based vs market-based)</p> <ul style="list-style-type: none"> • Ethos’ Scope 2 inventory for 2025 reports electricity using location-based with market-based electricity emissions. <p>d. Scope 3 categories covered by the targets</p> <ul style="list-style-type: none"> • Ethos’ Scope 3 quantification (and therefore the categories reflected in its Scope 3 footprint used for progress reporting) includes: business travel, commuting, purchased goods & services, waste generated in operations, plus upstream categories for purchased gas, purchased electricity, and transmission & distribution (electricity). • The provided materials do not explicitly map these to the full set of 15 Scope 3 categories within 102-7, but they do indicate the categories included in Ethos’ Scope 3 inventory for the 2025 period used to assess progress. <p>f. Alignment with the latest scientific evidence (1.5°C)</p> <ul style="list-style-type: none"> • Ethos states that its science-based targets Ethos are set to align with the Paris Agreement pathway (1.5°C or 2°C) using the SBTi target-setting tool. <p>h. Base year emissions (and base year change context) Ethos selected 2019 as the base year for comparison because day-to-day operations changed significantly in 2020–2021 due to home working. Base year emissions (2019):</p> <ul style="list-style-type: none"> • Scope 1: 18.14 tCO₂e • Scope 2: 20.24 tCO₂e • Scope 1 + 2 total: 38.38 tCO₂e • Scope 3: 125.5 tCO₂e <p>Progress is assessed using the inventory method (difference between current-year emissions and base-year emissions). Scope 1 + Scope 2 (combined) progress vs 2019 baseline (using 2025 inventory results):</p> <ul style="list-style-type: none"> • 2019 baseline: 38.38 tCO₂e • 2025 result: 25.748 tCO₂e • Change vs baseline: -12.632 tCO₂e, i.e. -32.9% by 2025. <p>Scope 3 progress vs 2019 baseline (using 2025 inventory results):</p> <ul style="list-style-type: none"> • 2019 baseline: 125.5 tCO₂e • 2025 result: 619.074 tCO₂e • Change vs baseline: +493.574 tCO₂e, i.e. +393.4% by 2025. <p>i. How progress was achieved (initiatives vs other factors)</p> <ul style="list-style-type: none"> • Scope 1 + Scope 2: Ethos links the progress to operational improvements, including office relocation and enhanced energy management. • Scope 3: Ethos explains that the increase in 2025 is primarily due to improved Scope 3 calculation methodology and data quality, plus more comprehensive value-chain quantification, rather than a material increase in underlying activities. |

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| | | | | | <p>j. Standards, methodologies, assumptions, and calculation tools used</p> <p>Ethos uses the following approaches in its emissions calculations:</p> <ul style="list-style-type: none"> Scope 1 (gas): data from gas supplier bills, converted using BEIS Greenhouse Gas Reporting: Conversion Factors 2025 via Ethos' platform workflow. Scope 1 (refrigerants): methodology based on the GHG Protocol refrigerant calculator/worksheet approach (screening method based on emission factor approach). Scope 2: electricity consumption from monthly bills, with emissions factors sourced from SEAI aligned with the AIB Republic of Ireland grid factor; additionally, Ethos reports EV charging under Scope 2 using location-based reporting for electricity. Scope 3: updated calculations are described as platform-based using Novata/Climatiq, with improved transparency and accuracy; Ethos also notes scope changes/coverage decisions for 2025 (e.g. boundaries affecting categories such as homeworking). <hr/> <p>k. Independent validation of targets and progress</p> <ul style="list-style-type: none"> Ethos has its emission targets validated by SBTi. |
| Direct (Scope 1) greenhouse gas emissions from sources owned or controlled by the Organisation, including breakdown by gas type. | GRI 102-5 Scope 1 GHG emissions | Basic Module: B3 – Energy use (MWh) and GHG emissions (Scope 1 and Scope 2 in tCO2e) | Partially Included | <p>a. Gross Scope 1 GHG emissions (breakdown by gas type)</p> <p>While Ethos reports Scope 1 totals and identifies gas vs refrigerants (HFC & CFC) as components of Scope 1. But the PTNZ do not present the required separate breakdown by the individual Kyoto gases (CO2, CH4, N2O, HFCs, PFCs, SF6, NF3) in metric tons and metric tons of CO2e.</p> <p>b. Biogenic CO2 emissions</p> <p>The PTNZ do not state whether biogenic CO2 (separately from gross Scope 1 GHG emissions) is included in Scope 1 calculations for 2025. Therefore, Ethos does not report the required biogenic CO2 line item based on the available information.</p> | <p>a. Gross Scope 1 GHG emissions (total)</p> <p>Reported (2025): 8.64 tCO2e (gross Scope 1).</p> <p>Scope 1 boundary/context (facilities and period):</p> <ul style="list-style-type: none"> Sandyford (operational control): 1 Jan 2025 to 17 Nov 2025, including natural gas combustion for heating and refrigerant impact from a ventilation unit serving part of the 4th floor. Bankside (operational control): 17 Nov 2025 to 31 Dec 2025, with no on-site fuel combustion and no refrigerants within the operational boundary. <p>Main contributors (2025):</p> <ul style="list-style-type: none"> Gas: 7.28 tCO2e (including gas combustion for heating). Refrigerants (HFC & CFC): 1.36 tCO2e. <hr/> <p>c. Base year</p> <p>Base year selected: 2019, for the rationale that day-to-day operations changed materially during 2020–2021 due to widespread home working, affecting comparability of activity data.</p> <p>Base year emissions (2019):</p> <ul style="list-style-type: none"> Scope 1: 18.14 tCO2e. <hr/> <p>d. Consolidation approach</p> <p>Operational-control basis (implied by facility operational control periods).</p> <p>Ethos' Scope 1 reporting is tied to office periods where it has operational control (Sandyford until 17 Nov 2025; Bankside from 17 Nov 2025 onward).</p> <hr/> <p>e. Standards, methodologies, assumptions, and calculation tools (including emission factor sources)</p> <p>Gas (Scope 1)</p> <ul style="list-style-type: none"> Activity data source: gas usage from supplier bills (uploaded to the Novata platform). Calculation tool: Novata platform. Emission factors source: BEIS Greenhouse Gas Reporting: Conversion Factors 2025 (used via Novata). Example calculation result (2025): 7.28 tCO2e from 39,360 kWh gas consumption. <p>Refrigerants (Scope 1)</p> <ul style="list-style-type: none"> Calculation approach: GHG Protocol Refrigeration and Air-Conditioning Equipment calculator/worksheet, using a screening method based on emission-factor approach, covering relevant lifecycle stages (assembly/operation/disposal) and summing to total refrigerant emissions. Refrigerant emission context: refrigerant emissions based on annual leakage rate for the existing unit's operational emissions component. |
| Energy indirect (Scope 2) greenhouse gas emissions from purchased electricity, heating, cooling, and steam, including location-based and market-based methods. | GRI 102-6 Scope 2 GHG emissions | Basic Module: B3 – Energy use (MWh) and GHG emissions (Scope 1 and Scope 2 in tCO2e) | Included | <p>b. Breakdown by GHG gas (CO2, CH4, N2O) and biogenic CO2 from electricity</p> <p>The GRI requirement asks us to provide a breakdown of gross location-based Scope 2 by CO2, CH4 and N2O (in metric tons and mtCO2e) and to report biogenic CO2 separately from gross Scope 2. For 2025, our Scope 2 electricity methodology reports a carbon coefficient in kgCO2e/kWh and the resulting total CO2e, but Ethos do not report the required breakdown by CO2 vs CH4 vs N2O nor biogenic CO2 as separate line items.</p> | <p>a. Gross location-based Scope 2 GHG emissions (and, if applicable, market-based)</p> <p>For 2025, Ethos report (2025) gross Scope 2 total: 17.108 tCO2e.</p> <p>Electricity (location-based using market-based emissions): 13.822 tCO2e and EV charging: 3.286 tCO2e.</p> <hr/> <p>c. Base year</p> <p>Ethos report base year (rationale and value for Scope 2):</p> <ul style="list-style-type: none"> Base year: 2019 (chosen to provide comparability after operational changes during 2020–2021). Base year Scope 2 emissions: 20.24 tCO2e. <hr/> <p>d. Consolidation approach</p> <p>Ethos apply operational control through the facilities included in our sustainability reporting:</p> <ul style="list-style-type: none"> Sandyford: 1 January 2025 to 17 November 2025 Bankside: 17 November 2025 to 31 December 2025 |

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| Indirect (Scope 3) greenhouse gas emissions from upstream and downstream value chain, broken down by the 15 Scope 3 categories. | GRI 102-7 Scope 3 GHG emissions | Comprehensive Module: C3 – GHG reduction targets (Scope 1, Scope 2, and Scope 3 if applicable) and transition plans | Included | <p>b Biogenic CO2 emissions from Scope 3</p> <p>Ethos do not report (2025) biogenic CO2 separately from gross Scope 3 emissions in the materials provided. The GRI requirement asks us to report biogenic CO2 emissions (from combustion or biodegradation of biomass in our upstream and downstream value chain) separately from gross Scope 3 GHG emissions. Our reported 2025 Scope 3 values are presented as total CO2e by category, but Ethos do not provide a separate biogenic CO2 figure.</p> | <p>e. Standards, methodologies, assumptions, and calculation tools</p> <p>Activity data and methodology:</p> <ul style="list-style-type: none"> Ethos calculate office electricity consumption using monthly bills (including electricity for the period covered by each office under our operational control dates). Ethos include EV charging in Scope 2 and calculate EV charger electricity from monthly bills, supported by real-time metering (CT meter) and monitoring linked to our digital twin approach. <p>Emission factor source (Ethos repor:</p> <ul style="list-style-type: none"> Ethos use the Association of Issuing Bodies (AIB) for the Republic of Ireland for the electricity emissions factor (carbon coefficient in kgCO2eq/kWh). <p>Calculation tools:</p> <ul style="list-style-type: none"> Ethos use our carbon accounting infrastructure based on Novata for ESG data management and carbon calculations, and Ethos use the emissions-factor databases supported through our platform approach (including for emissions-factor consistency across scopes). <hr/> <p>a. Gross Scope 3 GHG emissions (by Scope 3 category)</p> <p>Ethos report (2025) gross total Scope 3 emissions: 619.074 tCO2e.</p> <p>Ethos report (2025) Scope 3 categories (subset disclosed):</p> <ul style="list-style-type: none"> Category 6 Business travel: 92.76 tCO2e. Category 7 Employee commuting: 62.97 tCO2e. Category 1 Purchased goods & services: 458.25 tCO2e. Category 5 Waste generated in operations: 0.026 tCO2e. Category 3 Fuel- and energy-related activities (upstream) – purchased gas: 1.189 tCO2e. Category 3 Fuel- and energy-related activities (upstream) – purchased electricity: 2.463 tCO2e. Category 4 Upstream transportation and distribution (electricity T&D): 1.413 tCO2e. <hr/> <p>c. Base year</p> <p>Ethos report base year selected (rationale):</p> <ul style="list-style-type: none"> Base year: 2019 because Ethos selected it as a comparability baseline after day-to-day operations changed significantly during 2020–2021 with widespread home working. <p>Ethos report base year Scope 3 emissions (value):</p> <ul style="list-style-type: none"> 2019 Scope 3 baseline: 125.5 tCO2e. <p>Ethos provide the base year total for Scope 3, but currently Ethos do not report a separate base year biogenic CO2 value as required by the GRI structure.</p> <hr/> <p>d. Consolidation approach</p> <p>Ethos apply operational control through the same facility boundary used in our Scope 1 and Scope 2 reporting:</p> <ul style="list-style-type: none"> Sandyford: 1 January 2025 to 17 November 2025 Bankside: 17 November 2025 to 31 December 2025 <hr/> <p>e. Standards, methodologies, assumptions, and calculation tools</p> <p>Ethos report key Scope 3 calculation methods and tools as follows (selected items supported in our materials):</p> <ul style="list-style-type: none"> Business travel (air): Ethos calculate using the ICAO Emissions Calculator (including route-specific modelling inputs). Purchased goods & services: Ethos calculate using our Novata approach, applying the Carbon Navigator tool with emissions factor databases provided via ClimaTiq (including mapping spend to supplier industry/region and applying inflation adjustments). Upstream emissions of purchased gas: Ethos use upstream (“Well-to-tank”) approaches via Novata, drawing emissions-factor sources from ClimaTiq, with BEIS – Greenhouse Gas Reporting: Conversion Factors 2025 used for natural gas carbon coefficient factors. Upstream emissions of purchased electricity and electricity transmission & distribution: Ethos calculate upstream components using emissions-factor inputs referenced to IEA (2023) for Ireland, covering stages including Well-to-tank and transmission & distribution losses. Waste generated in operations: for waste treatment emissions, Ethos apply the GHG Protocol “Average-data method” using EPA Ireland waste treatment fractions to convert waste treatment routes into emissions. |
| Greenhouse gas emissions intensity, reported per unit denominator (e.g., per employee, per revenue), including base year comparison and drivers of change. | GRI 102-8 GHG emissions intensity | No direct equivalent. | Not Included | <p>Within our PTNZ/ESG reporting process, we calculate and disclose at least one intensity ratio for 102-8 using the gross emissions numerator (aligned to our Scope 1/2/3 inventory boundary) and a clearly defined denominator (e.g., total workforce in FTE). We plan to review our structure used for PTNZ to check information that can be included for the next cycle.</p> <p>This applies to:</p> <ul style="list-style-type: none"> a. GHG emissions intensity ratio(s) b. Biogenic CO₂ inclusion in the intensity ratio numerator (if applicable) | |

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| GHG removals within the value chain used by the Organisation, including methodologies, assumptions, volumes, boundaries, and verification standards. | GRI 102-9 GHG removals in the value chain | No direct equivalent. | Not Included | <p>We do not report any GHG removals in the value chain for 2025 in the supplied ESG/PTNZ materials, so we are not able to provide the required 102-9 disclosures, including: (i) any Scope 1 and Scope 3 removals totals and their storage pool breakdown, (ii) how we monitor quality criteria to manage the risk of non-permanence, (iii) the intended use of removals, (iv) impacts on people and the environment from the removals and the actions taken, and (v) the standards, methodologies, assumptions, and calculation tools used. We also report that no carbon credits purchased/cancelled for 2025 are provided in the supplied materials, but this does not by itself provide the removals-specific information required under 102-9.</p> <p>PTNZ (next-cycle treatment) We plan to review our PTNZ reporting structure and workflow used for the next reporting cycle to check what removals-related information can be included, including whether any value-chain activities involve removals and, if so, which 102-9 fields we can populate with sufficient evidence. This will be supported by our ongoing improvements to carbon accounting infrastructure and data management through our PTNZ toolchain/platform approach.</p> | |
| Carbon credits purchased or cancelled by the Organisation, including credit type, quantity, certification standard, purpose, and contribution to targets. | GRI 102-10 Carbon credits | No direct equivalent. | N/A | <p>a. Total carbon credits canceled and breakdown by removal vs reduction projects We report that we did not purchase any carbon credits and therefore did not cancel any carbon credits during 2025. As a result, no removal vs reduction breakdown is applicable for the 2025 reporting period.</p> <p>b. Carbon credits canceled: project-level information and quality criteria Not applicable because no carbon credits were canceled in 2025.</p> <p>c. Purpose of carbon credit cancelation Not applicable because no carbon credits were canceled in 2025.</p> <p>D. Impacts on people and the environment from Scope 3 carbon credit projects Not applicable because no carbon credits were purchased/canceled for 2025.</p> <p>e. Other requirements (e.g., governance and due diligence) Not applicable for 2025 because we did not use carbon credits in the reporting period.</p> | |
| Energy-related policies and commitments contributing to energy consumption reduction, energy efficiency, and transition to renewable energy sources. | GRI 103-1 Energy policies and commitments | Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy; Comprehensive Module: C1 – Business model and strategy; Comprehensive Module: C3 – GHG reduction targets (Scope 1, Scope 2, and Scope 3 if applicable) and transition plans | Included | | <p>a. How energy-related policies and commitments contribute to energy consumption reduction, energy efficiency, and the transition to renewable energy sources</p> <p>We report (2025):</p> <ul style="list-style-type: none"> Energy transition framework: Our energy-related approach is implemented through our Pledge to Net Zero strategy and science-based target setting, underpinning our energy transition actions, including electrification choices, renewable electricity procurement, and enhanced energy management to reduce energy use and associated emissions from our operations. Reducing energy consumption / improving efficiency via operational change: From mid-November 2025 onward, we relocated our headquarters to a Bankside office that does not involve on-site fuel combustion, with fully electric heating managed centrally by the building. Energy management and operational optimisation: We strengthened our energy monitoring through the iLab / Digital Twin, supported by an IoT sensor layer for real-time power monitoring and scenario testing, focused on identifying and reducing inefficiencies (including electricity use for EV charging). Renewable electricity procurement: For the Bankside office, our reporting states that our electricity supplier Pinergy guarantees 100% renewable electricity; we continue to account for related emissions in our calculations. <p>b. Impacts on the economy, environment, and people resulting from energy consumption and the transition to renewable energy sources</p> <p>We report (2025):</p> <ul style="list-style-type: none"> Environment: Our relocation to premises without on-site fuel combustion is reported to remove our direct operational combustion emissions from that point onward, supporting decarbonisation through energy-system change. People: The relocation improved access to public transport and supported lower-carbon commuting options, including dedicated bike lanes, a public bike rental system, and workplace facilities that encourage active travel (e.g., secure bicycle storage and showers/changing rooms). |

| Description | GRI Standard & Disclosure | Corresponding VSME Module(s) and Disclosure(s) | Status | Omission Reason | 2025 Content |
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| Total fuel consumption (renewable and non-renewable), purchased electricity/heating/cooling/steam, and self-generated renewable energy, broken down by source and activity. | GRI 103-2 Energy consumption and self-generation within the Organisation | Comprehensive Module: C3 – GHG reduction targets (Scope 1, Scope 2, and Scope 3 if applicable) and transition plans | Included | | <p>a. Fuel consumption within the Organisation (total, renewable vs non-renewable, and by activity)</p> <p>We report (2025):</p> <ul style="list-style-type: none"> Total fuel consumption (non-renewable): 39,360 kWh (natural gas for heating at Sandyford office, Jan–Nov 2025). Renewable fuel consumption: not reported / none disclosed for 2025 (no renewable fuels listed in the 2025 energy data provided). Activity breakdown (where fuel was consumed): fuel use for heating the main office space and mechanical ventilation serving the 4th floor at Sandyford during Jan–Nov 2025. <hr/> <p>b. Purchased electricity, heating, cooling, and steam consumption within the Organisation (total and renewable vs non-renewable)</p> <p>We report (2025):</p> <ul style="list-style-type: none"> Total purchased electricity consumption: 57,013 kWh (measured via monthly supplier bills and supplemented by real-time IoT monitoring where available). EV charging electricity (subset of purchased electricity): 13,552 kWh (tracked via CT metering on the supply side and IoT sensors integrated into our Digital Twin). <hr/> <p>c. Self-generated renewable electricity consumption</p> <p>We do not report this for 2025 (not applicable). We do not report any self-generated renewable electricity (e.g., from solar or wind installations) for 2025, because there is no disclosed self-generation of renewable electricity within our 2025 organisational reporting scope.</p> <hr/> <p>d. Self-generated electricity sold (and contractual instruments)</p> <ul style="list-style-type: none"> We do not report this for 2025 (not applicable). As we do not report any self-generated renewable electricity for 2025, we also do not have disclosed figures for self-generated electricity sold (and therefore no contractual-instrument sales disclosures are applicable for this item) for the reporting period. <hr/> <p>e. Standards, methodologies, assumptions, and calculation tools (including conversion factors source)</p> <p>We report (2025):</p> <ul style="list-style-type: none"> Fuel (Scope 1): consumption data extracted from gas supplier bills, uploaded to Novata, and converted using BEIS Greenhouse Gas Reporting: Conversion Factors 2025. Purchased electricity (Scope 2): consumption calculated from monthly electricity bills; emissions factors sourced from SEAI, aligned with the AIB Republic of Ireland grid factor for accuracy/consistency. EV charging measurement support: real-time data collected via CT metering and IoT sensors, logged within the Digital Twin for validation and scenario analysis. <hr/> <p>f. Guidance note: terminology for electricity</p> <p>We acknowledge electricity/heating/cooling/steam are treated as “electricity” in alignment with GHG Protocol Scope 2 guidance.</p> |
| Total significant energy consumption in upstream and downstream value chain, listed by upstream and downstream categories. | GRI 103-3 Upstream and downstream energy consumption | Comprehensive Module: C3 – GHG reduction targets (Scope 1, Scope 2, and Scope 3 if applicable) and transition plans | N/A | <p>a. Total significant energy consumption (upstream vs downstream) and breakdown by category</p> <p>Our current carbon accounting methodology reports emissions at the level of tCO₂e, rather than energy at joules/kWh, so the required energy-consumption figures and category breakdown cannot be disclosed for 103-3 in the supplied materials.</p> <p>b. Standards, methodologies, assumptions, and calculation tools (including conversion factors)</p> <p>Not applicable for 103-3 reporting in 2025, because energy consumption (joules/kWh) is not calculated/reported for upstream and downstream activities in our current approach. For context, we do account for relevant Scope 3 categories in our carbon footprint reporting (e.g., business travel, commuting, purchased goods & services, upstream emissions of purchased electricity & gas, transmission & distribution (electricity), and waste generated in operations), but this is expressed in emissions rather than energy consumption.</p> | |
| Energy intensity ratio(s) per Organisation-specific metric (e.g., per employee, per revenue), including base year comparison and drivers of change. | GRI 103-4 Energy intensity | No direct equivalent. | Not Included | <p>103-4-a Energy intensity ratio(s): numerator, denominator, and reported ratio</p> <p>Although we disclose total energy consumption within the organisation as part of GRI 103-2 (fuel consumption and purchased electricity), we have not yet calculated and disclosed the required energy intensity ratio(s), which must be expressed as energy consumption (numerator) divided by an organisation-specific metric (denominator).</p> <p>103-4-b Scope of the energy used in the intensity ratio(s)</p> <p>Because GRI 103-3 energy consumption (joules/kWh) is not yet available, we cannot complete an intensity ratio that covers upstream and/or downstream energy consumption.</p> <p>103-4-c Types of energy included in the intensity ratio(s)</p> <p>We have reported fuel consumption (Scope 1) and purchased electricity (Scope 2) under GRI 103-2, but we have not yet calculated the energy intensity ratio(s) and therefore have not yet specified which energy types (fuel, electricity, heating, cooling, steam) are included in any disclosed ratio.</p> | |

| Description | GRI Standard & Disclosure | Corresponding VSME Module(s) and Disclosure(s) | Status | Omission Reason | 2025 Content |
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| Reduction in energy consumption achieved through conservation and efficiency initiatives, including base year, calculation methodology, and breakdown by energy type. | GRI 103-5 Reduction in energy consumption | Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy | Partially Included | <p>c. Where the reduction was achieved (within the organisation, upstream, downstream) We do not provide a disclosed breakdown of where the reduction was achieved across:</p> <ul style="list-style-type: none"> • within the organisation, versus • upstream and downstream value chain categories, including listing the upstream/downstream categories where reduction was achieved. <p>(Our stated initiatives appear operational and therefore primarily within organisational control, but the required scope/category disclosure is not provided in the supplied materials.)</p> <p>e Base year / baseline used for calculating the reduction We have not disclosed the base year or baseline used to calculate energy-consumption reduction under GRI 103-5 in the supplied materials.</p> | <p>a. Reduction in energy consumption achieved We have implemented energy-reduction initiatives in 2025, including:</p> <ul style="list-style-type: none"> • EV charging operational change: using our IoT-enabled Digital Twin, we identified EV chargers were consuming power outside working hours, then implemented stricter EV charging policies, resulting in measurable reductions in energy consumption and carbon savings. • Operational boundary change (removal of on-site fuel combustion): our relocation to the Bankside office (mid-November 2025) removed on-site fuel combustion from our operational boundary (i.e., direct combustion-related energy demand no longer occurs under our control from that point). <hr/> <p>b. Types of energy included in the reduction From the 2025 narrative, the energy-reduction drivers clearly relate to:</p> <ul style="list-style-type: none"> • Electricity (via EV charging policies using IoT monitoring and CT/IoT tracking), and • Fuel / heating-related combustion (reduced to zero within our operational control after relocation to Bankside, due to no on-site combustion). <hr/> <p>d. Whether reductions are estimated/modelled/sourced from direct measurements We state that the EV reduction was identified using the IoT-enabled Digital Twin and implemented via data-led operational policy changes, indicating that reduction assessment is based on monitored consumption patterns, supported by our energy monitoring approach.</p> <hr/> <p>f. Standards, methodologies, assumptions, and calculation tools We do describe the underlying data approach for energy measurement/monitoring used in 2025, including:</p> <ul style="list-style-type: none"> • EV charging monitoring using CT metering and IoT sensors integrated into our Digital Twin. • energy data managed through our data platforms and conversion-factor approach for energy/emissions calculations (method described for 103-2 energy consumption reporting). |
| Materials used by Ethosight or volume. | GRI301-1 Materials used by Ethosight or volume | Basic Module: B7 Resource use, circular economy, and waste management. | N/A | <p>Rationale: Ethos Engineering operates as a service-orientated engineering consultancy (office-based services) rather than a business model that produces and packages goods. The GRI 301-1 requirement to report “materials used to produce and package primary products and services” does not apply to Ethos’s core business model.</p> <p>Justification under VSME Standard: When an undertaking is involved in the provision of services (e.g., operating in shared facilities or remotely), it is typically not included in the scope of resource/material-related disclosures. For resource use and waste management, VSME requires annual mass-flow reporting of materials only if the undertaking operates in a sector with significant material flows, such as manufacturing, construction, or packaging. Ethos’s core operations are classified as office-services, where significant material mass-flow reporting is not expected.</p> | |
| Recycled input materials used. | GRI301-2 Recycled input materials used | Basic Module: B7 VSME B7 includes “recycling rates” but focuses on waste, not input materials. | N/A | | |
| Interactions with water as a shared resource. | 303-1 Interactions with Water as a Shared Resource | B6 (Water Consumption and Stress Management) | Included | | <p>a. Description of how the Organisation interacts with water Ethos is a consultancy with limited direct water use confined to office-based functions:</p> <ul style="list-style-type: none"> • Sanitary purposes (toilets/urinals) • Cleaning • Heating/cooling systems • Landscaping <p>Ethos occupies shared office premises; water use is not separately metered at the floor level.</p> <hr/> <p>b. Approach used to identify water-related impacts Materiality Assessment Tool: Ethos used the ENCORE tool (ISIC 7110 sector screening) to identify potential impacts and dependencies on nature, rating water use as low materiality for office operations. Rationale: Office activities require water only for common administrative uses (restrooms, heating/cooling, landscaping) without indicating high water-pressure drivers at sector level.</p> <hr/> <p>c. How water-related impacts are addressed Water Management Measures:</p> <ul style="list-style-type: none"> • Low-flow fixtures installed • Flexible/hybrid working model to reduce overall water use • Water quality maintained at headquarters against chemical, organic, and microbiological standards <p>Shared Office Context: Because Ethos occupies shared office buildings, precise withdrawals are not directly metered. Water use is estimated using fixture flow-rate calculations and occupancy assumptions, consistent with VSME guidance.</p> <hr/> <p>Management Approach:</p> <ul style="list-style-type: none"> • Minimising water consumption through low-flow fixtures and flexible working patterns • Maintaining safe water quality at office facilities • No specialised effluent discharge management required for office operations |
| Management of water discharge-related impacts. | 303-2 Management of Impacts Related to Water Discharge: | Basic Module: B4 – Pollutants to air, water, or soil (if legally required). | Included | <p>Ethos operates as a consultancy and does not engage in industrial processes requiring formal discharge management practices. Water discharge is handled through standard office wastewater connections to the public system.</p> | |

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| Water withdrawal. | 303-3 Water Withdrawal | Basic Module: B6 Water withdrawal and consumption. | Included | | <p>a. Total Water Withdrawal by Source 2025 Data:</p> <p>Dublin Sandyford: 315.1 (m³) Dublin Bankside*: 68.9 (m³) Galway: 11.8 (m³) TOTAL: 395.8 (m³)</p> <p>*Operational: 17 Nov–31 Dec 2025 Source: All water from third-party (municipal supply)</p> <hr/> <p>b. Water Withdrawal from Water-Stressed Areas Total: 0 m³ Ethos’ offices in Dublin and Galway are not located in high water-stress areas.</p> <hr/> <p>c. Breakdown by Water Quality Freshwater: 395.8 m³ (all withdrawal classified as freshwater)</p> <hr/> <p>d. Contextual Information Methodology: Fixture Flow Rate Method (VSME guidance compliance) Calculation: Flow Rate × Uses per Day × Operational Days × Occupancy Key Assumptions:</p> <ul style="list-style-type: none"> • Fixture-based estimation due to shared office buildings (no separate metering at floor level) • LEED Platinum water-efficiency standards applied to Bankside • Occupancy derived from office attendance patterns <p>Data Quality: Estimated based on fixture specifications and occupancy assumptions, consistent with VSME Standard paragraphs 147–149 2024 Comparison: Approximately 465 m³ total withdrawal</p> |
| Water discharge. | GRI 303-4 Water Discharge | Basic Module: B4 – Pollutants to air, water, or soil (if legally required). | Included | d. Priority Substances of Concern Not applicable. As a consultancy with office-based operations, Ethos does not discharge effluents containing priority substances of concern. Discharge consists of treated municipal wastewater through standard plumbing systems. | <p>a. Total Water Discharge by Destination Ethos’ total water discharge to all areas (2025)</p> <p>Destination: Third-party water (municipal system) Volume total (m³): 395.8</p> <p>All water discharge is directed to third-party (municipal sewerage system) as Ethos occupies shared office buildings.</p> <hr/> <p>b. Water Discharge by Quality Freshwater discharge: 395.8 m³ (all discharge classified as freshwater)</p> <hr/> <p>c. Water Discharge to Water-Stressed Areas Total discharge to water-stressed areas: 0 m³ Ethos’ office locations in Dublin and Galway are not situated in areas classified as water-stressed.</p> <hr/> <p>e. Contextual Information Approach:</p> <ul style="list-style-type: none"> • Water discharge is treated as equivalent to withdrawal under Ethos’ reporting methodology. Because Ethos occupies shared office buildings with water connected to the public system, all office wastewater is routed to municipal sewerage treatment infrastructure. No specialised effluent treatment occurs on-site. • Data Quality: Estimated based on the same fixture flow-rate calculation methodology used for withdrawal (GRI 303-3), consistent with VSME guidance for shared office environments where direct metering is unavailable. • 2024 Comparison: Estimated total water discharge for 2024 was approximately 465 m³, with zero discharge to water-stressed areas. |
| Water consumption. | GRI 303-5 Water Consumption: | Basic Module: B6 Water withdrawal and consumption. | Included | c. Change in Water Storage Not applicable. Water storage has not been identified as having a significant water-related impact for Ethos office operations. | <p>a. Total Water Consumption from All Areas 2025 Data: Estimated total water consumption: 0.0 m³ (immaterial; <1% of withdrawal)</p> <hr/> <p>b. Total Water Consumption from All Areas with Water Stress Water consumption from water-stressed areas: 0.0 m³ As Ethos is not located in water-stress areas, this metric is zero.</p> |

| Description | GRI Standard & Disclosure | Corresponding VSME Module(s) and Disclosure(s) | Status | Omission Reason | 2025 Content |
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| Waste generation and significant waste-related impacts. | GRI 306-1 Waste generation and significant waste-related impacts | Basic Module: B7 Resource use, circular economy, and waste management. VSMEB7 requires disclosure of total annual generation of waste by type (non-hazardous/hazardous) | Included | | <p>d. Contextual Information: Methodology & Rationale</p> <p>Calculation Approach: Water consumption is calculated using the standard formula: Water Consumption = Total Water Withdrawal – Total Water Discharge For 2025:</p> <ul style="list-style-type: none"> Water withdrawal: 395.8 m³ Water discharge: 395.8 m³ Water consumption: 0.0 m³ <p>Rationale for Immateriality: Ethos considers water consumption immaterial because:</p> <ol style="list-style-type: none"> Connected to public system: Office withdrawals are connected to the public wastewater system; consumptive losses are not expected to be material for office operations Typical office setting: In comparable office conditions, consumptive losses (evaporation, incorporation into products, or waste) are negligible No significant water use processes: Ethos operates as a consultancy with office-based functions only (restrooms, kitchens, heating/cooling, landscaping), where water is primarily discharged rather than consumed <p>2024 Comparison: Water consumption for 2024 was also considered immaterial (<1%).</p> <p>a. Inputs, Activities, and Outputs Organisation Context: Office-Based Consultancy Ethos operates as a service-orientated engineering consultancy with no manufacturing activities. Waste-related impacts are limited to routine office operations.</p> <p>Inputs Routine office administrative activities generating mixed municipal waste streams:</p> <ul style="list-style-type: none"> Paper and cardboard Plastics Organic/food waste Glass Metals Other general office waste <p>Activities</p> <ul style="list-style-type: none"> On-site waste sorting and segregation Storage in communal building waste collection systems (shared with other tenants) Disposal/recovery via building waste management arrangements <p>Outputs Non-hazardous waste directed to:</p> <ul style="list-style-type: none"> Recycling Composting Incineration (energy recovery) Landfill (where applicable) <p>b. Upstream and Downstream Value Chain Scope Own Activities Only</p> <ul style="list-style-type: none"> Waste-related impacts are generated from Ethos' own office operations. Limited information available regarding upstream and downstream waste generation within the value chain, consistent with Ethos' consultancy business model. Upstream considerations: Not significantly affected; consultancy services do not rely on material-intensive procurement Downstream considerations: Not directly applicable; Ethos delivers advisory services rather than products generating waste downstream <p>c. Significant Waste-Related Impacts: Materiality Assessment Materiality Rating: Very Low Ethos' ENCORE-based biodiversity scoping (ISIC 7110 sector screening) rated solid waste generation as "Very Low" materiality for office-based engineering consultancy operations. Rationale:</p> <ul style="list-style-type: none"> No manufacturing or production activities Limited to typical office-generated waste streams Primary waste-related impacts arise from how waste is managed (recovery vs disposal) rather than volume generation |

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| | | | | | <p>d. 2025 Waste Generation Data Total Waste Generated (2025): 18,284.5 kg</p> <ul style="list-style-type: none"> Apex office (operations): 7,738.5 kg (Communal waste collection) Bankside office (operations): 3,574 kg (Communal waste collection) Bankside office (construction)*: 4,960 kg (Construction waste from fit-out) <p>*Construction waste from office fit-out during November–December 2025 operational period</p> <p>e. Process Flow Context Shared Building Environment:</p> <ul style="list-style-type: none"> Waste collected via communal waste systems shared with other tenants Waste costs included in building service/maintenance fees Limitations exist on isolating exact waste contributions due to shared collection arrangements Waste transfer reports document destination pathways (recovery routes: recycling/composting/energy recovery; disposal routes where applicable) <p>Third-Party Waste Management:</p> <ul style="list-style-type: none"> Waste collection: AES Lusk (for Bankside building) Recovery facility: Thorntons Recycling (licensed materials recovery facility) Contractual basis: Waste streams and treatment routes determined using waste transfer information and documented destination pathways <p>f. Contextual Information: Methodology Data Collection and Monitoring Approach:</p> <ul style="list-style-type: none"> Waste transfer reports and annual summaries (by European Waste Catalogue description) Each waste stream categorized according to its treatment route based on documented destination and standard treatment pathways Limitations typical of shared office systems: operational waste costs included in building service/maintenance fees constrain the ability to fully attribute waste to Ethos without estimation <p>g. Significant Waste-Related Impacts Summary</p> <ul style="list-style-type: none"> Primary Impact: Management Route (Recovery vs Disposal) As a consultancy, Ethos’ significant waste-related impacts are not from volume generation but rather from how office waste is managed. Ethos prioritizes diversion from landfill through recycling, composting, and energy recovery routes. For 2025, waste collected from the buildings was managed through recovery and recycling processes, with no quantities reported as sent directly to landfill. |
| Management of significant waste-related impacts. | GRI 306-2 Management of significant waste-related impacts | Basic Module: B7 Resource use, circular economy, and waste management. VSMEB7 requires disclosure of circular economy principles and, if applied, how they are implemented | Included | | <p>a. Actions to Prevent Waste Generation and Manage Significant Impacts Management Approach:</p> <p>Ethos’ approach to managing waste-related impacts focuses on responsible waste handling through recovery and recycling, supported by the company’s environmental management system objective to create “a better environment, through the reduction, recycling and reuse of waste.</p> <p>Waste Prevention and Circularity Measures Own Activities:</p> <ul style="list-style-type: none"> Office waste minimization through waste sorting and segregation at source Diversion from landfill via recycling and other recovery routes Prioritization of recovery operations over disposal methods <p>Value Chain Scope:</p> <p>As a consultancy with office-based operations and limited material-intensive procurement, Ethos does not have significant upstream waste generation from suppliers. Downstream waste-related impacts are not directly applicable given the service-orientated business model.</p> <p>b. Third-Party Waste Management Contractual and Compliance Framework:</p> <p>Waste streams and treatment routes are determined using waste transfer information and documented destination pathways (recovery routes: recycling/composting/energy recovery; disposal routes where applicable).</p> <p>Third-Party Service Providers:</p> <ul style="list-style-type: none"> Waste Hauler: AES Lusk (Bankside building) Sandyford Office (January – November 2025): For the period at the Apex Business Centre, waste was managed by Panda Greenstar, Recovery Facility: Thorntons Recycling (licensed materials recovery facility) Basis of Agreement: Contractual waste management arrangements specify treatment routes and recovery destinations |

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| | | | | | <p>c. Processes to Collect and Monitor Waste Data</p> <ul style="list-style-type: none"> Data Collection Methodology: <ul style="list-style-type: none"> Source Documentation: Ethos uses waste transfer reports and annual summaries provided by its waste management contractors. Classification System: Each waste stream is categorised according to European Waste Catalogue (EWC) descriptions. Treatment Route Assignment: Waste is categorised by its documented destination and standard treatment pathways. Monitoring Approach: <ul style="list-style-type: none"> Monitoring is conducted through the collection of waste transfer notes from contracted collectors, an annual review and aggregation of waste data, and tracking of waste streams by treatment method to ensure recovery is prioritised. Data Limitations and Contextual Notes: As Ethos operates in shared office buildings, waste costs are included in service/maintenance fees. This limits the ability to attribute all waste directly to the company without using estimations. GHG Emissions Tracking: For calculating emissions from waste treatment, Ethos applied the GHG Protocol "Average-data method", using data from EPA Ireland to convert waste treatment types into emissions. <hr/> <p>d. Waste Management Environmental System Objective</p> <p>Corporate Commitment:</p> <p>Ethos' Environmental, Quality, Health and Safety Management System (ISO 14001:2015 aligned) includes an objective to create "a better environment through the reduction, recycling and reuse of waste".</p> <hr/> <p>e. 2025 Waste Management Outcomes</p> <p>Waste Diversion Performance:</p> <p>Based on 2025 waste assessment summary figures, waste collected from the buildings was managed through recovery and recycling processes, with no quantities reported as sent directly to landfill for the reporting period.</p> <p>Result for 2025:</p> <ul style="list-style-type: none"> Waste diverted from disposal (recycling/recovery): 18,284.5 kg (100% of waste collected) Waste directed to disposal (landfill): 0.0 kg |
| Waste generated. | GRI 306-3 Waste generated | Basic Module: B7 Resource use, circular economy, and waste management. VSMEB7 requires disclosure of total annual generation of waste by type (non-hazardous/hazardous) | Included | | <p>a. Total Weight and Composition of Waste Generated</p> <p>2025 Reporting Period: The total waste generated and attributed to Ethos's operations and construction activities in 2025 was 18,284.5 kg. This is broken down as follows:</p> <ul style="list-style-type: none"> Apex Office (Operations): 7,738.5 kg Bankside Office (Operations): 3,574 kg Bankside Office (Construction): 4,960 kg A detailed breakdown by composition (e.g., paper, plastic, glass) is not available for the 2025 data. <p>2024 Reporting Period (for comparison): In 2024, the office was estimated to have generated 1,115.4 kg of non-hazardous waste. The primary components were paper, plastics, organic waste, glass, and metals.</p> <hr/> <p>b. Contextual Information and Data Compilation</p> <p>The process for compiling waste data involves estimation and direct reporting from waste management contractors.</p> <ul style="list-style-type: none"> Methodology: As Ethos operates from shared office buildings (Apex Business Centre and Bankside Building), waste costs are included in the general service fees, making it difficult to account for the exact waste contribution. Therefore, Ethos's portion of the communal waste is estimated based on the floor area it controls. In 2024, this was based on an office space of 671 m². Data Sources: Waste quantities are compiled using data from waste transfer reports and annual summaries provided by third-party contractors. <ul style="list-style-type: none"> For the Bankside Building, waste hauler AES Lusk provides waste transfer reports. All waste is processed at Thorntons Recycling's licensed materials recovery facility. For the Apex Building, data was based on summaries provided by the contractor Panda Greenstar. Data Classification: Each waste stream is categorised using European Waste Catalogue (EWC) descriptions and assigned a treatment route (e.g., recycling, composting, energy recovery) based on the documented destination and standard pathways. |
| Waste diverted from disposal. | GRI 306-4 Waste diverted from disposal | Basic Module: B2 Practices, policies and future initiatives for transitioning towards a more sustainable economy ; Comprehensive Module: C2 Extended policies and governance accountability | Included | | <p>a. Total Weight of Waste Diverted from Disposal</p> <ul style="list-style-type: none"> For the 2025 reporting period, the total weight of waste diverted from disposal was 18.28 metric tons (18,284.5 kg). Reports from waste management contractors for both operational and construction activities in 2025 indicated that all waste was managed through recovery and recycling processes, with no quantities reported as sent directly to landfill. <hr/> <p>b. & c. Breakdown by Hazardous and Non-Hazardous Waste and Recovery Operation</p> <ul style="list-style-type: none"> Hazardous Waste: Ethos did not generate hazardous waste in 2025; all generated waste consisted of non-hazardous office waste. Non-Hazardous Waste: A total of 18.28 metric tons of non-hazardous waste was diverted from disposal. This waste was processed through various offsite recovery operations, including: <ul style="list-style-type: none"> Recycling Composting / Anaerobic Digestion Other recovery operations (e.g., energy recovery) |

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| | | | | | <p>d. Breakdown by Onsite and Offsite Recovery All waste recovery and recycling operations were conducted offsite by third-party waste management contractors.</p> <hr/> <p>e. Contextual Information</p> <ul style="list-style-type: none"> Data Compilation: Waste data was compiled from waste transfer reports and annual summaries provided by contracted waste management providers (AES Lusk and Panda Greenstar). The treatment routes were determined based on the documented destination and standard pathways for each waste type. Estimation in Shared Offices: As Ethos operates in shared office buildings (Apex Business Centre and Bankside Building), its exact waste contribution is not directly metered. The company's portion of the building's total waste is estimated based on the floor area it controls. Third-Party Verification: For the Bankside building, waste hauler AES Lusk confirmed that all collected waste is transferred to Thorntons Recycling's licensed materials recovery facility for processing. For the Apex building, contractor Panda Greenstar's summary confirmed all waste was managed through recovery and recycling processes. |
| Waste directed to disposal. | GRI 306-5 Waste directed to disposal | No direct equivalent. | Included | | <p>a. Total Weight of Waste Directed to Disposal</p> <ul style="list-style-type: none"> For the 2025 reporting period, the total weight of waste directed to disposal was 0.0 kg. Waste assessment summaries from third-party contractors for both operational and construction activities indicated that all collected waste was managed through recovery and recycling processes, with no quantities reported as sent directly to landfill. <hr/> <p>b. Total Weight of Hazardous Waste Directed to Disposal Ethos did not generate hazardous waste in 2025. Therefore, the total weight of hazardous waste directed to disposal was 0.0 kg.</p> <hr/> <p>c. Total Weight of Non-Hazardous Waste Directed to Disposal The total weight of non-hazardous waste directed to disposal was 0.0 kg. A breakdown by disposal operation is as follows:</p> <ul style="list-style-type: none"> Incineration (without energy recovery): 0.0 kg Landfilling: 0.0 kg Other disposal operations: 0.0 kg <hr/> <p>d. Breakdown by Onsite and Offsite Disposal As no waste was directed to disposal, this breakdown is not applicable. All waste management operations are conducted offsite by third-party contractors.</p> <hr/> <p>e. Contextual Information</p> <ul style="list-style-type: none"> The data is based on waste transfer reports and annual summaries provided by the waste management contractors for the Apex and Bankside buildings. For the Bankside building (both operations and construction), AES Lusk collects the waste, which is then processed at Thorntons Recycling's licensed materials recovery facility. For the Apex building, contractor Panda Greenstar provided a summary confirming all waste was managed through recovery and recycling. The reports from these contractors confirmed that for the 2025 period, all waste streams, including mixed municipal waste and dry mixed recyclables, were fully diverted from landfill and processed through authorised recovery operations. This represents an improvement from 2024, when an estimated 18% of waste (200.77 kg) was sent to landfill. |
| Failure to comply with environmental legislation and regulation | GRI 307-1 Non-compliance with environmental laws and regulations | No direct equivalent. | Included | | <p>During the 2025 reporting period, Ethos Engineering reported zero material violations with laws and regulations.</p> <ul style="list-style-type: none"> Significant Fines: There were no significant fines for non-compliance with environmental laws and regulations during the reporting period. Non-monetary Sanctions: There were no non-monetary sanctions for non-compliance with environmental laws and regulations during the reporting period. |
| New suppliers that Ethos are screened using environmental criteria. | GRI 308-1 New suppliers that Ethos are screened using environmental criteria | Basic Module: B2 Practices, policies and future initiatives for transitioning towards a more sustainable economy ; Comprehensive Module: C2 Extended policies and governance accountability | Not Included | This process is not currently in place as part of the onboarding of new suppliers. Ethos Engineering plans to integrate environmental screening criteria into a new supplier onboarding system, with implementation targeted for Q3 2026. | |
| Negative environmental impacts in the supply chain and actions taken. | GRI 308-2 Negative environmental impacts in the supply chain and actions taken | Basic Module: B2 Practices, policies and future initiatives for transitioning towards a more sustainable economy ; Comprehensive Module: C2 Extended policies and governance accountability | Not Included | A formal process to identify and address negative environmental impacts in the supply chain is not currently established. Ethos Engineering is committed to developing and implementing this process by Q3 2026 to proactively monitor and manage such impacts. | |
| New employee hires and employee turnover. | GRI 401-1 New employee hires and employee turnover | Basic Module: B8 – Workforce characteristics (gender, contract type, location) | Included | | <p>a. New Employee Hires The total number of new employee hires in 2025 was 57. A breakdown is as follows:</p> <ul style="list-style-type: none"> By Gender: <ul style="list-style-type: none"> Female: 13 hires (22.8%) Male: 44 hires (77.2%) By Age Group: <ul style="list-style-type: none"> Under 30 years: 23 hires (40.4%) 30–50 years: 32 hires (56.1%) Over 50 years: 2 hires (3.5%) By Region: <ul style="list-style-type: none"> Ireland: 56 hires (98.2%) United Kingdom: 1 hire (1.8%) |

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| Benefits provided to fulltime employees that are not provided to temporary or part-time employees. | GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | Basic Module: B10 – Remuneration, collective bargaining, and training hours. | Included | | <p>b. Employee Turnover</p> <p>The total number of employee departures in 2025 was 43, for a turnover rate of 26.88%. A breakdown is as follows:</p> <ul style="list-style-type: none"> By Gender: <ul style="list-style-type: none"> Female: 6 departures (14.0%) Male: 37 departures (86.0%) By Age Group: <ul style="list-style-type: none"> Under 30 years: 9 departures (20.9%) 30–50 years: 29 departures (67.4%) Over 50 years: 5 departures (11.6%) By Region: <ul style="list-style-type: none"> Ireland: 43 departures (100.0%) <p>Methodology for Turnover Rate Calculation</p> <ul style="list-style-type: none"> The employee turnover rate was calculated using the following formula: Turnover Rate = (Total Employee Departures in 2025 / Total Employees at End of 2024) x 100 (43 departures / 160 employees) x 100 = 26.88% <p>At Ethos Engineering, permanent full-time and permanent part-time employees receive an equivalent and comprehensive suite of benefits. The distinction in benefits provided is not between full-time and part-time staff, but rather between permanent employees and temporary employees (such as interns), who are offered a reduced benefit structure.</p> <p>The following standard benefits are provided to all permanent employees, regardless of full-time or part-time status:</p> <p>Health and Wellness</p> <ul style="list-style-type: none"> Health Care: Employer-subsidised private health insurance is available to all permanent employees after a probation period. Occupational Health Services: All permanent employees have access to comprehensive support, including a 24/7 Employee Assistance Programme (EAP) for mental wellbeing, non-occupational health services, and ergonomic assessments. Wellness Programme: The company offers an "Ethos Wellness Programme" that covers physical, emotional, financial, and social wellbeing, which includes an annual gym membership subsidy. <p>Leave and Coverage</p> <ul style="list-style-type: none"> Disability and Invalidity Coverage: This is provided to all permanent employees. Parental Leave: A full parental leave framework (including maternity, paternity, and parental leave) is available to all permanent employees with at least 12 months of continuous service. Life Insurance: This benefit was under review for the 2026 period. <p>Retirement and Financial</p> <ul style="list-style-type: none"> Retirement Provision: A defined contribution pension scheme is available to all permanent employees. Stock Ownership: This is not currently offered to employees. <p>Professional Development and Flexible Work</p> <ul style="list-style-type: none"> Professional Development: Ethos provides financial support for approved courses and certifications, along with access to diverse learning platforms like LinkedIn Learning and DC Academy. Flexible Work Arrangements: All permanent employees are eligible for flexible work arrangements, including hybrid work, a compressed working week (9-day fortnight), and part-time options. <hr/> <p>a. Employees Entitled to Parental Leave</p> <p>As of December 31, 2025, a total of 174 permanent employees were eligible for parental leave.</p> <ul style="list-style-type: none"> Female: 44 Male: 130 <hr/> <p>b. Employees Who Took Parental Leave</p> <p>In 2025, 16 employees, or 9.2% of the eligible staff, took parental leave.</p> <ul style="list-style-type: none"> Female: 5 (an uptake rate of 11.4% of eligible female employees) Male: 11 (an uptake rate of 8.5% of eligible male employees) <hr/> <p>c. Employees Who Returned to Work After Parental Leave</p> <p>Of the employees whose parental leave ended in 2025, 100% returned to work. This includes all 4 women and all 11 men whose leave concluded during the period. One female employee remained on maternity leave at the end of the reporting period.</p> <hr/> <p>d. Employees Retained 12 Months After Return</p> <p>The retention rate 12 months after returning from parental leave was 93.3%. Of the 15 employees who returned, 14 were still employed.</p> <ul style="list-style-type: none"> Female: 4 out of 4 remained employed. Male: 10 out of 11 remained employed. <p>The single departure was attributed to normal workforce attrition, not related to the parental leave itself.</p> |
| Parental leave. | GRI401-3 Parental leave | No direct equivalent. | Included | | |

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| Minimum notice periods regarding operational changes. | GRI 402-1 Minimum notice periods regarding operational changes | Basic Module: B10 – Remuneration, collective bargaining, and training hours. | | A minimum number of weeks or months of notice provided to workers prior to major operational changes is not specified in the reports. Instead of a fixed notice period, the company emphasizes communication through its 'Open Door Philosophy', which encourages employees to discuss concerns with management at any time. Formal grievance and whistleblowing procedures also exist for employees to raise concerns. | <p>e. Return to Work and Retention Rates</p> <table border="1"> <thead> <tr> <th data-bbox="1736 189 2122 220">Gender</th> <th data-bbox="2122 189 2493 220">Return to Work Rate</th> <th data-bbox="2493 189 2902 220">Retention Rate</th> </tr> </thead> <tbody> <tr> <td data-bbox="1736 220 2122 252">Female</td> <td data-bbox="2122 220 2493 252">100%</td> <td data-bbox="2493 220 2902 252">100%</td> </tr> <tr> <td data-bbox="1736 252 2122 283">Male</td> <td data-bbox="2122 252 2493 283">100%</td> <td data-bbox="2493 252 2902 283">90.0%</td> </tr> <tr> <td data-bbox="1736 283 2122 315">Total</td> <td data-bbox="2122 283 2493 315">100%</td> <td data-bbox="2493 283 2902 315">93.3%</td> </tr> </tbody> </table> | Gender | Return to Work Rate | Retention Rate | Female | 100% | 100% | Male | 100% | 90.0% | Total | 100% | 93.3% |
| Gender | Return to Work Rate | Retention Rate | | | | | | | | | | | | | | | |
| Female | 100% | 100% | | | | | | | | | | | | | | | |
| Male | 100% | 90.0% | | | | | | | | | | | | | | | |
| Total | 100% | 93.3% | | | | | | | | | | | | | | | |
| Occupational health and safety management system. | GRI 403-1 Occupational health and safety management system | Basic Module: B9 Health and safety (accidents, fatalities); Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy; Comprehensive Module: C2 Extended policies and governance accountability | Included | | <p>a. A statement of whether an occupational health and safety management system has been implemented, including whether:</p> <p>i. The system has been implemented because of legal requirements and, if so, a list of the requirements;</p> <p>Ethos Engineering has implemented an OHS management system to comply with Irish legal requirements, including the Safety, Health and Welfare at Work Act 2005, the Safety, Health and Welfare at Work (General Application) Regulations 2007 (as amended), and the Fire Services Act 1981. Contractors must also adhere to these statutory provisions.</p> <p>ii. The system has been implemented based on recognised risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines.</p> <p>The OHS management system is integrated and certified to ISO 45001:2018 (Occupational Health and Safety), ISO 9001:2015 (Quality), and ISO 14001:2015 (Environmental Management Systems). Ethos also follows Health and Safety Authority guidelines for ergonomic workstation and Display Screen Equipment (DSE) assessments</p> <p>b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.</p> <ul style="list-style-type: none"> Workers Covered: The system covers all Ethos employees and workers not directly employed but whose work/workplace is controlled by Ethos (e.g., contractors, site-visiting engineers). This represents 100% of the workforce (242 workers in 2025: 177 employees, 65 contractors) whose work is controlled by Ethos. External audit coverage specifically applies to 174 full-time employees. Activities Covered: The system encompasses all activities for providing mechanical and electrical engineering consultancy, including: <ul style="list-style-type: none"> Office-based activities at the head office. Remote and hybrid work arrangements with specific safety protocols. Site-based activities, where employees use PPE and follow site guidelines. Workplaces Covered: The system covers the Ethos Engineering head office, any other physical locations where Ethos controls work or the workplace, and client sites where Ethos employees/contractors work under Ethos's safety procedures. Exclusions: No workers, activities, or workplaces under the control of Ethos Engineering are excluded from the overall scope of the OHS management system. The external audit's focus on full-time employees is a scope limitation of the audit, not an exclusion from the system itself. | | | | | | | | | | | | |
| Hazard identification, risk assessment, and incident investigation. | GRI 403-2 Hazard identification, risk assessment and incident investigation | Basic Module: B2 Practices, policies and future initiatives for transitioning towards a more sustainable economy; Comprehensive Module: C2 Extended policies and governance accountability | Included | | <p>a. Processes for hazard identification, risk assessment, and application of the hierarchy of controls:</p> <p>Ethos Engineering identifies hazards and assesses risks routinely and on a non-routine basis, applying the hierarchy of controls (elimination, substitution, engineering controls, administrative controls, and PPE) to eliminate hazards and minimise risks. Quality is ensured through annual health and safety audits conducted by a nominated person in consultation with the Safety Committee, covering areas like safety equipment, access, housekeeping, electrical safety, and ergonomics. Competent personnel, including the Health and Safety Lead and First Aiders, are key. Results are used for continuous OHS management system improvement, informed by audit findings, incident reports, and management reviews.</p> <p>b. Processes for workers to report hazards and protection against reprisals:</p> <p>Workers are encouraged to report hazards and unsafe situations immediately to management, the Safety Co-ordinator, or the Health and Safety Lead. Clear reporting channels and documented procedures are in place. Protection against reprisals is guaranteed by an 'Open Door Philosophy' and a comprehensive Whistleblowing Policy, which includes formal procedures for reporting ethical concerns and protects individuals against retaliation under the Protected Disclosures (Amendment) Act 2022.</p> <p>c. Policies for workers to remove themselves from unsafe work and protection against reprisals:</p> <p>Ethos empowers workers to avoid tasks they deem unsafe, stating, "No person is expected to lift or move any item, which is likely to cause risk of injury, and help must be sought on such occasions". This implicitly supports a worker's right to remove themselves from situations they believe could cause injury or ill health. Protection against reprisals for exercising this right or for reporting concerns is reinforced by the Whistleblowing Policy, which safeguards individuals raising concerns about improprieties with clear provisions against retribution.</p> <p>d. Processes to investigate work-related incidents, determine corrective actions, and improve the OHSMS:</p> <p>All accidents and incidents are promptly reported, recorded by the Safety Co-ordinator in an Incident Report Register, and an Accident Report Form is completed. Where relevant, management conducts a thorough investigation into the cause. The Health and Safety Lead ensures forms are completed, incidents investigated, and relevant accidents/dangerous occurrences escalated to the Health & Safety Authority (HSA). Incident data is reviewed to identify risks, define corrective actions (using the hierarchy of controls), and pinpoint opportunities for enhancing the OHS management system, fostering continuous improvement</p> | | | | | | | | | | | | |

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| Occupational health services. | GRI 403-3 Occupational health services | No direct equivalent. | Included | | <p>Ethos Engineering provides occupational health services focused on identifying and eliminating hazards, minimising risks, and promoting overall employee welfare. These services primarily cover two key areas :</p> <ul style="list-style-type: none"> Psychosocial/Mental Health Support: <ul style="list-style-type: none"> Function: Ethos offers a structured approach to stress management. This involves using risk assessments and employee feedback to pinpoint stressors, assessing psychosocial risk impact, and implementing control measures (e.g., workload adjustments, support systems) to mitigate these risks. The effectiveness of these measures is monitored through regular reviews and wellbeing surveys. Quality & Access: Employees have access to a confidential 24/7 Employee Assistance Programme (EAP) via Laya Healthcare, providing immediate access to qualified counsellors for short-term support (phone, video, or in-person). This service addresses various concerns (stress, anxiety, financial, legal, career) and is available to employees, their partners/spouses, and dependents over 16. Ergonomic Workstation Assessments: <ul style="list-style-type: none"> Function: This service helps identify and address physical hazards from workstation setups, promoting proper posture and comfort to minimise risks like eye strain, muscular strain, and backache. Quality & Access: Ethos provides high-quality, adjustable Display Screen Equipment (DSE) and follows Health and Safety Authority guidelines for ergonomic workstation assessments. Remote workers are encouraged to complete self-assessment checklists, with guidance or equipment provided if needed, especially if discomfort or musculoskeletal issues are reported. <p>The quality of these services is ensured through adhering to guidelines and providing access to qualified professionals.</p> <p>How the organisation maintains the confidentiality of workers' personal health-related information; Ethos Engineering upholds strict confidentiality regarding workers' personal health information. The Employee Assistance Programme (EAP) is explicitly confidential, ensuring employees can access support without fear of disclosure.</p> <p>How the organisation ensures that workers' personal health-related information and their participation in any occupational health services is not used for any favourable or unfavourable treatment of workers. Ethos ensures that participation in health services does not influence employment decisions or lead to any unfavourable treatment. The Whistleblowing Policy indirectly supports a non-discriminatory environment for those seeking help by protecting individuals reporting concerns.</p> |
| Worker participation, consultation, and communication on occupational health and safety. | GRI 403-4 Worker participation consultation and communication on occupational health and safety | Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy; Comprehensive Module: C2 – Extended policies and governance accountability. | Included | | <p>Ethos Engineering provides comprehensive occupational health and safety (OHS) training to workers, covering general safety and specific work-related hazards. Training records are maintained by the Health and Safety Lead.</p> <p>Training includes :</p> <ul style="list-style-type: none"> Induction Training: All new employees receive initial training on OHS policies and procedures. General Safety Instruction: Ongoing instruction ensures employees are informed about OHS matters and cooperate with programmes. Fire Safety Awareness and Emergency Procedures: Training covers fire safety, emergency procedures, evacuation routes, and muster points. Fire Wardens receive specific, compulsory training, including practical exercises. Display Screen Equipment (DSE) and Ergonomic Guidance: Guidance is provided to prevent issues like eye strain and muscular strain. DSE assessments are conducted for new employees and when staff change location. Remote workers are encouraged to self-assess their workstations. Personal Protective Equipment (PPE) Requirements: Training covers PPE usage, particularly for staff visiting construction sites, where specific items are mandatory. First Aid Training: Adequate staff are trained in First Aid, in line with legal requirements. Manual Handling: Training includes correct manual handling procedures. Project or Site-Specific Safety Instruction: Provided for project-based or site-related work to address unique hazards. Hazard Audits: Annual health and safety audits identify potential hazards and inform necessary remedial actions, serving an instructive purpose. Remote & Hybrid Work Safety: Managers ensure remote workers are included in communications and can report safety concerns. |
| Worker training on occupational health and safety. | GRI 403-5 Worker training on occupational health and safety | Basic Module: B10 – Remuneration, collective bargaining, and training hours. | Included | | <p>Ethos Engineering provides comprehensive occupational health and safety (OHS) training, covering both general safety principles and specific work-related hazards, with records maintained by the Health and Safety Lead.</p> <p>Training programmes include :</p> <ul style="list-style-type: none"> General OHS: Induction for all new employees, ongoing general safety instruction, and ESG training that incorporates health and safety aspects. Emergency Preparedness: Fire safety awareness, detailed emergency procedures, and annual fire drills, with specific, compulsory training for Fire Wardens. Physical & Ergonomic Safety: Display Screen Equipment (DSE) and ergonomic guidance (including self-assessments for remote workers), correct manual handling procedures, and First Aid training with adequately trained staff. Hazard-Specific: Personal Protective Equipment (PPE) requirements, especially for site visits, and project or site-specific safety instructions, such as Safe Pass certification for engineers. Remote Work Safety: Managers ensure remote workers are included in communications and can report safety concerns. Hazard Audits: Annual health and safety audits identify potential hazards and inform remedial actions, serving an instructive purpose. |

| Description | GRI Standard & Disclosure | Corresponding VSME Module(s) and Disclosure(s) | Status | Omission Reason | 2025 Content |
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| Promotion of worker health. | GRI 403-6 Promotion of worker health | No direct equivalent. | Included | | <p>a. An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.</p> <p>Ethos Engineering facilitates access to non-occupational medical and healthcare services through :</p> <p>Subsidised Health Insurance: Ethos provides an employer-subsidised private health insurance policy for eligible permanent employees, offering financial support for non-occupational medical services.</p> <p>Employee Assistance Programmeme (EAP): A confidential, 24/7 EAP, managed by Laya Healthcare, offers immediate access to qualified counsellors for short-term support (phone, video, or in-person). This service addresses stress, anxiety, low mood, financial concerns, and provides advice on legal, financial, career, and general health matters. The EAP is available to employees, their partners/spouses, and dependents over 16.</p> <hr/> <p>b. A description of any voluntary health promotion services and programmes offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organisation facilitates workers' access to these services and programmes.</p> <p>Ethos Engineering offers several voluntary health promotion services and programmes :</p> <ul style="list-style-type: none"> • Mental Health and Wellbeing Support: The company actively promotes mental wellbeing through a structured stress policy, which identifies and assesses psychosocial risks, implementing control measures such as workload adjustments and monitoring effectiveness through regular reviews and wellbeing surveys. An 'Open Door Philosophy' facilitates informal support from management. Wellness resources and virtual social engagement opportunities are provided to reduce isolation, particularly for remote workers. • Ergonomic Support: To support physical health, Ethos supplies ergonomic office equipment, including adjustable desks and chairs. Guidance on Display Screen Equipment (DSE) and ergonomics is provided, with assessments for new employees and those changing locations. Remote workers are encouraged to self-assess their home workstations, with guidance or equipment provided as needed. • Wellness Programmeme and Activities: Ethos runs a comprehensive Ethos Wellness Programmeme addressing physical, emotional, financial, and social wellbeing. This includes an annual gym membership subsidy. An Internal Wellness Committee also oversees a scheduled calendar of wellbeing activities for 2025, demonstrating a structured commitment to these initiatives. • Remote Work Wellbeing Initiatives: Managers ensure remote workers are included in team communications, safety briefings, and updates. Remote employees are encouraged to report any safety concerns, with specific access to wellness resources and mental health support. • Indoor Environmental Quality (IEQ) Controls: Continuous indoor air quality monitoring and controlled relative humidity, along with managed background noise levels, contribute to occupant health and Wellbeing, addressing risks related to air quality, stress, and concentration. |
| Prevention and mitigation of occupational health and safety impacts directly linked by business relationships. | GRI 403-7 Prevention and mitigation of occupational health and safety | Basic Module: B2 Practices, policies and future initiatives for transitioning towards a more sustainable economy ; Comprehensive Module: C2 Extended policies and governance accountability | Included | | <p>Ethos Engineering is committed to preventing and mitigating significant negative occupational health and safety (OHS) impacts directly linked to its operations, products, or services through its business relationships. The company employs a robust approach focused on stringent contractor management and adherence to OHS standards.</p> <p>Ethos Engineering's strategy centres on comprehensive contractor management and compliance with statutory and internal safety protocols:</p> <ul style="list-style-type: none"> • Contractor Compliance: All contractors must adhere to the Safety, Health and Welfare at Work Act 2005 and other relevant statutory provisions. This includes mandatory use of Personal Protective Equipment (PPE) such as hard hats, high-visibility jackets, safety glasses, protective boots, and ear plugs when working on construction sites. Communication with contractors occurs prior to their arrival on site to ensure adherence to safety procedures and the Safety, Health and Welfare at Work Act 2005. • Insurance Validation: Prior to commencing work, contractors' insurance cover is subject to approval by Ethos Engineering, ensuring appropriate liability and protection. • Incident Reporting: Contractors are formally required to report any accidents or near-miss incidents promptly to the Health and Safety Lead or Chief Executive Officer, and to cooperate fully with subsequent investigations. • Safety Briefings: Communication with contractors, including cleaners and other service providers, occurs before their arrival on site to brief them on safety procedures and ensure compliance with the established safety framework. Contractors must also confirm adherence to the company's safety statement. • Site and Project Risk Management: Annual health and safety audits of offices and operations identify and mitigate potential hazards. For site-based work, project coordination integrates OHS risk management, with staff visiting sites receiving training on specific PPE requirements and general safety awareness. The Health and Safety Policy outlines hazard identification and control measures, extending this risk-reduction strategy to interactions with business partners. Ethos maintains an incident register/log for any occurrences during client site visits, ensuring oversight and follow-up. • Certified Management System: Ethos Engineering's OHS management system is certified to ISO 45001:2018, demonstrating a systematic approach to OHS that covers all employees and extends to workers whose work and/or workplace is controlled by the organisation. This framework underpins their engagement with business relationships to manage OHS impacts. |

| Description | GRI Standard & Disclosure | Corresponding VSME Module(s) and Disclosure(s) | Status | Omission Reason | 2025 Content |
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| Workers covered by an occupational health and safety management system. | GRI 403-8 Workers covered by an occupational health and safety management system | Basic Module: B9 Health and safety (accidents, fatalities). | Included | | <p>Ethos Engineering's occupational health and safety (OHS) management system applies across all its operations and employees. The system is aligned with ISO 45001:2018 for Occupational Health and Safety Management Systems, which is externally certified.</p> <p>Workers covered by a system that has been internally audited</p> <p>Ethos Engineering conducts annual health and safety audits of its offices and operations. This internally audited system covers all 242 workers whose work and/or workplace is controlled by the organisation. This figure comprises 177 employees (174 full-time, 2 part-time, and 1 fixed-term employee) and 65 contractors. Therefore, 100% of the workforce whose work and/or workplace is controlled by the organisation is covered by the internally audited system.</p> <p>Workers covered by a system that has been externally audited or certified by an external party</p> <p>Ethos Engineering's OHS Management System is externally certified to ISO 45001:2018 by Amtivo (Ireland) Limited, with validity from March 22, 2021, to January 18, 2027. The external audit coverage specifically pertains to full-time employees only. This means 174 full-time employees are covered by the externally audited and certified system, representing approximately 71.9% of the total workforce (242 employees and contractors) whose work and/or workplace is controlled by the organisation.</p> <p>Excluded workers</p> <p>Ethos Engineering's policy indicates broad workforce coverage, and no specific worker exclusions are identified within the policy scope from the occupational health and safety management system itself. Therefore, no workers are excluded from this disclosure, as the system aims to cover all employees and workers whose work and/or workplace is controlled by the organisation. The specific focus on full-time employees for external audit figures is a scope limitation of the audit, not an exclusion from the management system's application.</p> |
| Work-related injuries. | GRI 403-9 Work-related injuries | Basic Module: B9 Health and safety (accidents, fatalities). | Included | | <p>a. For all employees:</p> <ol style="list-style-type: none"> The number and rate of fatalities as a result of work-related injury: 0 fatalities, 0.00 rate. The number and rate of high-consequence work-related injuries (excluding fatalities): 0 high-consequence injuries, 0.00 rate. The number and rate of recordable work-related injuries: 0 recordable injuries, 0.00 rate. The main types of work-related injury: No work-related injuries were reported in 2025. The number of hours worked: 344,370 hours. <ul style="list-style-type: none"> Calculated based on 174 full-time employees (174 * 1950 hours/employee = 339,300 hours), 2 part-time employees (2 * 1560 hours/employee = 3,120 hours), and 1 fixed-term employee (1 * 1950 hours/employee = 1,950 hours). <p>b. For all workers who are not employees, but whose work and/or workplace is controlled by the organisation:</p> <ol style="list-style-type: none"> The number and rate of fatalities as a result of work-related injury: 0 fatalities, 0.00 rate. The number and rate of high-consequence work-related injuries (excluding fatalities): 0 high-consequence injuries, 0.00 rate. The number and rate of recordable work-related injuries: 0 recordable injuries, 0.00 rate. The main types of work-related injury: No work-related injuries involving non-employee workers were recorded in 2025. The number of hours worked: 126,750 hours. <ul style="list-style-type: none"> Calculated based on 65 contractors, assuming equivalent full-time hours (65 * 1950 hours/contractor). <p>c. The work-related hazards that pose a risk of high-consequence injury, including:</p> <ol style="list-style-type: none"> How these hazards have been determined: Hazards are identified through formal risk assessment processes, inspections, audits, employee consultation, site reviews, incident reporting, and management oversight. Risk ratings are determined using likelihood and severity criteria documented in the approved Risk Assessment Matrix. Examples of identified hazards from the Health and Safety Policy include poor access/egress, fire, trailing leads, noise, environmental conditions (temperature, ventilation, lighting), electrical equipment, non-conformance with PPE requirements, mobile phones, manual handling, VDU and ergonomics, slips in showers, infectious disease control, mental health and wellbeing, and remote work risks. Which of these hazards have caused or contributed to high-consequence injuries during the reporting period: No high-consequence work-related injuries were reported in 2025; therefore, no identified hazards were determined to have caused or contributed to such injuries. Actions taken or underway to eliminate these hazards and minimise risks using the hierarchy of controls: The 2025 Risk Assessment outlines implemented controls to minimise identified risks. These include safety induction training, PPE requirements, housekeeping inspections, fire safety controls, ergonomic assessments, remote work controls, wellbeing support measures, contractor requirements, emergency procedures, and safe systems of work. Residual risk ratings are reviewed following control implementation. <p>d. Any actions taken or underway to eliminate other work-related hazards and minimise risks using the hierarchy of controls:</p> <p>Ethos Engineering employs ongoing risk reduction measures across all operational activities. These include regular inspections, audits, training, incident reporting, ergonomic support, fire safety management, wellbeing initiatives, remote working controls, contractor management procedures, and continual improvement actions under the integrated management system.</p> <p>e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked:</p> <p>Work-related injury rates are calculated per 200,000 hours worked. As no injuries were recorded, all rates were 0.00. This basis is deemed suitable for smaller organisations, representing the number of injuries per 100 full-time equivalent workers over a one-year period of one-year period.</p> <p>f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded:</p> <p>No workers have been excluded from this disclosure. The Health and Safety Management System and its reporting boundaries encompass all employees and non-employee workers whose work and/or workplace is controlled by the organisation.</p> |

| Description | GRI Standard & Disclosure | Corresponding VSME Module(s) and Disclosure(s) | Status | Omission Reason | 2025 Content |
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| Work-related ill health. | GRI 403-10 Work-related ill health | Basic Module: B9 – Workforce – Health and safety (accidents, fatalities). | Included | | <p>g. Any contextual information necessary to understand how the data has been compiled, such as any standards, methodologies, and assumptions used:</p> <p>The total hours worked by all employees and non-employee workers controlled by the organisation for the reporting period is 471,120 hours (344,370 employee hours + 126,750 non-employee hours). The calculation of employee and non-employee hours assumes an average of 1950 hours per year for full-time equivalent workers and 1560 hours for part-time employees. The occupational health and safety management system is externally certified to ISO 45001:2018.</p> <p>a. For all employees:</p> <ol style="list-style-type: none"> The number of fatalities as a result of work-related ill health: 0. The number of cases of recordable work-related illness: 0. The main types of work-related ill health: No work-related ill health cases were reported in 2025. <p>b. For all workers who are not employees, but whose work and/or workplace is controlled by the organisation:</p> <ol style="list-style-type: none"> The number of fatalities as a result of work-related ill health: 0. The number of cases of recordable work-related illness: 0. The main types of work-related ill health: No work-related ill health cases involving non-employee workers were recorded during the reporting period, and therefore no illness trends or categories were identified. <p>c. The work-related hazards that pose a risk of ill health, including:</p> <ol style="list-style-type: none"> How these hazards have been determined: The Health and Safety Policy and the 2025 Risk Assessment identify work-related ill health hazards through formal risk assessments, ergonomic assessments, inspections, employee consultation, wellbeing reviews, incident reporting, and management oversight. Identified hazards include stress, ergonomic risks, environmental conditions, infectious disease risks, fatigue, remote work risks, and psychosocial hazards. Specific examples from the risk assessment include Infectious Disease Control (exposure to airborne or contact transmitted illnesses) and Mental Health & Wellbeing (stress, anxiety, burnout, reduced productivity). Which of these hazards have caused or contributed to cases of ill health during the reporting period: No recordable work-related ill health cases were reported during the reporting period, and therefore no identified hazards were determined to have caused or contributed to occupational ill health outcomes during 2025 reporting activities. Actions taken or underway to eliminate these hazards and minimise risks using the hierarchy of controls: Ethos implements risk reduction measures including ergonomic workstation assessments, DSE (Display Screen Equipment) controls, wellbeing initiatives, hygiene and infectious disease controls (e.g., regular hand washing, use of hand sanitizers, respiratory etiquette, regular workspace cleaning, staff staying home if symptomatic, encouraging vaccinations), remote working support measures, stress management procedures, Employee Assistance Programme (EAP) access, environmental monitoring, training, and management review processes. Residual risks are reviewed through ongoing risk assessment activities. <p>d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded:</p> <p>No worker exclusions are currently identified within the scope of the Health and Safety Management System or associated reporting boundaries.</p> <p>e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used:</p> <p>Work-related ill health includes acute, recurring, and chronic health problems caused or aggravated by work conditions or practices, such as musculoskeletal disorders, skin and respiratory diseases, malignant cancers, diseases caused by physical agents, and mental illnesses. This disclosure covers all cases of work-related illnesses notified by the organisation or identified through medical surveillance during the reporting period. The data indicates that no such cases were recorded for either employees or non-employee workers whose work and/or workplace is controlled by Ethos Engineering in 2025.</p> |
| Average hours of training per year per employee. | GRI404-1 Average hours of training per year per employee | Basic Module: B10 – Remuneration, collective bargaining, and training hours. | Included | | <p>a. Average hours of training that the organisation's employees have undertaken during the reporting period, by:</p> <p>In 2025, the total quantifiable training hours provided to employees by Ethos Engineering was 2,452.16 hours. With 176 employees as of 31 December 2025, the overall average training hours per employee for 2025 was approximately 13.93 hours.</p> <p>1. Gender:</p> <p>A precise breakdown of average training hours by gender for all programmes combined is not available for 2025. However, participation in specific programmes by gender was recorded:</p> <ul style="list-style-type: none"> LinkedIn Learning: 34 female employees and 105 male employees participated. The total hours delivered for LinkedIn Learning were 589.18 hours. Evolve Programme (Graduate Programme): 20 male graduates attended, accounting for 100 hours of training. <p>2. Employee category:</p> <p>A precise breakdown of average training hours by employee category (e.g., full-time, part-time, interns) for all programmes combined is not available for 2025. However, the scope of access and participation in certain programmes by category was noted:</p> <ul style="list-style-type: none"> Skills Upgrade Programmes: Accessible to all permanent employees, whether full-time or part-time work. Evolution Programme: Mandatory for all new graduates. LinkedIn Learning: 139 employees, including interns, participated. As of 31 December 2025, Ethos Engineering employed 174 full-time employees, 2 part-time employees, and 1 fixed-term employee. |

| Description | GRI Standard & Disclosure | Corresponding VSME Module(s) and Disclosure(s) | Status | Omission Reason | 2025 Content |
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| Programmes for upgrading employee skills and transition assistance programmes. | GRI404-2 Programmes for upgrading employee skills and transition assistance programmes | Basic Module: B10 – Remuneration, collective bargaining, and training hours. | Included | | <p>Overview of Training Programmes and Hours Delivered in 2025:</p> <ul style="list-style-type: none"> Continuing Professional Development (CPD): A total of 1,554.98 hours were delivered across core technical disciplines, including Electrical (696.83 hours), Mechanical (559.58 hours), and Sustainability (298.57 hours). Professional Academy - UCD & Upskilling Courses: Employees participated in several courses through Professional Academy - UCD, and 20 upskilling requests were approved. LinkedIn Learning: 589.18 hours delivered, with 139 employees (including interns) participating in. DC Academy: An 8-hour training module was offered, with 26 employees participating, resulting in 208 hours of training. Evolve Programmeme (Graduate Programmeme): 100 hours delivered, attended by 20 male graduates. <p>These programmes are designed to enhance individual skills, drive overall company performance, and support career progression aligned with evolving industry standards.</p> <p>a. Type and scope of programmes implemented, and assistance provided to upgrade employee skills:</p> <p>Ethos provide diverse learning pathways accessible to all permanent employees, both full-time and part-time. The programmes aim to enhance individual skills, drive overall company performance, and support career progression aligned with evolving industry standards :</p> <ul style="list-style-type: none"> Continuing Professional Development (CPD): Regular training sessions focusing on specific skills and knowledge areas across core technical disciplines, including Electrical, Mechanical, and Sustainability. These sessions are typically online, delivered by external parties, and help staff stay current with the latest technologies, regulatory changes, and industry standards. DC Academy: An online training programmeme covering a wide range of topics relevant to Data Centres. In 2025, an 8-hour training module was offered, with 26 employees participating. Evolve Programmeme (Graduate Programmeme): A mandatory initiative for all new graduates, providing comprehensive training across various disciplines to equip them with essential technical and business skills. LinkedIn Learning: All employees are provided with free access to this online platform, offering a vast range of self-paced courses for professional growth and skill enhancement. Professional Academy - UCD & Upskilling Courses: Employees participate in courses through the Professional Academy - UCD, and the company approves upskilling requests, supporting employees in attaining job-related qualifications and further education. Financial Support for Further Education: Ethos may cover the costs of approved courses aimed at assisting employees in their professional development, subject to approval and specific terms and conditions regarding service commitment post-qualification. Career Breaks: Employees are provided with opportunities to apply for career breaks under internal policies with a guaranteed return to employment, supporting extended time away for personal, educational, or developmental purposes. EPIC Review: A bi-annual self-evaluation process between employees and their managers to reflect on career aspirations, identify talent gaps, and create development plans. Engineers Ireland STEPS Programmeme: Ethos participates in this community programmeme, with engineers visiting schools to inspire young students in the field of engineering. Professional Subscription Reimbursement: Permanent employees are entitled to reimbursement for one annual membership fee to a professional association/body if the subscription is work-related. <p>b. Transition assistance programmes provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment:</p> <p>Ethos Engineering supports employees through significant career transitions :</p> <ul style="list-style-type: none"> Pre-retirement planning: The company supports employees preparing for retirement by sponsoring places on comprehensive pre-retirement courses delivered by specialist retirement education providers. These programmes cover financial and pension planning, health and wellbeing, social inclusion, lifestyle transition, and personal development. Termination of Employment: While specific comprehensive transition assistance programmes for termination are not explicitly detailed beyond general support and notice periods , the company's L&D policy outlines repayment terms for financially supported education if an employee leaves within a certain period after receiving qualification. <p>The company's commitment to employee development and wellbeing is integral to its people's strategy, fostering an environment where continuous learning is encouraged and supported.</p> |
| Percentage of employees receiving regular performance and career development reviews | GRI404-3 Percentage of employees receiving regular performance and career development reviews | Basic Module: B10 – Remuneration, collective bargaining, and training hours. | Included | | <p>In 2025, 100% of all full-time employees and contractors engaged by Ethos Engineering received a regular performance and career development review. These reviews were conducted in November 2025.</p> <p>The breakdown by gender and for contractors is as follows:</p> <ul style="list-style-type: none"> Employees: <ul style="list-style-type: none"> Total: 176 employees, 100% received reviews. Female: 44 employees, 100% received reviews. Male: 132 employees, 100% received reviews. Contractors: <ul style="list-style-type: none"> Total: 65 contractors, 100% received reviews. Female: 8 contractors, 100% received reviews. Male: 57 contractors, 100% received reviews. <p>While a detailed breakdown by specific employee categories (e.g., Design Engineer, Project Engineer) is not available, all categories were included in the review cycle.</p> |

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| Diversity of governance bodies and employees. | GRI 405-1 Diversity of governance bodies and employees | Basic Module: B8 – Workforce characteristics (gender, contract type, location) ; Comprehensive Module: C Gender diversity at management level ; Comprehensive Module: C9 – Gender diversity ratio in governance body | Included | | <p>a. Diversity of governance bodies (C-suite) :</p> <p>As of 31 December 2025, Ethos’s C-suite comprised seven executives, with the following diversity breakdown:</p> <ul style="list-style-type: none"> Gender: <ul style="list-style-type: none"> Female: 1 (14%) Male: 6 (86%) Age group: <ul style="list-style-type: none"> Under 30 years old: 0% 30-50 years old: 43% Over 50 years old: 57% <p>This composition highlights a leadership team with significant experience and seniority, while also indicating areas for enhanced governance diversity in line with broader sectoral patterns.</p> <p>b. Diversity of employees :</p> <p>As of 31 December 2025, the permanent workforce consisted of 176 employees, with the following diversity breakdown:</p> <ul style="list-style-type: none"> Gender Diversity: <ul style="list-style-type: none"> Female employees: 44 (25%) Male employees: 130 (74%) This shows an increase in female employee representation to 25% in 2025, up from 19% in 2024, reflecting targeted recruitment and retention initiatives. At the management level (Associates to Executive roles), there are 9 female and 31 male employees. Age Distribution: <ul style="list-style-type: none"> The workforce is age-diverse, supporting intergenerational knowledge transfer and career progression. The 25-34 age bracket is the largest cohort, indicating a mid-career concentration and growth trajectory for the organisation. Significant representation is also seen in the 35-44 and 45-54 age groups. Younger employees (18-24) and those approaching retirement (55+) also contribute specialised perspectives. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Ratio of basic salary and remuneration of women to men. | GRI 405-2 Ratio of basic salary and remuneration of women to men | Basic Module: B10 – Remuneration, collective bargaining, and training hours. | Included | | <p>a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation:</p> <p>In 2024, Ethos reported a 14.4% mean gender pay gap using the official Gender Pay Gap Information Act 2021 methodology. Under the VSME standard, this gap was 23.27% (€28.02 male vs. €21.50 female hourly pay). No collective bargaining agreements covered employees’ requirements.</p> <p>In 2025, significant improvement was observed in the gender pay equity metrics:</p> <table border="1"> <thead> <tr> <th>Metric</th> <th>2024</th> <th>2025</th> <th>Variation</th> </tr> </thead> <tbody> <tr> <td>Mean Pay Gap (%)</td> <td>14.4%</td> <td>1.2%</td> <td>↓ 13.2 pp</td> </tr> <tr> <td>Median Pay Gap (%)</td> <td>Not available</td> <td>3.5%</td> <td>-</td> </tr> <tr> <td>Mean Bonus Gap (%)</td> <td>75.0%</td> <td>49.0%</td> <td>↓ 26.0 pp</td> </tr> <tr> <td>Median Bonus Gap (%)</td> <td>Not available</td> <td>80.6%</td> <td>-</td> </tr> <tr> <td>Women in Benefits (%)</td> <td>70%</td> <td>85%</td> <td>↑ 15 pp</td> </tr> <tr> <td>Gender Distribution (%)</td> <td>18% F / 82% M</td> <td>23% F / 77% M</td> <td>↑ 5 pp</td> </tr> </tbody> </table> <p>A 92% reduction in the mean pay gap between 2024 and 2025 demonstrates significant progress from strategic decisions.</p> <p>Calculation Methodology:</p> <p>Ethos uses a rigorous methodology aligned with Irish legal standards (Employment Equality Act 1998), including mean/median hourly pay gaps, remuneration quartiles, separate bonus gap analysis, and benefits-in-kind (BIK) inclusion.</p> <p>Data Included:</p> <p>Data included covers base remuneration, variable components, bonus structures by organisational level, and access to complementary benefits.</p> <p>Remuneration Quartile Distribution (2025):</p> <table border="1"> <thead> <tr> <th>Quartile</th> <th>Women</th> <th>Men</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Lower Quartile</td> <td>19.0%</td> <td>81.0%</td> <td>100%</td> </tr> <tr> <td>Lower-Middle Quartile</td> <td>20.0%</td> <td>80.0%</td> <td>100%</td> </tr> <tr> <td>Upper-Middle Quartile</td> <td>31.1%</td> <td>68.9%</td> <td>100%</td> </tr> <tr> <td>Upper Quartile</td> <td>24.4%</td> <td>75.6%</td> <td>100%</td> </tr> </tbody> </table> <p>Female representation in the upper-middle quartile increased from 23.4% in 2024 to 31.1% in 2025, indicating accelerated advancement into higher-paid roles.</p> | Metric | 2024 | 2025 | Variation | Mean Pay Gap (%) | 14.4% | 1.2% | ↓ 13.2 pp | Median Pay Gap (%) | Not available | 3.5% | - | Mean Bonus Gap (%) | 75.0% | 49.0% | ↓ 26.0 pp | Median Bonus Gap (%) | Not available | 80.6% | - | Women in Benefits (%) | 70% | 85% | ↑ 15 pp | Gender Distribution (%) | 18% F / 82% M | 23% F / 77% M | ↑ 5 pp | Quartile | Women | Men | Total | Lower Quartile | 19.0% | 81.0% | 100% | Lower-Middle Quartile | 20.0% | 80.0% | 100% | Upper-Middle Quartile | 31.1% | 68.9% | 100% | Upper Quartile | 24.4% | 75.6% | 100% |
| Metric | 2024 | 2025 | Variation | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Mean Pay Gap (%) | 14.4% | 1.2% | ↓ 13.2 pp | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Median Pay Gap (%) | Not available | 3.5% | - | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Mean Bonus Gap (%) | 75.0% | 49.0% | ↓ 26.0 pp | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Median Bonus Gap (%) | Not available | 80.6% | - | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Women in Benefits (%) | 70% | 85% | ↑ 15 pp | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Gender Distribution (%) | 18% F / 82% M | 23% F / 77% M | ↑ 5 pp | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Quartile | Women | Men | Total | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Lower Quartile | 19.0% | 81.0% | 100% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Lower-Middle Quartile | 20.0% | 80.0% | 100% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Upper-Middle Quartile | 31.1% | 68.9% | 100% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Upper Quartile | 24.4% | 75.6% | 100% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Description | GRI Standard & Disclosure | Corresponding VSME Module(s) and Disclosure(s) | Status | Omission Reason | 2025 Content |
|---|--|---|--------------------|--|--|
| | | | | | <p>Key Drivers of 2024–2025 Improvement :</p> <ul style="list-style-type: none"> Strategic Promotions: 22% of promotions were awarded to women, including senior appointments (Chief Financial Officer, Legal Counsel). Mentoring Programmes: 28 participants in reverse mentoring and female-to-female mentoring initiatives (launched in 2025). Bonus Scheme Expansion: Extension of bonus systems to additional management levels. Inclusive Recruitment: Enhanced sourcing practices directed towards female candidates. <p>Benefits access for women increased from 70% (2024) to 85% (2025), nearing parity with male participation (80.5%).</p> <p>b. The definition used for 'significant locations of operation':</p> <p>The 2025 mean pay gap of 1.2% shows substantial gender-equitable remuneration, with a 92% year-on-year reduction. Maintaining this parity and advancing women in senior/technical roles remains a strategic priority. Ireland is the primary location, housing 99.4% of employees.</p> |
| Incidents of discrimination and corrective actions taken. | GRI 406-1 Incidents of discrimination and corrective actions taken | Comprehensive Module: C7 Confirmed human rights incidents. | Included | | Ethos Engineering recorded zero incidents of discrimination during the 2025 reporting period, reflecting its steadfast commitment to fostering an inclusive and equitable workplace. This achievement is underpinned by comprehensive policies and procedures, such as the Dignity at Work Policy and the Equal Opportunities and Non-Discrimination Policy, designed to prevent discrimination and ensure fair treatment for all employees. The organisation also maintains formal grievance and whistleblowing mechanisms to address any concerns promptly and thoroughly. |
| Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk. | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | Basic Module: B10 – Remuneration, collective bargaining, and training hours. | Not included | This process is not in place. It is planned to be implemented by Q3 2026 with our new Contractor Management System. Suppliers will need to review our policies. | |
| Operations and suppliers at significant risk for incidents of child labor. | 408-1 Operations and suppliers at significant risk for incidents of child labor | Basic Module: B10 – Remuneration, collective bargaining, and training hours. | Not included | This process is not in place. It is planned to be implemented by Q3 2026 with our new Contractor Management System. Suppliers will need to review our policies. | |
| Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk. | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | Comprehensive Module: C6 – Human rights policies and processes ; Comprehensive Module: C7 Confirmed human rights incidents | Not included | This process is not in place. It is planned to be implemented by Q3 2026 with our new Contractor Management System. Suppliers will need to review our policies. | |
| Security personnel trained in human rights policies or procedures. | GRI 410-1 Security personnel trained in human rights policies or procedures | Comprehensive Module: C6 – Human rights policies and processes. | Not included | The organisation continues to review and develop its internal training and governance frameworks, and further disclosures relating to training initiatives may be included in upcoming reporting periods. | |
| Incidents of violations involving rights of indigenous peoples. | 411-1 Incidents of violations involving rights of indigenous peoples | Comprehensive Module: C7 Confirmed human rights incidents. | Not included | Ethos Engineering recorded zero incidents of violations involving the rights of indigenous peoples during the 2025 reporting period. This is consistent with previous reporting, as Ethos does not operate in areas where indigenous communities are present, thus precluding such incidents from occurring. This demonstrates Ethos Engineering's continued commitment to avoiding any adverse impacts on indigenous peoples. | |
| Operations with local community engagement, impact assessments, and development programmes. | GRI 413-1 Operations with local community engagement, impact assessments, and development programmes | No direct equivalent. | Not included | This process is not in place. It is planned to be implemented by Q3 2026 with our new Contractor Management System. Suppliers will need to review our policies. | |
| Operations with significant actual and potential negative impacts on local communities. | GRI 413-2 Operations with significant actual and potential negative impacts on local communities | No direct equivalent. | Not included | This process is not in place. It is planned to be implemented by Q3 2026 with our new Contractor Management System. Suppliers will need to review our policies. | |
| New suppliers that Ethos are screened using social criteria. | GRI 414-1 New suppliers that Ethos are screened using social criteria | Basic Module: B2 Practices, policies and future initiatives for transitioning towards a more sustainable economy ; Comprehensive Module: C2 Extended policies and governance accountability | Partially Included | | 15 Suppliers created DataKraft (CRM) in 2025. |
| Negative social impacts in the supply chain and actions taken. | GRI 414-2 Negative social impacts in the supply chain and actions taken | Basic Module: B2 Practices, policies and future initiatives for transitioning towards a more sustainable economy ; Comprehensive Module: C2 Extended policies and governance accountability | Not included | This process is not in place. It is planned to be implemented by Q3 2026 with our new Contractor Management System. Suppliers will need to review our policies. | |

| Description | GRI Standard & Disclosure | Corresponding VSME Module(s) and Disclosure(s) | Status | Omission Reason | 2025 Content |
|---|---|---|--------------|---|--|
| Political contributions. | GRI 415-1 Political contributions | No direct equivalent. | Included | | <p>Ethos Engineering maintains a firm commitment to political neutrality and, as a result, made zero financial or in-kind political contributions during the 2025 reporting period.</p> <p>Specifically:</p> <ul style="list-style-type: none"> • Cash Contributions: Zero (€0) in direct cash contributions to political causes or parties. • In-Kind Contributions: None, meaning Ethos did not provide any goods, services, or other in-kind benefits of a political nature. • Countries and Recipients: Not applicable, as no political contributions were made to report countries or recipients. <p>This stance reflects Ethos Engineering's corporate governance principles and commitment to ethical business practices. The Anti Bribery and Corruption Policy, last reviewed in January 2025, prohibits employees from offering or accepting bribes and mandates avoiding any form of corruption by adhering to specific guidelines regarding gifts, payments, and other benefits. Acceptable gifts must be of minor value and common practice, with all significant gifts requiring reporting to managers. This policy encourages the reporting of concerns and is regularly reviewed to ensure compliance with evolving laws and practices.</p> |
| Assessment of the health and safety impacts of product and service categories. | GRI 416-1 Assessment of the health and safety impacts of product and service categories | Basic Module: B2 Practices, policies and future initiatives for transitioning towards a more sustainable economy ; Comprehensive Module: C2 Extended policies and governance accountability | Not included | Ethos Engineering, as a consultancy operating in mechanical and electrical design for construction projects, does not conduct evaluations specifically related to the health and safety impacts of its product and service categories. The company's services primarily revolve around ensuring compliance with regulatory standards tailored to each project's requirements, rather than assessing the health and safety impacts of the products and services themselves. Therefore, the percentage of significant product and service categories assessed for health and safety improvements is not applicable to Ethos Engineering's operations. | |
| Incidents of noncompliance concerning the health and safety impacts of products and services. | GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | No direct equivalent. | Included | As a consultancy specialising in mechanical and electrical design for construction projects, Ethos's services primarily focus on ensuring compliance with regulatory standards. Our role does not involve directly assessing the health and safety impacts of products and services in the same way a manufacturing entity would. Nonetheless, we confirm that there have been no cases of non-compliance regarding health and safety impacts caused by their services. | |
| Requirements for product and service information and labelling. | GRI 417-1 Requirements for product and service information and labelling | No direct equivalent. | Included | | <p>Ethos Engineering guides clients in making informed, sustainable design decisions by leveraging in-house sustainability expertise to deliver high-performance buildings. All Mechanical and Electrical (M&E) designs comply with relevant technical standards, which inherently promote energy efficiency, system optimisation, and environmental performance.</p> <p>Key aspects of Ethos Engineering's service information practices include:</p> <ul style="list-style-type: none"> • Initial Consultation and Goal Setting: Engaging with clients to understand their sustainability ambitions, operational needs, and climate targets, and identifying practical opportunities for energy efficiency, carbon reduction, and resource optimisation. • Bespoke Sustainability Strategy and Design: Developing tailored sustainability roadmaps focusing on measurable improvements. The design team specifies high-performance building systems, smart building technologies, and renewable energy solutions, ensuring all sustainability measures are integrated into project documentation. • Construction Monitoring: Providing ongoing monitoring to ensure projects align with sustainable design intent and specifications, reviewing submittals, conducting site inspections, and collaborating with contractors. • Reporting and Continuous Improvement: Providing regular updates on sustainability performance and compliance with design specifications and supporting clients in accessing incentives or recognition. <p>These practices ensure that clients receive detailed information and guidance throughout the project lifecycle, promoting sustainable outcomes and adhering to high technical standards. While not all projects pursue formal sustainability certifications, Ethos's sustainability team supports those that do, and the company maintains strict client confidentiality.</p> |
| Incidents of noncompliance concerning product and service information and labelling. | GRI 417-2 Incidents of non-compliance concerning product and service information and labelling | No direct equivalent. | Included | | <p>For the 2025 reporting period, Ethos Engineering reported zero incidents of non-compliance concerning both product and service information and labelling and marketing communications.</p> <p>This is supported by the company's reporting of "zero material violations with laws and regulations" during the 2025 reporting period, which encompasses compliance with regulations related to product and service information, labelling, and marketing communications.</p> |
| Incidents of noncompliance concerning marketing communications. | GRI 417-3 Incidents of non-compliance concerning marketing communications | No direct equivalent. | Included | | |
| Substantiated complaints concerning breaches of customer privacy and losses of customer data. | GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | No direct equivalent. | Included | | <p>Ethos Engineering reported zero substantiated complaints concerning breaches of customer privacy and zero incidents of losses of customer data for the 2025 reporting period.</p> <p>This is consistent with the company's overall compliance record, which states that during the 2025 reporting period, Ethos Engineering reported zero material violations with laws and regulations. The company maintains comprehensive policies, such as the General Data Protection Regulation (GDPR) Policy, last reviewed in January 2025, which outlines principles for handling personal data and procedures for security breaches. The Anti Bribery and Corruption Policy also emphasize commitment to transparency and compliance with relevant laws.</p> |



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