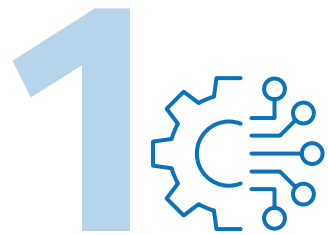


Our 2024 ESG Report



We care for more

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In this ESG Report we have disclosed the data of the business entities that are in our operational control.

Executive Summary



Richard Hogan, CEO, Dussmann STS

As we look back on 2024, I am proud to share a year marked by growth, resilience, and meaningful progress on our journey toward a more sustainable and successful future.

Together at STS Group, we have not only delivered exceptional projects across **Life Sciences, Data Centre**, and **Transmission & Distribution** sectors but have also deepened our commitment to safety, quality, and sustainability – the core values that continue to define and unite us.

This year, we strengthened our service offering and expanded into new markets, including the successful award of a major pharmaceutical project in Denmark and our entry into the Transmission & Distribution sector through the Farranrory Windfarm project, reflecting our ambition to diversify and support the accelerating transition to clean energy.

Our people remain at the heart of everything we do. In 2024, we further invested in talent development through the roll-out of initiatives like the '**Beyond Apprenticeship**' and '**Beyond Supervision**' programmes, and we proudly welcomed new colleagues who bring energy and expertise to our shared mission. We were delighted to see strong engagement in our apprenticeships and graduate pathways, reaffirming our belief that nurturing the next generation is critical to the industry and our company's future.

Safety continues to be our highest priority. This year, we achieved record-low safety statistics across STS Group, a testament to our unwavering dedication and our **Mission Zero** Safety Programme. Additionally, our focus on quality and innovation has led us to adopt modern methods of construction and digital solutions, further strengthening our commitment to delivering **right-first-time** results while reducing our environmental footprint.

I am delighted to present to you our **first ESG Report** which is a demonstration of our commitment to a more sustainable, inclusive and ethical future and aim to keep our stakeholders up to date on our progresses and efforts. We are conscious that Sustainability is a journey and sits at the core of our strategy. In 2024, we took important steps forward, including the development of an **ESG Committee** to assist STS Group in integrating sustainability principles deeper into our decision-making and management processes, and drive our ESG agenda toward decarbonisation goals. As we continue to grow across Ireland, the UK, Europe, and the Middle East, we remain deeply focused on aligning our operations with global sustainability standards and leading by example within our industry.

Looking ahead, we are excited about the opportunities that await and confident in our ability to meet the challenges ahead with the same passion, determination, and spirit of collaboration that brought us here.

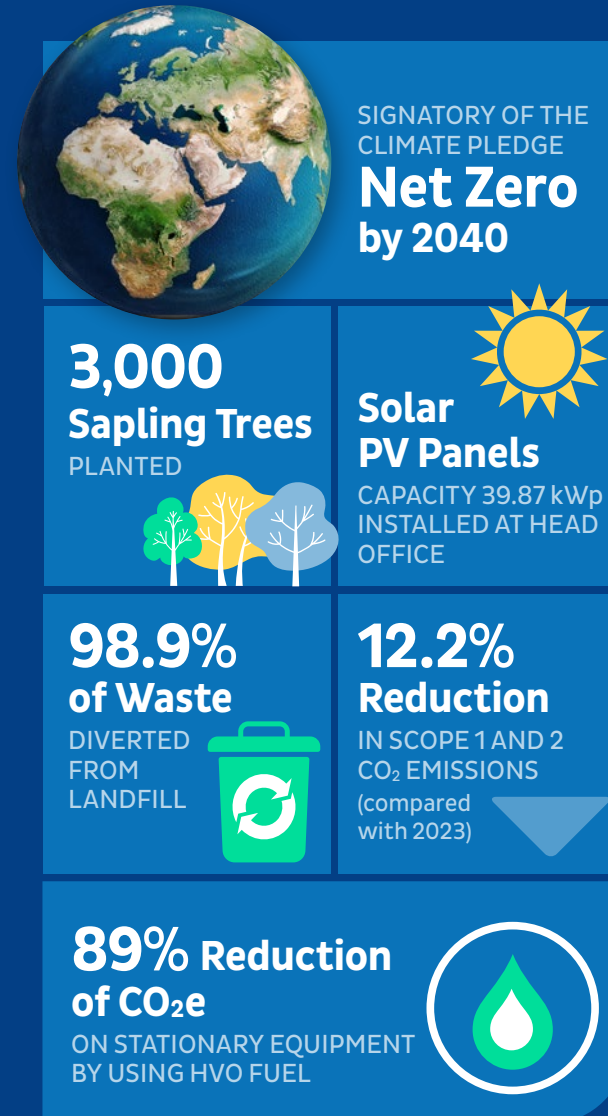
Thank you to all our employees, partners, and clients for your trust, dedication, and commitment. Together, we will continue to build a safer, more sustainable, and innovative future.

Richard Hogan

Our ESG Highlights 2024

The Year in Review

In 2024, STS Group continued to build on its reputation as a trusted provider of specialist engineering and commissioning services across Ireland and Europe. The year was defined by strong operational performance, enhanced digitalisation, and continued progress in our sustainability journey. We strengthened our governance and reporting frameworks, advanced environmental initiatives, and maintained a strong focus on safety, quality, and innovation. Through collaboration, responsible practices, and continuous improvement, STS Group remains committed to delivering value to our clients and contributing positively to the communities and industries in which we operate.



€180,000+
IN CHARITABLE
Donations

Zero
LTI ACCIDENTS

NISO Awards Winner
5 YEARS WINNING REGIONAL AWARD SOUTHEAST OF IRELAND, AND CONSISTENT HIGH ACHIEVER AWARD

TOTAL RECORDABLE INCIDENT RATE:
0.8 PER
200,000 Hours WORKED
(Lowest in the company's history)

2,416,738
Hours WORKED
ON OUR PROJECTS

FIRST TIME WINNERS
Generation Apprentice Award

241 New Employees

ROLL-OUT OF
2 New Development Programmes

251 Apprentices

100%
Relevant Subcontractor
EVALUATION RATE

ESG Committee
ESTABLISHED

GERMAN
Supply Chain Act 2023
IMPLEMENTED

Ecovadis
BRONZE MEDAL

GOLD MEMBER OF
LEAN CONSTRUCTION IRELAND

TTOP Tracker launched
FOR MANAGEMENT OF PROJECT HANDOVERS

STAGE 1
ISO 27001 Certified ACHIEVED

What We Do

Our Business

Leading Installation Contractor Specialising in Electrical and Instrumentation Services.

STS Group, headquartered in Waterford - Ireland, is part of Dussmann Technical Solutions (Dussmann Group). With over 1,600 personnel who are dedicated to safely and successfully delivering projects across Ireland, the UK, Europe, and the Middle East.

Our industry-leading teams work on some of the world's most prestigious projects within Life Sciences, Data Centres, Food & Beverage, and Transmission & Distribution sectors.

Our success is reflected in the strong relationships we have built with our clients. Repeat business is a key revenue driver year on year, while we also continue to grow our customer base with new partnerships.

Our proven track record of successful project delivery and long-term client partnerships reflects our strong reputation, adaptability, and continued growth in dynamic and high-performing industries.

2006 ESTABLISHMENT OF THE COMPANY



2013 ESTABLISHED THE MAINSTREAM ELECTRICAL CONTRACTING BUSINESS

2014 FIRST INTERNATIONAL PROJECT AND OFFICE, **STS GERMANY**



2015 **STS UK**



2016 **STS SWITZERLAND** AND **STS BELGIUM**



2017 **STS SWEDEN** AND **STS BAHRAIN**



2018 **STS NETHERLANDS** AND **STS DENMARK**



2019 ACQUIRED BY THE **DUSSMANN GROUP**

2024 FIRST PROJECT IN T&D SECTOR, **STS FRANCE**



2013

First ISO QHSE
Certifications

2016

First NISO Award

2020

First Carbon
Footprint
Calculation

2022

HSEQ Minimum
Standards
First Ecovadis
Medal - Bronze
First Quentic
Reporting

2023

First Quentic
Carbon Footprint
Calculation
Roll-out of the
Supply Chain
Evaluation Audit

2024

Signatory of Climate Pledge
First Comprehensive Scope 3 Calculation (Upstream and downstream)
Roll-out of Above and Beyond Supervision Programme
Roll-out of Beyond Apprenticeship Programme
First Time Winners of the Generation Apprentice Award
Implementation of German Supply Chain Act 2023
Head of Sustainability Appointed
ESG Committee Established
Partnership with LSC (local supply chain) Supply Chain Software

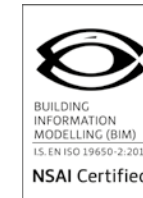
Our Mission and Values

At STS Group, our mission is to be the leader in specialist electrical and instrumentation services internationally. We achieve this through a steadfast commitment to excellence, innovation, and integrity in every project we deliver.

Our success is built on the foundation of our core values, which guide our decisions, actions, and relationships across all aspects of our business.

Our Certifications

STS Group is certified for its different business entities in ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 19650-2:2018 and have worked during 2024 on the IT ISO 27000 planning the achievement of the certification in 2025.



Our Values



Safety and the environment are at the core of what we do.

H&S Management System in OHSAS 45001 standards.

We believe in Mission Zero.

Environment, Health and Safety



Quality Assurance System ISO 9001 standard.

Environmental Management System ISO 14001.

Aim for zero waste.

Quality



Continued success is achieved by having satisfied repeat customers.

Long-Term Client Relationships



Effective first time client communication with all stakeholders.
Clarity.

Communication



Right first time, on time.
Problem solving.
Every project activity prioritised.
Understanding the project end points.
Creating value for the client.
Flexibility.

Executive Decision Making



Highly experienced team of qualified professionals.
Full spectrum of experience, innovation and technical excellence.
International portfolio of quality completed contracts.

Team

Our Presence and our Sectors

STS Group has built a strong international presence, delivering high-quality engineering and technical services across multiple sectors and regions.

Our operations span several countries, reflecting our ability to adapt, collaborate, and perform in diverse environments.

Each project strengthens our global trajectory and reinforces our reputation for excellence, safety, and reliability. Our geographic and sectoral diversity enables us to bring broad expertise, innovative solutions, and consistent value to our clients wherever we operate.

Ireland	Netherlands
UK	Croatia
Denmark	Germany
Switzerland	Bahrain
Sweden	UAE
Spain	Italy
France	Austria
Belgium	

Our Sectors



**Pharmaceutical
& Life Science**



Data Centres



**Transmission
and Distribution**



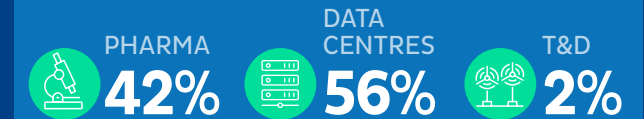
**Food and
Beverage**



Commercial

Our 2024 Performance FACTS AND FIGURES

Annual Turnover



Live Projects IN 2024

90



OPERATIONS IN 10 Countries



**1,600+
Workers**

DAILY ACROSS OUR
PROJECTS



**MALE
94.9%**



**FEMALE
5.1%**



2,416,738 Hours
WORKED ON OUR PROJECTS



Our Collaborations

Partners and Membership Associations

We recognise that strong partnerships and active participation in professional associations are key to driving excellence, innovation, and sustainability.

Through these collaborations, we acquire access to industry best practices, emerging trends, and regulatory developments that strengthen our operational performance and ESG alignment.

Our memberships enable knowledge sharing, benchmarking, and the promotion of high standards in sustainability, safety, wellbeing, diversity and inclusion, quality, and governance.

These relationships also enhance our reputation as a responsible and forward-thinking organisation while offering valuable development opportunities for our people. By working together with our partners and peers, we continue to advance industry standards and create shared long-term value across the sector.

Some of the Partners and Membership Associations with which we engage include:



Our memberships enable knowledge sharing, benchmarking, and the promotion of high standards in sustainability, safety, wellbeing, diversity and inclusion, quality, and governance.

ESG Strategy

“Development which meets the needs of the current generations without compromising the ability of future generations to meet their own needs.”

This is the definition of sustainable development that was first introduced in the Brundtland report by the World Commission on Environment and Development (WCED) in 1987.

In September 2015, the UN General Assembly (UNGA) adopted the ‘Transforming our world: the 2030 Agenda for Sustainable Development’ document. At the core of the 2030 Agenda is a list of 17 Sustainable Development Goals (SDGs) and 169 related targets to end poverty, protect the planet and ensure prosperity and peace. They serve as a universal framework for governments, businesses, and civil society to work collaboratively toward a sustainable future.

For STS Group, sustainability is a fundamental part of our business strategy and long-term success.

Guided by the Dussmann Group (DG) ESG Strategy, and aligned with the United Nations (UN) Sustainable Development Goals (SDG), our approach reflects global megatrends and focuses on the three key pillars: Environment, Social, and Governance (ESG). Sustainability is not only a responsibility but also a **driver of innovation, resilience, and economic performance.**

The shared values expressed in the DG strategy form the cornerstone of the ESG strategy: environmental awareness, integrity, passion, social responsibility and fairness. The DG ESG strategy links these fundamental principles with the sustainability aspects that have been identified as material. The focus on materiality forms the basis for deriving our group-wide sustainability goals, including the resulting measures to achieve these goals.

To us, sustainable and responsible action means giving equal consideration to environmental, social and governance aspects as well as the demands of our internal and external stakeholders in all our corporate processes. Financial resilience, and thus the ability to adapt to change and improve ESG performance, pave the way for sustainable growth. Identifying risks and opportunities at an early stage is essential for this and an important process component of our integrated management system

Our next steps will be focused in developing a specific STS Group ESG Strategy with our long-term objectives, to provide our stakeholders a clear view of our ambition, while ensuring integration with DG ESG strategy. For that we are establishing ESG Strategic Priorities topics considering our materiality and ensuring they reflect what is important to our stakeholders as well as the STS Group.



Environment Become Carbon Neutral

Caring for our Planet

We are dedicated to protecting and preserving the environment by integrating sustainable practices into our operations. This includes using resources responsibly, reducing waste, and enhancing biodiversity to support a healthier planet for future generations.



Carbon Neutrality

We are committed to achieving carbon neutrality by reducing emissions across our value chain, through energy efficiency, operational improvements, adoption of low-carbon technologies and close collaboration with our supply chain.



Social Be Employer of Choice

Caring for our People and Communities

We prioritise the health, safety, and well-being of our people while fostering inclusive workplaces and creating lasting positive impact in the communities we serve.



Governance Be Partner of Choice

Responsible Procurement

We engage with suppliers who align with our ethical, environmental, and social standards, contributing to encourage sustainability improvement throughout our value chain.



Sustainable Governance

We embed sustainability into our governance frameworks, ensuring strong leadership, ethical decision-making, and clear accountability for ESG performance.

ESG Reporting

At STS Group, we are continuously enhancing our ESG reporting processes to ensure **transparency**, **accuracy**, and **alignment** with evolving sustainability standards. During the reporting year, we further advanced the use of our central software solution, Quentic, which serves as the core platform for recording, consolidating, and managing our sustainability indicators. This digital tool enables efficient data collection and evaluation while improving data quality, traceability, and reliability across all business units.

By linking our sustainability performance metrics with our Integrated Management System (IMS), we can more effectively connect goal parameters to operational outcomes. This integration allows for a deeper understanding of our ESG performance, supporting the quantification of targets and continuous improvement across environmental, social, and governance dimensions.

In 2024, the Group focus was the integration of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) requirements. Existing indicators were reviewed, new data points were incorporated, and data gaps were identified. Looking ahead, the priority is to close identified data gaps and further enhance the accuracy, transparency, and efficiency of our sustainability reporting processes, ensuring full readiness for upcoming CSRD requirements.

The Double Materiality Approach

We apply the double materiality approach in full alignment with our parent company, Dussmann Group, ensuring that sustainability is assessed from two complementary perspectives. This approach, a key element of the ESRS) enables us to capture both the impact of our activities and the influence of external factors on our business.

The inside-out perspective evaluates how our operations affect environmental, social, and governance (ESG) factors—positively or negatively. Conversely, the outside-in perspective examines how ESG-related risks and opportunities may affect our business performance, resilience, and long-term success. A sustainability topic is considered material if it is significant under either or both dimensions.

To identify and evaluate sustainability-related risks and opportunities, we leverage our Group-wide **Enterprise Risk Management** (ERM) system, which integrates financial and non-financial factors. This process is further reinforced through structured engagement with internal and external stakeholders, including employees, clients, and suppliers—key partners whose insights we gathered through structured dialogue and regular collaboration.



The insights gained from this comprehensive assessment directly inform the Dussmann Group's strategic sustainability priorities and guide STS Group's efforts to create lasting value for all stakeholders, while strengthening our environmental and social performance.

Recognition and Awards

At STS Group, we take great pride in celebrating the achievements of our company and our people. Receiving awards and recognitions not only validates our commitment to excellence, innovation, and sustainability but also motivates us to continuously raise our standards. These acknowledgements reflect the dedication and professionalism of our teams, who consistently deliver outstanding results for our clients and communities.

Recognising individual and collective success reinforces our culture of continuous improvement and inspires everyone at STS Group to keep striving for the highest levels of performance and integrity in everything we do.



NISO Awards:

- **Regional Award (South East of Ireland)**
- **Consistent High Achiever Award**

This year, we were honoured with the Consistent High Achiever Award and Regional Award for South East Region. This is a testament to our unwavering commitment to safety and proactive safety management.



Ecovadis:

- **Bronze – Top 35% (66/100)**

We received a bronze badge of recognition for our sustainability efforts from Ecovadis.

STS Group improved by 13 points overall in our rating from last year and ranked above the construction industry average in every category, ranking in the top 35% of companies audited on the platform.



Client Recognitions:

Examples of project related recognitions from our clients:

- PM Group awarded STS Group for its **Outstanding Contribution to the DS2 Project**
This is all down to the hard work of the skilled workforce EHS Team, Quality Team, Supervision and Operatives onsite.
- RCMF **1,800,000 hours** worked with **LTI free**
- **BMS Leiden** 2,000,000 hours worked with **LTI free**



Environment

Our 2024 Performance

Become Carbon Neutral

Identify and reduce carbon footprint (Scopes 1 and 2)

Total CO₂e (Scope 1+2 "market-based") per revenue



Share of electricity from renewable sources



Proportion of 100% electric kilometres driven



Environmental Management System

At STS Group, we recognise that our operations have an impact on the environment, and we are committed to minimising negative impacts arising from our activities. Protecting the environment, preventing pollution, and continuously improving our environmental performance are central pillars for STS Group.

Our **Environmental Management System (EMS)**, certified to the ISO 14001 standard since 2013, forms the foundation of this commitment. The EMS enables us to systematically identify, assess, and mitigate environmental risks while ensuring compliance with legal and regulatory requirements. It also supports proactive pollution prevention and the protection of ecosystems and communities in the areas where we operate.

Integrated within our broader Quality, Health, Safety, and Environmental (QHSE) Management System, our EMS applies to all STS Group and extends to subcontractor activities, ensuring that environmental considerations are embedded across every phase of project delivery.

Our environmental management practices go beyond compliance. We strive to anticipate emerging stakeholder expectations and align with industry best practices to drive continuous improvement.

Through structured data collection, performance monitoring, audits and regular management review, we set measurable targets to reduce emissions, manage resources efficiently, and minimise waste generation.

We set measurable targets to reduce emissions, manage resources efficiently, and minimise waste generation.

HIGHLIGHT

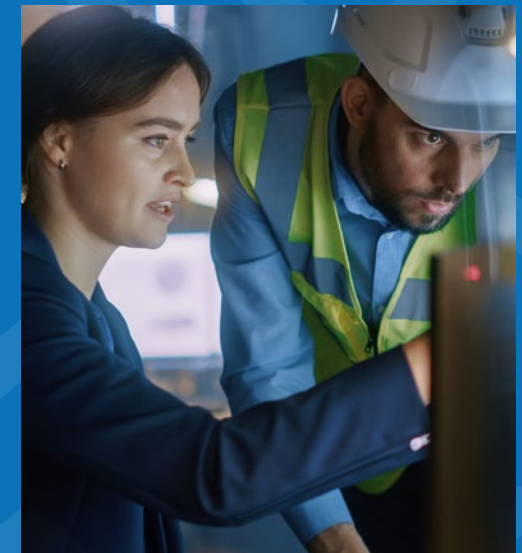
Value Engineering

Over the past few years, our clients have shown growing interest in our design approach. In response, we have been continuously strengthening our design and engineering teams to better meet their needs and expectations.

A significant portion of a project's lifetime emissions, both embodied and operational, is determined during the design phase. For this reason, we place great emphasis on sustainability and efficiency from the very beginning. During design reviews, we ensure that electrical systems are properly sized, avoiding overdesign and prioritising energy efficiency. These practices directly contribute to reducing the project's operational carbon footprint. Through value engineering, we systematically seek out higher-performing and lower-impact solutions without compromising safety, reliability, or functionality. This approach not only enhances project performance but also supports our clients' sustainability goals.

In 2024, our engineering team collaborated closely with one of our clients on achieving LEED certification. Our contribution focused on preparing project's embodied carbon documentation.

The project was successfully certified, reflecting our commitment to integrating environmental responsibility into every stage of design and delivery.



2024 Carbon Footprint

The carbon footprint represents the total amount of greenhouse gas emissions, primarily carbon dioxide (CO₂), produced directly or indirectly by an organisation's operations, products, and services. Measuring and managing our footprint is a critical component of the EMS, as it enables us to identify emission sources, set reduction targets, and implement initiatives that mitigate climate impact. By understanding our carbon footprint, we strengthen our commitment to environmental stewardship, operational efficiency, and long-term sustainability.

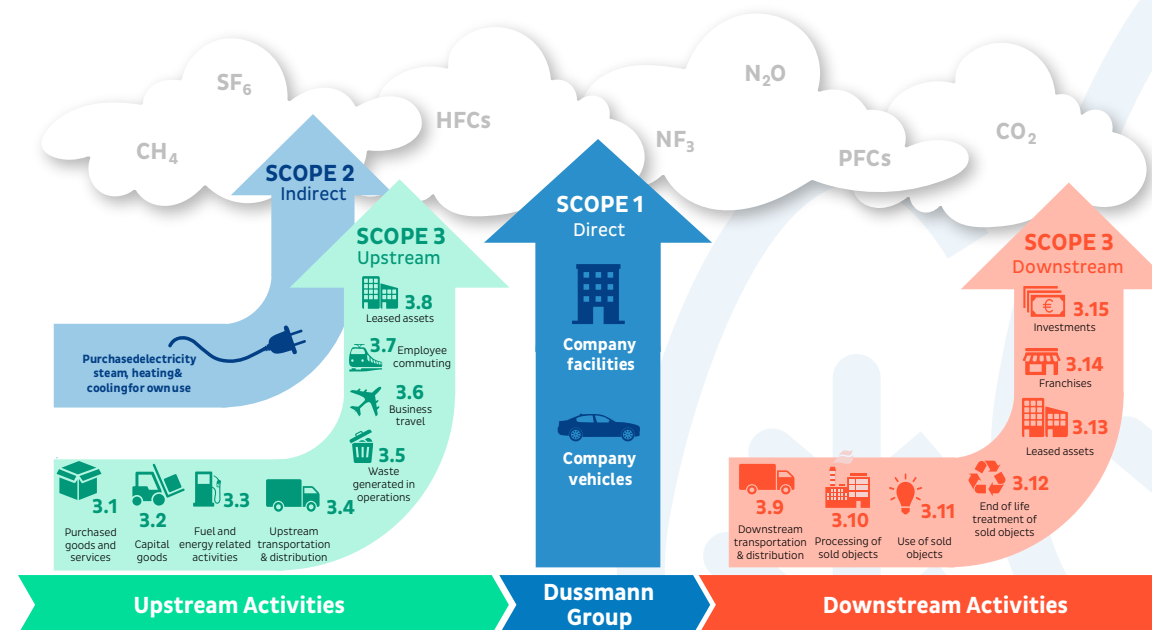
Over the years, we have continuously enhanced the way we collect and manage our carbon footprint data. In 2024, we expanded our reporting to include a more comprehensive assessment of our Scope 3 emissions, considering all categories of upstream and downstream emissions for the first time. This data improvement reflects a more detailed and accurate approach to our carbon accounting, in line with the GHG Protocol.

Given that 99.6% of our emissions footprint is attributed to Scope 3 emissions, we are working on refining our sustainable procurement policies and processes. We will work closely with suppliers, ensuring that the goods and services we procure align with our environmental and social commitments.

Looking specifically into our direct scope 1 and 2 carbon emissions, our biggest contributor is the fuel consumption in our fleet, representing 90% of our Scope 1 and 2 emissions.

As part of our ongoing commitment to carbon reduction, in April 2024 we signed The Climate Pledge, acknowledging our ambition to achieve carbon neutrality by 2040. Our next steps will be toward developing a decarbonisation plan for the entire Group.

**THE
CLIMATE
PLEDGE**



2024 Initiatives

Scope 1

- **HVO transition** for stationary equipment
- **Energy efficiency** measures
- **EV charging** near to some of our offices

Scope 2

- 39.78 kWp **solar panels** installed and in use on our Head Office in Waterford, Ireland
- Transition to **green electricity** plan in some of our contracts

Scope 3

- Implementation of **risk assessment** business partners tool
- Comprehensive **upstream and downstream** data collection
- **Value engineering**

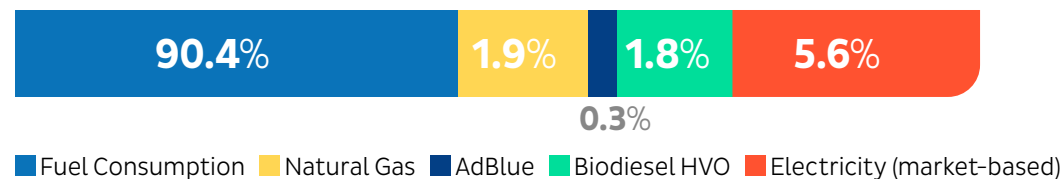


2024 Carbon Footprint

Total STS Group Emissions by Source (tCO₂e)

SCOPE 1	Fuel Consumption (diesel and petrol)	186.99
	Natural Gas	3.88
	AdBlue	0.71
	Biodiesel HVO	3.68
SCOPE 2	Electricity (location based)	40.16
	Electricity (market -based)	11.58
SCOPE 3	Purchased products and services	42 429.06
	Capital Goods	78.308
	Upstream Energy and Fuel related activities	115.3077
	Upstream Transportation and Distribution	37.483
	Waste and Wastewater	195.753
	Business Travel	588.4196
	Employee Commuting and Home Office /Mobile Working	760.3705
	Upstream Leased Assets	1.06
	Use of Sold Products and Services	2 237.842
	Investments	28.85

Scope 1 and 2 emissions breakdown %



Our carbon footprint is calculated using the software Quentic, used within the Dussmann Group.

TOTAL CO₂e PER REVENUE
(Scope 1, 2 location-based and scope 3)

198.18 tCO₂e/Mio.€

SCOPE 1
REDUCTION
compared with 2023:

11.8%

SCOPE 2
REDUCTION
compared with 2023:

18.0%

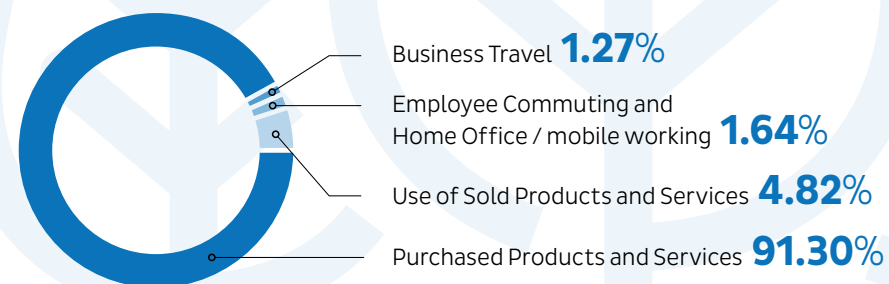
SCOPE 1 AND 2
REDUCTION
compared with 2023:

12.2%

Total STS Group Emissions by Year (tCO₂e)

	2022	2023	2024
SCOPE 1	48.29%	0.87%	0.42%
SCOPE 2 Market-based	5.85%	0.06%	0.02%
SCOPE 3	45.85%	99.07%	99.56%

Scope 3 Emissions Breakdown %



Energy Consumption

Over the years, STS Group has placed increasing emphasis on monitoring and managing its energy consumption, with focus on improving energy efficiency and reducing greenhouse gas emissions.

Our energy consumption primarily arises from three sources: fossil fuels, hydrotreated vegetable oil (HVO), and electricity. Fossil fuel consumption is mainly associated with our vehicle fleet, stationary equipment, and building heating systems.

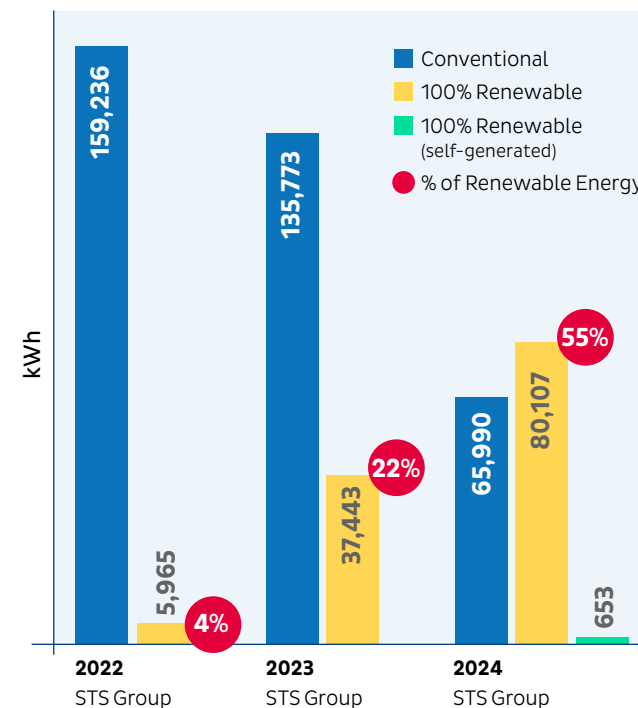
In 2024, STS Group achieved a significant milestone, 55% of our electricity consumption came from renewable sources, representing a 33% increase compared to 2023.

This improvement was largely driven by two key initiatives:

- The expansion of renewable energy supply contracts with our energy providers; and
- The installation of solar panels at our main Head Office in Waterford, Ireland, which now has an installed capacity of 39.78 kWp.

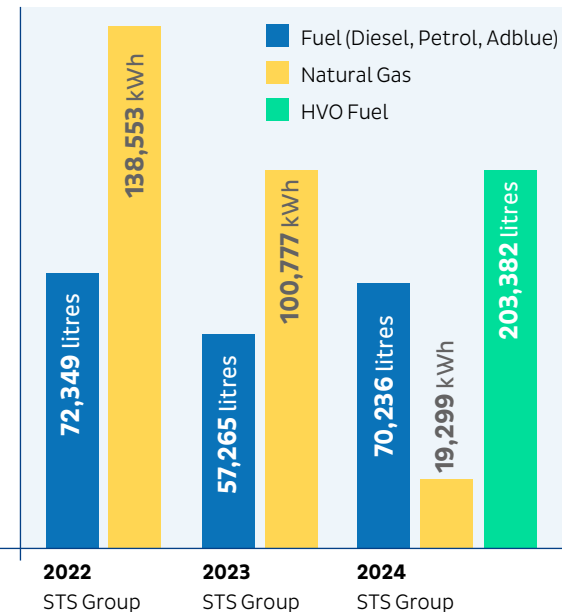
These actions reflect our ongoing efforts to decarbonise our operations and transition toward a cleaner energy mix. Looking ahead, STS Group aims to further increase the share of renewable energy across all regions where we operate and exploring additional on-site generation opportunities.

Electricity Consumption



Energy Consumption

Fuel Consumption



Stationary Equipment Emissions

	2022	2023	2024
Tonnes of CO ₂	22.95	32.13	3.7

HVO CONSUMPTION PER COUNTRY

98% STS IRELAND | **1%** STS NETHERLANDS | **1%** STS SWITZERLAND



HVO Benefits:

- Up to 90% less Carbon Emissions compared to diesel
- Improved Air Quality
- A Renewable and Sustainable Fuel
- Biodegradable sourced from Waste Fats and Vegetable Oils
- Odourless

HIGHLIGHT

HVO Replacement for Diesel

As industries continue to move toward more sustainable solutions, Hydrotreated Vegetable Oil (HVO) has emerged as a promising alternative to traditional diesel fuel.

HVO is a renewable type of diesel produced by adding hydrogen to vegetable oil. The product has excellent properties with reduced emissions, and it can be used in all types of diesel engines as a blending component or pure form. HVO is in some respects similar to FAME as both use vegetable oil as raw material.

At STS Group, we conducted a thorough analysis to identify the primary sources contributing to our Scope 1 emissions. In addition to our vehicle fleet, diesel is also used in our stationary equipment, including generators, mobile plant, and site fuel tanks supplying various equipment.

In 2024, we made a significant shift in our operations by transitioning the majority of our projects to Biodiesel HVO for stationary equipment. This change has contributed substantially to the reduction of our direct CO₂ emissions (Scope 1), marking an important milestone in our decarbonisation journey.

We recognise that adopting HVO is not the final solution to eliminating our Scope 1 emissions from stationary equipment. Rather, it represents a meaningful step forward. We remain committed to continuously improving our energy efficiency and exploring innovative solutions as we work toward achieving carbon neutrality.



**Powered by
HVO**

Waste Management

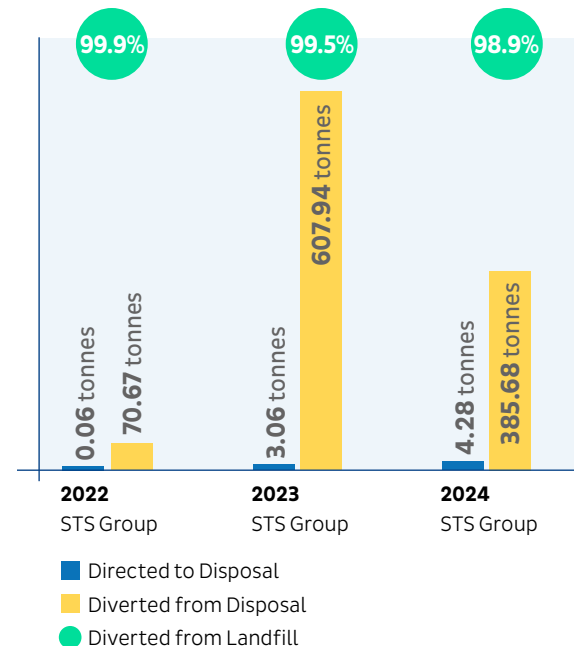
At STS Group we are committed to improve our waste management practices as part of our broader environmental responsibility. Our approach follows the waste hierarchy, prioritising waste prevention at source, maximising recycling and reuse, and ensuring the responsible disposal of any materials that cannot be recovered.

In recent years, we have strengthened collaboration across our supply chain to drive innovation and reduce waste across our operations.

A good example was the partnership with our PPE supplier Safety Direct who supported our efforts to remove unnecessary plastic packaging, provide safety signage that is made from recycled plastics and introduce personal protective equipment (PPE) made from recycled materials. We have now available to our workers some PPE that are made from recycled materials.

Our role in waste management has evolved as we take on greater responsibility across our project portfolio, being reflected on the waste production over the years. When STS Group assumes control of waste management on a project, we implement a robust Waste Management Plan designed to ensure that all control measures are in place and that waste is properly segregated, tracked, and handled in compliance with local regulatory and environmental best practices. This systematic approach helps us monitor performance, identify opportunities for improvement, and ensure that sustainability

Waste Production



principles are applied consistently across all operations.

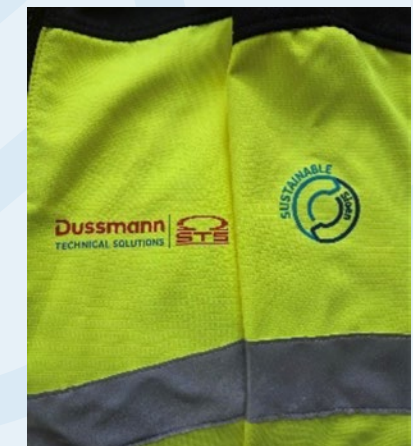
In 2024, STS Group successfully diverted 98.9% of waste from landfill, demonstrating the effectiveness of our waste reduction initiatives and our commitment to sustainable resource management. We will continue to build on this progress by engaging our workforce, optimising material use, and strengthening circular economy practices across all projects.



Supply Chain Single-Use Plastic Reduction Campaign

In 2023 we challenged some of our supply chain to remove single-use plastic from products that we purchase, where safe to do so and doesn't in any way compromise the product. We had valuable feedback! One example is our PPE supplier Safety Direct, that committed to this challenge and up scaled it by providing products made from recycled materials. We now purchase consumables such as gloves, safety glasses and high visibility vests without any plastic packaging. And we purchase products such as high visibility clothing and signage made from recycled materials.

With these initiative we were able to reduce single use plastics and promote the circular economy.

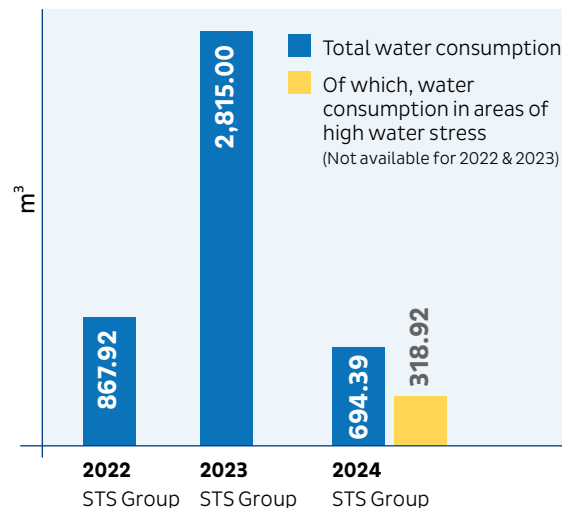


Water Management

At STS Group, our operations are not water-intensive, as our core activities in electrical, mechanical, and instrumentation engineering require only limited water use. Water consumption primarily supports the welfare and daily needs of our workforce on project sites and in offices.

Nevertheless, we recognise the importance of responsible water management and are committed to using this resource efficiently.

We continue to implement measures to minimise unnecessary consumption, promote awareness among employees, and ensure that all facilities operate in line with our environmental standards and sustainability objectives.



Environmental Communication

At STS Group, we are committed to fostering environmental awareness and responsibility across our workforce and within the communities where we operate. Through regular Environmental Toolbox Talks (TBTs), we engage our employees in open discussions on key environmental topics, promoting best practices and ensuring that sustainability principles are integrated into everyday site activities.

Our internal initiatives, goes beyond our sites and we actively participate in community engagement programmes that promote environmental stewardship and support local sustainability efforts. These initiatives strengthen our connection with the communities we serve, demonstrating our commitment to creating a positive environmental impact both within and beyond our project boundaries.

Environmental Toolbox Talks

We conduct monthly TBTs designed to educate and empower our workforce to adopt sustainable and environmentally responsible practices in their daily activities.

Our annual environmental communication plan ensures a structured and comprehensive approach, selecting a diverse range of relevant topics aligned with our environmental priorities and areas requiring greater attention. By delivering consistent and targeted messaging, we promote a strong environmental culture across all STS Group projects and reinforce our collective commitment to sustainable operations.

Some topics approached during the year were:

Waste Reduction

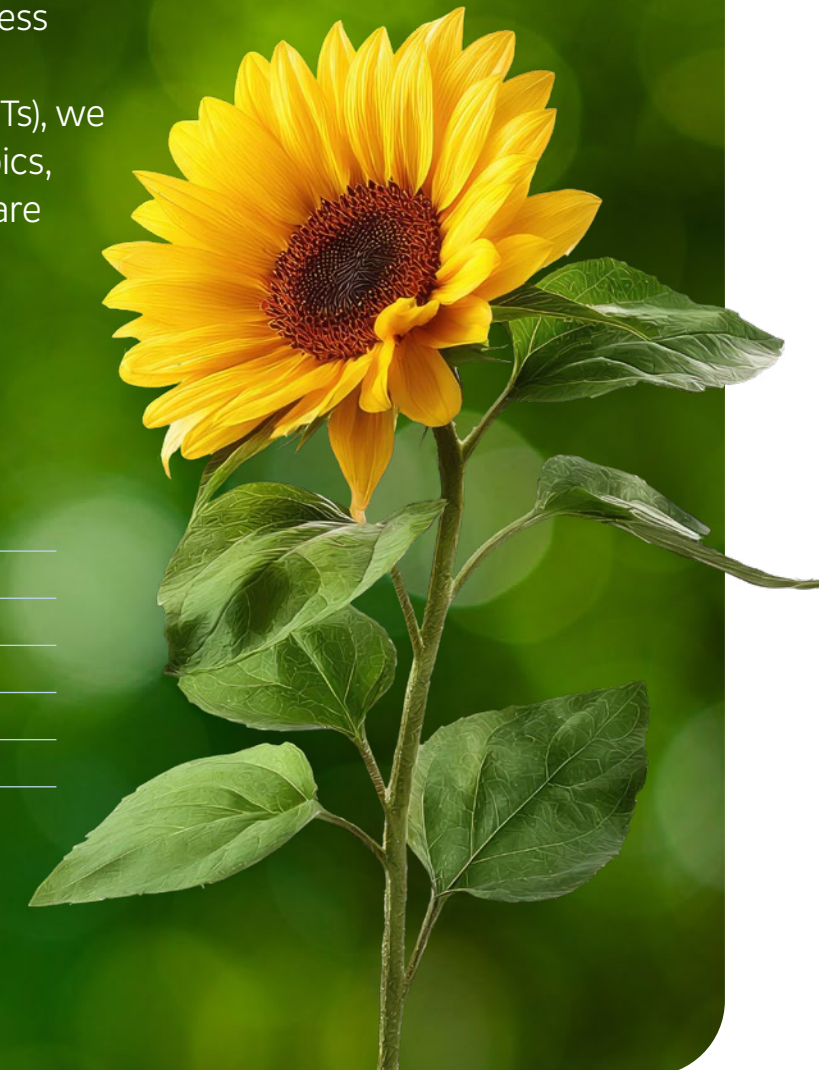
Earth Day

World Bee Day

World Environment Day

Plastic Reduction

Energy Efficiency



Environmental Initiatives

World CleanUp Day

Since 2021, STS Group has proudly participated in World Clean Up Day as part of our ongoing commitment to environmental responsibility and community engagement. Over the years, our employees have come together to make a tangible impact through collective action and volunteerism.



Through organising 16 cleanup events, our dedicated team has successfully collected more than 390 kg of waste, contributing to cleaner and healthier local environments. These efforts have been supported by 123 enthusiastic participants, who together have dedicated on total more than 114 hours to volunteering.

Specifically in 2024, 50 employees took part in this initiative, volunteering a total of 42 hours across eight events to clean litter on streets, parks, and squares. The events were held local to the communities in which we live and work and the teams collected a total of 116 kg of waste.

These initiatives not only help reduce pollution but also strengthen our culture of sustainability and teamwork, inspiring further positive change within and beyond our organisation.

**50**

EMPLOYEES

42

HOURS

8

EVENTS

116

kg WASTE



Environmental Initiatives

Wellness Garden

One of our site teams in Cork took part in the Well-B Garden project of one of our clients.

The STS site team handmade two, three-tiered flower stands using a mix of cable tray and unistrut and planted them up with pollinator friendly flowers as part of this fantastic initiative to help to improve biodiversity.



World Bee Day

To celebrate World Bee Day 2024, we launched a fun and eco-friendly challenge: **Grow the Tallest Sunflower!**

Employees were encouraged to get their hands dirty and grow sunflowers to support pollinators and brighten up their surroundings.

Prizes were up for grabs for the tallest blooms, and the competition was fierce - but all in the spirit of sustainability and community.

Together, we're helping bees thrive and making a positive impact on our environment-one sunflower at a time.



Biodiversity - Tree Planting

As part of our yearly objective, STS Group in association with Reforest Nation, have planted 3,000 sapling trees in Ireland. (Planting season 2024/2025)



3,000 SAPLING TREES PLANTED IN 2023 AND 2024



Social

Our 2024 Performance

Be Employer of Choice

Improve Occupational Health and Safety

Lost time accident frequency (LTAF) ☒

Accident Severity Rate ☒

Actively Promote Employee Retention

Employee Turnover Rate (voluntary) ☒

Our People

The Key to our Success is our People

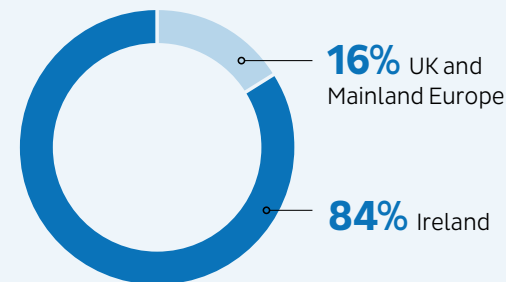
At STS Group, we believe that our greatest strength lies in our people. Their expertise, commitment, and passion drive our performance and enable us to deliver value for our clients, communities, and stakeholders.

We are deeply committed to keeping our people safe – ensuring that everyone returns home to their families at the end of each day. Safety is at the heart of everything we do, forming the foundation for a culture of care, responsibility, and trust.

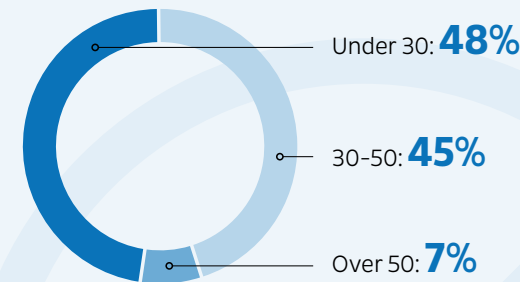
Equally, we recognise that Diversity, Equity, and Inclusion are essential to who we are. By embracing different perspectives, backgrounds, and experiences, we foster innovation, strengthen collaboration, and create a workplace where everyone feels valued and empowered to thrive.

We also invest in our people's growth, well-being, and development, because empowering our teams is essential to building a sustainable, resilient business for the future.

Employees per Region



Age Profile of Employees



Apprentice Population (Number of Apprentices)



Apprentices retained after qualification
67.5%



706 DIRECT EMPLOYEES

95% MALE **5%** FEMALE

9.5% WOMEN IN MANAGEMENT

241 NEW EMPLOYEES IN 2024

6,711 TRAINING HOURS

17 TAKING THIRD LEVEL COURSES

Gender Pay Gap

STS Group is fully committed to the promotion of gender diversity in all areas of its business. The company has agreed objectives as part of its strategy to promote the recruitment and retention of female employees, as well as the promotion of males in support-based roles. Growing the female resource pool is critical to the company's growth and achieving its goals.



STS Group have clear salary ranges in place for all job roles, however specialist skills and qualifications can warrant variations in salaries which can result in gaps in salaries.

While construction remains a male dominated industry STS Group continues to invite applications from females for all our senior and site based roles. Our pay practices ensure fairness and equity.

All females work in support roles which are competitively paid within the sector. STS encourages internal progression and endeavours to enable employees to progress to management roles. STS Group offers hybrid and flexible working which supports the dynamic needs of both its male and female employees.

As part of the company's continued commitment to inclusion and diversity, the company's CSR strategy includes a series of initiatives specifically related to female and male health topics. Attracting females into the sector remains a challenge across the industry, and breaking the bias through these initiatives, coupled with our outreach programmes in schools and universities, the company continues to advocate for women within the industry. The company's vision is to improve the industry perception and improve female enrolment and progression within the sector.

Category

	2024
The Mean Gender Pay Gap	8.84%
The Median Gender Pay Gap	5.56%
The Mean Bonus Gender Pay Gap	14.09%
The Median Bonus Gender Pay Gap	0%
The Proportion of Males receiving a Bonus Payment	10.28%
The Proportion of Females receiving a Bonus Payment	78.57%

Pay Quartiles by Gender Bands

	2024 Males	2024 Females
A Lower Quartile	90.34%	9.66%
B Lower Middle Quartile	97.95%	2.05%
C Upper Middle Quartile	95.21%	4.70%
D Upper Quartile	97.95%	2.05%

Health and Safety

Context and Mission Zero

The keynote to the success of the company in maintaining a high standard in Safety, Health and Welfare lies in its ability to maintain a flexible organisation to deal with all matters of concern to the Health, Safety and Welfare of its employees howsoever arising.

At STS Group, we are deeply committed to preventing injury and ill health among all our people – including direct employees, subcontractors, and partners – as well as ensuring the safety of visitors and clients at our worksites. We place the highest importance on job safety and wellbeing, making sure every task is carried out not just the right way, but the safe way.

We have developed a **Mission Zero** programme which is a safety-based programme with very simple goals that strives towards the following:

Zero Injuries to our people, contractors and visitors

Zero tolerance of unsafe behaviour and acts

Zero compromise on safety

Zero impact for our families, clients, communities & environment

Zero Defects in our works

To underpin and support **Mission Zero** STS Group have developed 12 life rules based around our most common high-risk activities and related hazards

The 12 STS life rules are a compilation of basic rules that all STS employees should know and live by. These are key components for identifying and managing the hazards in our business. They promote incident prevention by encouraging people to use their Stop Work Authority whenever they see something being done wrong.



STS 12 Life Rules



1 HEALTHY MIND AND BODY



2 WORK PERMITS



3 WORKING AT HEIGHTS



4 LOTO AND ARC FLASH AWARENESS



5 CONFINED SPACE



6 DROPPED OBJECTS



7 CHEMICALS AND CARELESSNESS



8 HAND AND POWER TOOLS



9 DRIVING SAFETY



10 LIFTING AND HOISTING



11 PPE



12 ENVIRONMENTAL AWARENESS

Health and Safety Specific Performance

Safety Performance

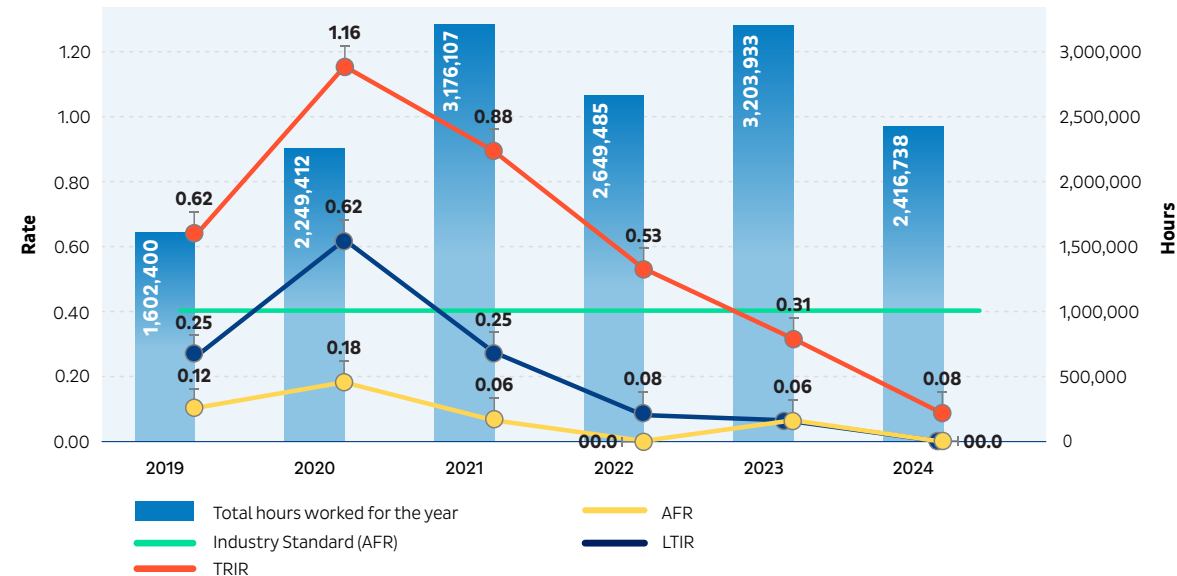
2024 marked a year of exceptional performance in safety, we proudly achieved zero Lost Time Incidents (LTIs) across all operations, completing a total of 2,416,738 project hours with an all-time lowest Total Recordable Incident Rate (TRIR) of 0.08.

This remarkable achievement reflects the commitment, professionalism, and vigilance of our teams in maintaining the highest health and safety

standards across all projects. It is a direct result of our rigorous safety procedures, continuous training, and strong safety culture, where every individual takes responsibility for creating a safe working environment.

Recognising and celebrating these milestones is essential to STS Group. They serve as a powerful reminder of what can be accomplished when safety remains a shared priority and a collective value.

Key Indicators



Our 2024 Achievements

Accident Frequency Rate (AFR)
Zero

HSE TBT:
2,663



TRIR

(TOTAL RECORDABLE INCIDENT RATE):



0.08 per 200,000 hours worked

HSE Trainings
3,352



HSE Trainings PER WORKER
2.95



HSEQ Lessons Learned
3



HSEQ Awards ISSUED
102



HSEQ Internal Audits
1,114



Safety Observation REPORTS (SOR)
5,802



2
INDUSTRY Safety Awards



HEALTH SCREENING ACROSS 3 LOCATIONS
Dublin, Cork and Waterford



Safety Speaker SESSIONS

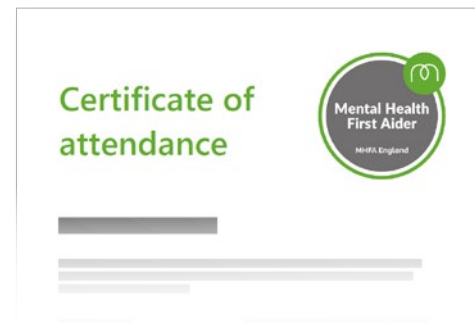
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Health and Safety Initiatives and Campaigns

Mental Health First Aider Programme

Since 2021, we have been working to boost mental health support across STS Group by giving our teams Mental Health First Aid training.

These initiatives help our teams to have a better understanding of mental health issues in the workplace and have the practical skills to spot the triggers and signs of mental health issues.



Keynote Safety Speaker Sessions

At STS Group, we believe that nothing reinforces the importance of safety more powerfully than hearing a first-hand, lived experience. Real stories resonate with our employees, reminding us why safety rules exist: to protect lives and ensure that everyone goes home safely at the end of each working day.

For this reason, we regularly invite keynote safety speakers to share their personal journeys and insights. These sessions create lasting impact, sparking meaningful conversations across our teams and strengthening our shared safety culture.

In 2024, we had the privilege of hearing from inspiring speakers including **Dylan Skelhorn, Martin Enright**, and others who generously shared their experiences, leaving us with valuable lessons and renewed commitment to safety.



Road Safety Authority Shuttle Bus

We were delighted to welcome the RSA (Road Safety Authority) shuttle bus to one of our pharmaceutical projects in Dublin as part of our ongoing commitment to promoting safety both on and off site.

The interactive initiative gave our team the opportunity to engage directly with road safety experts, explore real-life scenarios, and better understand the everyday risks faced on the road.

Through hands-on demonstrations and practical guidance, employees gained valuable insights into how small actions—such as avoiding distractions, wearing seatbelts, and respecting speed limits—can make a major difference in preventing accidents.

By hosting this event, we reinforced the message that safety does not end at the site gate; it extends to every journey our people take.

Over the course of the year, we run both seasonal and targeted campaigns. Here are some of them:

Working at Height

Safety Leadership

Intoxicants

Mental Health

Skin Cancer

Health for All

Fairness, Inclusion and Respect

Mobile Plant and Machinery

CIF Safety Campaign

Lifting and Unloading

Winter Readiness

Safe Home for Christmas

Line of Fire Injury Campaign

Health Screening Dublin, Cork and Waterford

Keynote Safety Speaker

Health and Safety Initiatives and Campaigns

CIF Safety Month

In October 2024, STS Group actively participated in the Construction Industry Federation (CIF) Construction Safety Month by implementing a series of awareness initiatives across all construction projects in Ireland and abroad.

These initiatives included daily Toolbox Talks, structured PowerPoint presentations, practical demonstrations, use of subject matter experts and informative safety video screenings aimed at reinforcing safe work practices and promoting continuous improvement in health, safety, and environmental performance.

Our engagement in CIF Safety Month underscores STS Group's commitment to maintaining the highest safety standards and fostering a strong safety culture throughout our operations.



HSEQ Award

Our HSEQ (Health, Safety, Environment, and Quality) Award programme is a proactive initiative designed to strengthen our HSEQ culture and celebrate outstanding contributions across the organisation. This internal recognition tool has continued to mature and grow each year. In 2024 alone, 102 HSEQ awards were presented across our projects, and since 2021, we have issued over 300 awards, reflecting our ongoing commitment to promoting excellence and fostering a culture of continuous improvement.



Safe Home for Christmas

Since 2018 we have our annual Safe home for Christmas campaign. In this year campaign we were displaying a health and safety advent calendar commitment board, where all of our workers can sign the commitment board and pledge to work safely.



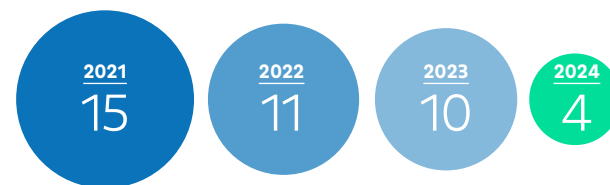
Health and Safety Initiatives and Campaigns

Line of Fire Injury Campaign

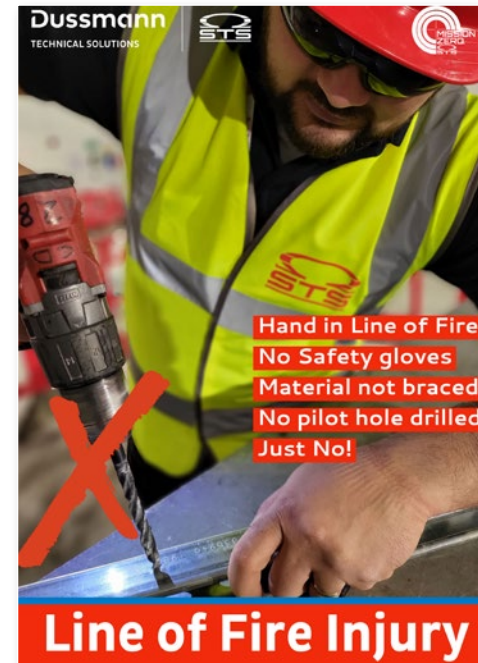
In 2022, we launched a dedicated campaign to address line of fire injuries across STS Group. This initiative placed a strong emphasis on communication, behavioural change, and active commitment at all project levels.

A few years on, we can clearly see the positive impact of these efforts: by 2024, we achieved a **73% reduction** in line of fire-related incidents compared to 2021.

The success and importance of this campaign motivate us to continue seeking innovative solutions to protect our workers and everyone who collaborates with us, reinforcing our commitment to a safe and healthy work environment.



73% reduction in hand/finger/arm injuries



Daily Task Briefing Boards

Early each day, a designated member of the Construction Management Team (CMT) leads a meeting focused on a specific work area or scope. Attendance is mandatory for foremen/supervisors, safety advisors and workers from the relevant contractors and subcontractors involved in that particular scope of work.

The primary purpose of this daily gathering is to review the planned activities for the day and apprise the team of any evolving circumstances or concurrent operations on-site that could potentially impact the safe execution of assigned tasks.

At STS, regardless of whether the main contractor conducts a whiteboard meeting or not, we consistently hold our own whiteboard meetings as a standard practice.

The purpose of our daily task briefing boards meetings is to:

- **Exchange information** about safety concerns, security issues, and lessons learned from the previous day's work.
- Contractors share **insights and learnings** from any incidents or occurrences they encountered.
- **Communicate** high-risk or medium-risk activities that could have broader implications for the entire building or project.
- **Coordinate and synchronise** the work among different trades when potential conflicts or overlaps are identified.
- **Preview and discuss** upcoming work activities in the near future.

At STS, regardless of whether the main contractor conducts a whiteboard meeting or not, we consistently hold our own whiteboard meetings as a standard practice.



Integrated Management System

Our IMS brings together quality, environmental, health and safety standards into a single, cohesive framework.

This integrated approach enhances efficiency, consistency, and accountability across all operations. It enables us to identify synergies between disciplines, streamline compliance with ISO standards, and continuously improve performance. By aligning our processes and objectives, the IMS supports effective risk management, informed decision-making, and the delivery of safe, high-quality, and sustainable solutions for our clients and stakeholders.

This integrated approach enhances efficiency, consistency, and accountability across all operations.

Accreditation

- **CIF** member since 2015
- **NISO** membership since 2015
- **RoSPA** member since 2017
- **VCR/CIRI** certified since 2017
- **Highwire** assessed since 2017 (2024 score: 96/100)
- **Achilles** membership – silver plus 2024
- **AVETTA** consortium member since 2025
- **Lighthouse** Construction Industry Charity supporter since 2021



Development Programmes

The Company is committed to fostering a culture of continuous learning and professional growth among all staff.

We recognise that the ongoing development of our people is essential to maintaining high standards of quality, safety, and innovation in the construction sector.

Talent development areas for skill improvement are identified through business planning or performance evaluation processes. Based on these insights, an Individual Development Plan is created to upskill personnel as needed, ensuring ongoing business continuity and capability development. Employees and line managers complete the Individual Development Plan on a yearly basis and they are sent to the Learning and Development Manager for discussion on further training needs.

As part of our ongoing commitment to employee development and career growth, we have launched in 2024 two new internal development programmes – **Beyond Apprenticeship** and **Above and Beyond Supervision**. These initiatives are designed to provide structured pathways for career advancement and to support our internal talent in reaching their full potential. This year also marked by the launch of the first recognition and graduation programme for Apprentices.

In line with our commitment to best practices, all employees are encouraged to take an active role in their own professional development. The Company

supports this by providing access to relevant training, upskilling opportunities, and career development resources, aligned with individual roles and Company goals.

The Company provides a range of training and development opportunities for employees. These include:

- Training relating to the enhancement of **skills for an employee's current role**. This can include internal and external courses providing technical or specialist training relating to the skills employees require for their role i.e. job shadowing, mentoring, coaching, secondment etc.
- Training leading to a **professional or academic qualification**. The Company encourages employees who wish to do so to pursue continuous professional development (CPD) and where appropriate to gain further qualifications.
- **Apprenticeship Programme**
- **Management training**, including supervisory skills and leadership development programmes.

Our Further Education Programme supports marginalised and high-potential employees with fully funded courses such as MSc Construction Project Management and BSc Quantity Surveying. In 2024, 17 colleagues attended various third level courses supported by STS Group. Several women have benefitted from this programme, enabling career pivots and advancement. Alongside this, a structured mentorship programme matches employees with senior leaders to boost internal promotion and leadership development.

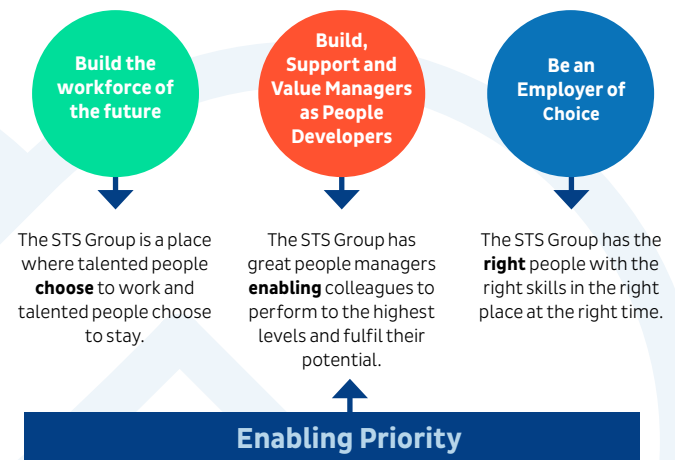
As part of our commitment towards our employees, in June 2024, **Shane Glackin** was appointed as Group HR Director. Shane together with his team is leading a transformational evolution of the HR function, redefining its role from a traditional support function to a strategic driver of business growth, scalability, and long-term resilience.

2 DEVELOPMENT PROGRAMMES LAUNCHED IN 2024

Apprenticeship Graduation Ceremony



Positioning HR as a Strategic Driver



Development Programmes

Above and Beyond Supervision Programme



Launch event the Above and Beyond Supervision programme

We believe in empowering our people to excel and lead with confidence. That is why we proudly launched **Above and Beyond Supervision** in 2024 as a cutting-edge development programme designed to equip our Supervisors and Foremen with the tools, knowledge, and vision to shape the future. With dynamic sessions held in Cork and Dublin, and further sessions planned for 2025, this programme is more than a training, it's a roadmap for growth, innovation, and leadership excellence.

The Above and Beyond Supervision Programme is a comprehensive development pathway designed to upskill existing supervisors and managers.



Through focused leadership training, coaching experiential learning, participants are equipped to take on senior management roles in the future. This approach underpins STS's commitment to succession planning and future-proofing the business, while empowering individuals to realise their leadership potential.

By investing in our team, we are investing in the future of STS Group. Together, we're building leaders who go above and beyond, every day.

The Beyond Apprenticeship Programme

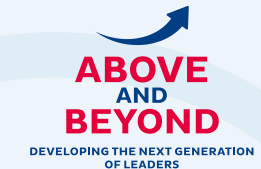


Apprentice Graduation Ceremony

The **Beyond Apprenticeship programme** offers a tailored development roadmap for individuals who have recently completed their apprenticeship, enabling them to continue building their skills and transition into more advanced roles within the business.

Participants are supported through mentoring, tailored training, structured development plans that open doors to roles such as Quantity Surveying, Project Supervision, Management and international opportunities.

This initiative ensures apprentices see their qualification not as an endpoint but as the beginning of a long-term career within STS Group.



The Beyond Apprenticeship Programme is a pioneering initiative that provides newly qualified electricians with a clear roadmap to explore and transition into alternative career paths within the STS Group.

Employee Recognitions

Generation Apprentice Award

Aoife Goulding, our STS Group Apprenticeship Lead, was awarded in December 2024, with the Apprenticeship Enabler and Supporter Award at the National Apprenticeship Office's Champion in the Workplace Awards.



STS are one of the largest employers of Electrical Apprentices in the South East. We pride ourselves on the development, training and mentoring of Apprentices. Over 230 apprentices are currently employed and work in a variety of different industrial sectors including Data Centres, Pharmaceutical and Transmission & Distribution. Along with Aoife, Gerry Glanville, Senior Training Advisor with Waterford and Wexford Education and Training Board plays an instrumental role in supporting apprentices across the South East region and contribution to the success of the STS Apprenticeship Programme.



DS2 Award

PM Group awarded our colleague **Joe Finnegan** for Outstanding Contribution to the DS2 Project. This recognition reflects not only Joe Finnegan's exceptional professionalism and dedication but also the collective commitment of the STS Group team to deliver excellence in every aspect of our projects.

His leadership, technical expertise, and proactive collaboration were instrumental in achieving project milestones safely, efficiently, and to the highest quality standards.

The award highlights the strong partnership with our clients and reinforces our shared values of innovation, integrity, and teamwork in delivering complex projects that set new benchmarks for performance and client satisfaction.

WorldSkills Ireland

Alex O'Brien represented STS Group at the WorldSkills Ireland 2024 Electrical Installation Preliminary Rounds.

Alex is a third year Electrical Apprentice and he was selected for the event because he has shown great ability and dedication since he joined the company.



Apprenticeship Programme of the Year

STS Group won the prestigious **Apprenticeship Programme of the Year**, with special congratulations to Jamie Lawlor, named Apprentice of the Year. Our ongoing collaboration with the IDA further strengthened our strategic approach, while we continue to uphold our promise of supporting growth and development at all levels across the organisation.

Since joining STS Group in 2020, Jamie Lawlor has exemplified dedication and excellence, advancing from apprentice to Junior Quantity Surveyor. He completed his apprenticeship with distinction, earning a national award from Solas.

Peter Dussmann Award

Sean Stafford, Senior Estimator at STS Group, was honoured with the Peter Dussmann Award at the annual Dussmann Group ceremony in Berlin.

This prestigious award recognises individuals who exemplify excellence, dedication, and the core values that underpin the Dussmann Group's success.

We are proud to see Sean's dedication and achievements recognised through this award, reflecting both his individual excellence and the high standards of performance and integrity that define STS Group.



Diversity, Equity and Inclusion

At STS Group we believe embracing equality and diversity in the workplace benefits not just the Company but also individual employees and our customers.

We are committed to an inclusive working environment which respects diversity of characteristics including but not limited to sexual orientation, age, gender, race, ethnicity, family status, disability, civil status, and religious beliefs.

Our senior leadership undergoes legal and inclusive leadership training to better understand discrimination, micro-aggressions, and unconscious bias, fostering a culture of equity and respect.

Additionally, the Company is committed to promoting diversity and inclusion at all levels of the Company. This includes recruiting, hiring and promoting employees from a wide range of backgrounds and experiences.

Recruitment and Career Development Strategies

Inclusivity is central to our recruitment, with in-house training on **interview skills** and **unconscious bias** ensuring fair assessment based on skills and experience. Our Equal Opportunities Policy promotes fairness and prevents discrimination. We actively challenge construction's male-dominated norms by using gender-balanced recruitment materials and engaging with schools to encourage female candidates.

Equity, Diversity and Inclusion Strategy

In 2024, we formally launched a comprehensive Equality, Diversity & Inclusion (EDI) Strategy focused on three core objectives:

- Fostering a **respectful and inclusive** workplace culture
- Increasing representation of **marginalised and underrepresented** groups
- **Embedding EDI** into all operational and strategic decisions.

The business case was clear. Prioritising inclusion helps us better reflect the diversity of our clients and communities, improves employee engagement and retention, and drives innovation. Supporting this strategy, we implemented several key policies i.e.: Equality, Diversity & Inclusion Policy, Dignity at Work, Equality policy ensures equal treatment while embracing diversity.

The **Dignity at Work Policy** defines acceptable behaviours and provides clear procedures to address harassment and bullying.

The **Menopause Policy** offers support through open dialogue and flexible workplace adjustments.

Additionally, our **Domestic Violence Policy** provides practical assistance, including leave and adjustments for employees impacted by domestic abuse.



Health and Wellbeing

We continually strive to support our employees beyond the workplace. Promoting and facilitating Health and Wellbeing initiatives in the workplace has always been at the forefront for STS Group.

We are committed to providing employees with a safe, healthy, and supportive environment in which to work. We recognise that the health and wellbeing of our employees is important, and we commit to providing a supportive workplace culture where healthy lifestyle choices are valued and encouraged. – Workplace Health and Wellbeing Policy.

Since the launch of the STS Group Newsletter in 2017, we have dedicated a section to Health and Wellbeing, publishing more than 70 articles covering a diverse range of topics. These communications provide practical guidance, raise awareness, and promote healthy habits across our workforce.

We recognise the distinct challenges faced by our predominantly male workforce and regularly address men's health topics, while also ensuring that the wellbeing of our female employees receives equal focus and attention. This inclusive approach ensures that all employees feel supported and valued.

At STS Group, we believe in a holistic approach to employee wellness encompassing physical health, mental resilience, and emotional balance. Our initiatives aim to enhance engagement, performance, and job satisfaction while reducing absenteeism and turnover. By promoting a strong sense of wellbeing and a healthy work-life balance, we empower our people to take ownership of their health and contribute to a positive, productive organisational culture.



Health and Wellbeing

Vhi Programme

STS Group VHI Employee Assistance Programme (EAP) is available to all employees and immediate family members.

It is a free confidential service available 24/7, that gives access to fully qualified accredited counsellors and information specialists.

EAP range services:

- In the moment counselling support
- Structured phone, video and face-to-face counselling
- Parent and Career coaching
- Legal and financial information support
- Manager Support helpline
- Critical incident support
- Online wellbeing hub



Health Screening

In October 2024, STS Group conducted Health Checks with our partner RediCare at our location Waterford, Dublin and Cork. We were pleased to invite RediCare to provide comprehensive health assessments to our employees.



World Mental Health Day

To mark the occasion of the World Mental Health Day on the 10th October, we released a dedicated Toolbox talk that was delivered across our projects.

World Mental Health Day provides the opportunity to raise awareness about global mental health issues and creates the opportunity for people to call for action and advocate for change in mental health. Throughout the month of October, we are making mental health and wellbeing a company priority with a programme of awareness sessions, wellness events that celebrate and raise awareness of the importance of connection.

OUR EVENTS

International Women's Day

STS Group pledges its commitment to support women's health on International Women's Day. STS Group has made chemical-free and environmentally friendly sanitary products available at no cost to our female employees in our Head Office. We partnered with Riley, an Irish-owned, female-founded company, to deliver this project and plan to expand the initiative over the next 12 months.



Ping Pong Tournament Head Office

To celebrate St. Patrick's Day in 2024, we kicked off the festivities with a Ping Pong Tournament at the head office, followed by an Irish-themed breakfast!



Pride Day

For the month of June, in recognition and support of Pride Month, STS Group has changed the colours

of its logo to represent the iconic rainbow flag. We launched a company-wide awareness campaign for all employees across the group to learn about Pride, its origin, what it represents, and why it is celebrated. Our teams stood down for a coffee and Pride theme doughnut to mark the occasion. Supporting Pride month matters for STS Group because the LGBTQ+ community is one of the most marginalised globally and we are delighted to be involved!

Christmas Jumper Day

Once again, STS Group proudly took part in the National Christmas Jumper Day. Employees across our Head Office joined in the festive spirit by donning their most cheerful Christmas jumpers, all in support of a great cause. This year, the funds raised went to the Simon Community, helping to support their vital work with those experiencing homelessness.



Our Community Engagement

STS Group is an active stakeholder in our local communities, and we demonstrate this by engaging with our communities and supporting them through various means from supporting sporting teams that include local GAA and rugby teams, sponsoring local charities and fundraising.

In 2024, we continued to demonstrate our commitment to the wellbeing and development of the communities we serve, by investing more than €180,000 in community-focused initiatives.

The cornerstone of our community involvement would be providing valuable jobs to the communities we work in and giving young people the chance to form a career through our impressive apprenticeship programme.

Toy Drive to support the Jack and Jill Foundation



We also encourage our employees to offer their time and abilities to the betterment of the community on several initiatives across the year.

Here are some of the charity groups we supported in 2024:

- **Lighthouse Construction Industry Charity** - Lighthouse Charity
- **My Canine Companion**
- **IWA - Irish Wheelchair Association**
- **Waterford Marine Search and Rescue** | W.M.S.A.R
- **Make-A-Wish Ireland** - Children's Charity
- **Focus Ireland** | Challenging homelessness. Changing lives.
- **Simon Communities** - Ending Homelessness in Ireland

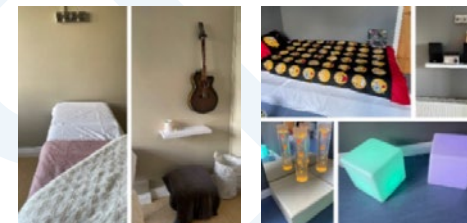
Céim Eile Project

Over the last year, we collaborated with the Brothers of Charity in efforts to upgrade the facility of **Céim Eile** in **Waterford City**. The Brothers of Charity, Céim Eile Project is a non-profit initiative that provides day services designed to meet the varying needs of adults with Intellectual Disabilities in the local community. The centre is open five days a week and Céim Eile caters to 10 adults. Most users will attend five times weekly from 9 am-3 pm.

The goal of the renovations was to make the centre an inviting and comfortable place for the users to come to every day. Furniture and equipment needed upgrading and updating, while issues surrounding electricals were to be resolved to reduce hazards and improve the overall safety of the building.

The team of five worked weekends and evenings to ensure no disruption during its opening hours to the centres service and its users. A total of 5 rooms were renovated as part of the project.

The relaxation room and the multi-function room after renovation



Each of the rooms received fresh paint, furnishings, and electrical work where needed. Various pieces of equipment were supplied, touchscreens and sensory tools which play a vital role in the day-to-day activities of the centre.

The renovation involved the upgrading of the following rooms:

- The Relaxation Room
- The Multi-Sensory Room
- The TV Room
- Computer Room
- Entrance Hall

We were honoured to work on the Céim Eile project to renovate the building into a safe, comforting space for its users. This project was about more than just improvements, it was about giving back to our local community and helping marginalised groups feel valued and supported.

Thanks to these renovations, the facility is now a welcoming space for the service users. Electrical hazards have been removed, equipment has been upgraded, and furnishings have been modernised to create a comfortable environment for both residents and staff. Knowing that our efforts have helped provide a secure and well-equipped space for those who need it most fills us with immense pride.



Our Community Engagement

Sponsorship of Local Teams

STS Group actively supports its local communities by partnering with and sponsoring sports teams. Through these initiatives, the company promotes health, teamwork, and youth development while strengthening community ties.



Waterford Senior Camogie Team



Ballygunner Senior Hurlers



Highfield Rugby Club



Tinahely Football Club, Co. Wicklow



Mitchelstown/Mallow u16 Girls

Waterford Wildcats Basketball Team



Governance

Our 2024 Performance

Be Partner of Choice

Increase Audit Frequency

Audit Frequency (pcs/mio.€)



Comply with International Standards in Supply Chain

Relevant Supplier Evaluation Rate



Relevant Subcontractor Evaluation Rate



Sustainable Governance

The Key to our Success is our People

To reinforce our long-term commitment to sustainability, STS Group appointed **Sandra Gonçalves João** as Head of Sustainability and established a dedicated **ESG Committee** in December 2024.

This ESG Committee represents a cross-functional body that plays a central role in advancing our environmental, social, and governance agenda across all business units and locations.

The Committee supports and advises the STS Group Board on all sustainability-related matters, helping to integrate ESG principles into our decision-making and management processes. Comprising representatives from various departments, the Committee meets regularly to coordinate efforts, monitor progress, and ensure alignment with our corporate strategy. It acts as a platform for collaboration, knowledge sharing, and the identification of emerging sustainability challenges.

Through the establishment of the ESG Committee, STS Group has strengthened its governance framework and embedded sustainability more deeply into its core business operations and strategic decision-making, a vital step toward ensuring long-term value creation for our stakeholders.

ESG committee 2024 activities:

- Establishment of the committee
- Terms of reference approved
- One meeting executed

Members of the ESG Committee



Information Security

At STS Group, safeguarding the confidentiality, integrity, and availability of information is a top priority. We are strengthening our information security framework in preparation for ISO 27001 certification in 2025. Our approach includes the implementation of robust policies, technical controls, and employee training to ensure data protection and cyber resilience across all operations. Through continuous risk assessment and alignment with international best practices, we aim to enhance system security, support regulatory compliance, and build greater trust with our clients and stakeholders.

ESG Policies and Compliance

Our ESG Policies

STS Group has a comprehensive set of policies to ensure that all important topics are covered, appropriately addressed and followed by all in the same direction.

Some of our ESG related policies include:

- DG - Sustainability Policy
- DG - Code of Conduct
- DG - Code of Conduct for Business Partners
- Quality Policy
- Health and Safety Policy
- Environmental Policy
- Training & Development Policy
- Anti-Bribery and Corruption Policy
- Recruitment Selection Policy
- Dignity at Work Policy
- Equal Opportunities Policy
- Family Leave Entitlements Policy
- Equality, Diversity & Inclusion
- Workplace Health and Wellbeing Policy
- STS Work Life Balance Policy
- STS Group Commitment to Ethical and Fair Employment of Migrant Workers
- Anti-Trust Law Policy

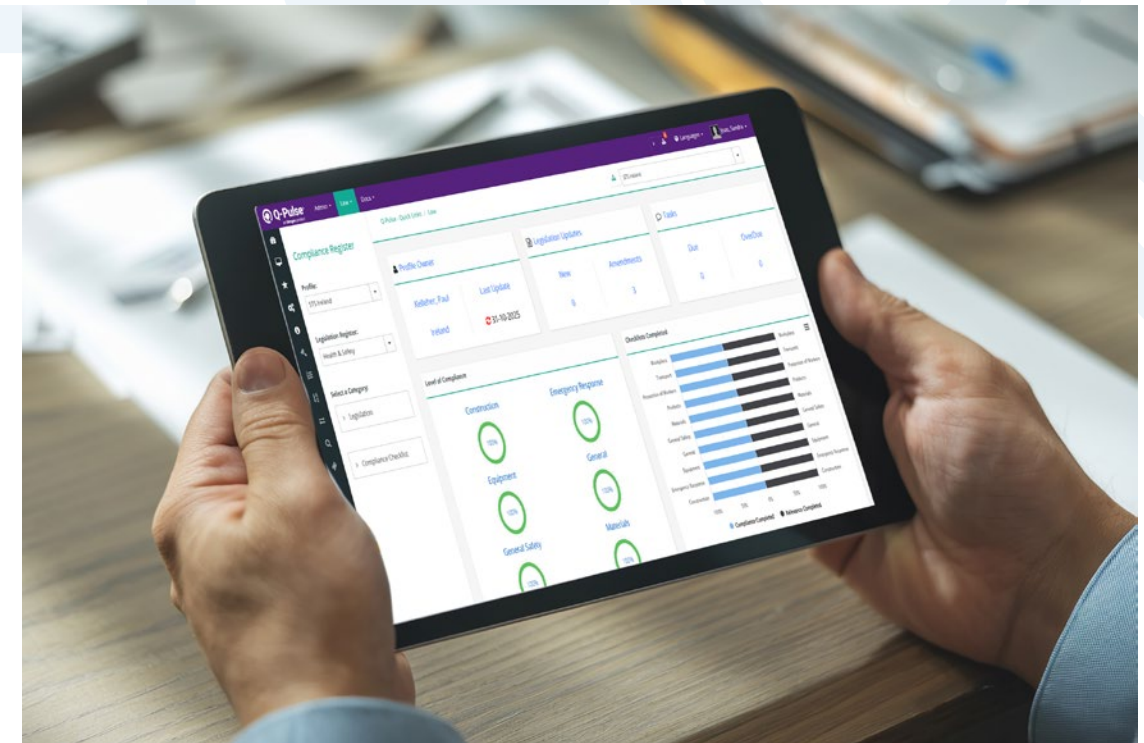
Compliance

At STS Group, integrity and ethical conduct are fundamental to how we do business. Our commitment to compliance ensures that we operate responsibly, transparently, and in accordance with all applicable laws, regulations, and internal policies.

We maintain a robust compliance management framework designed to prevent, detect, and address potential risks related to our business (ethics, anti-corruption, data protection, fair business practices and many more). Through continuous training, communication, and monitoring, we promote a culture of accountability and reinforce the highest standards of professional behaviour across all levels of the organisation.

We utilise Q-Pulse EHS software to efficiently manage and monitor our compliance obligations. Through its dedicated law module, we maintain jurisdiction-specific compliance checklists, conduct ongoing evaluations, and prioritise monitoring across our main business entities. This digital tool is complemented by regular project site audits, which remain a key element in our compliance verification process. Identified gaps are addressed through structured action plans.

By integrating compliance into our governance and operational processes, we safeguard our reputation, strengthen stakeholder trust, and ensure that our actions consistently reflect our values of fairness, respect, and responsibility.



Our Quality Management Approach

Building Excellence: How We Deliver Quality Service to Our Clients

At the heart of our construction company lies a steadfast commitment to delivering exceptional quality across every project. We believe that quality is not just a standard, it's a culture. Through strategic investments in training, innovation, and recognition, we continuously raise the bar for performance and client satisfaction. Our mindset is to continually strive to change the thought process from; **"Install, Inspect"**, fix to **"Right First Time"**.

Investing in Training and Development

Quality begins with people. We actively invest in training programmes to ensure our teams are equipped with the latest skills and knowledge. By sourcing new and accredited training providers, we keep our workforce ahead of industry standards. A prime example is our initiative to build Authorised Persons from within the business. Recognising the difficulty of recruiting for this role externally, we identified suitable internal candidates and provided them with specialised, accredited training.

This approach has not only filled a critical skills gap but also strengthened our internal capabilities and supported our Recruitment Team.

As a Gold Member of Lean Construction Ireland, STS Group continues to champion innovation, collaboration, and continuous improvement throughout all our operations by implementing Lean techniques acquired during our LCI White Belt course training, conducted across our entire management, supervisory and office department staff in 2024.

Embracing Innovation for Smarter Quality Management

Innovation is a cornerstone of our quality strategy. We have transformed our inspection and test processes by implementing digital inspection and test software. This shift has streamlined operations, improved accuracy, and significantly reduced our reliance on paper—supporting our environmental goals and sustainability objectives.

Furthering our digital transformation, we have introduced QR codes across our sites to communicate critical Quality and Compliance information. These codes provide instant access to up-to-date inspection data, test results, and compliance documentation, ensuring our workforce is always informed and aligned with best practices and regulatory parameters and test results. Like our inspection software, this innovation has also contributed to reducing hard copy printing, reinforcing our commitment to environmental stewardship.



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Recognising and Celebrating Quality Performance

We believe that quality should be celebrated. Our monthly Quality Awards recognise outstanding and consistent performance across both site teams and support departments. These awards not only motivate our teams but also reinforce our culture of excellence.

In 2024, we again proudly supported World Quality Week, embracing the theme From Compliance to Performance. We hosted presentations across our projects, attended by operatives, clients, and construction management teams.

These events were a fantastic opportunity to showcase our Quality Awards and engage with stakeholders on our journey from meeting standards to exceeding expectations. The presentations also proved to be a very effective way of communicating Quality processes to operatives who may not always be exposed to those processes at the client facing side yet form the most critical part of it, i.e. the installation works. Similarly, the presentations targeted to our Head Office departments were very effective at giving those in the office departments a feel for what happens out on the projects with a view to Quality control, which their own roles support daily.

- Engagement with project teams through Quality Communications
- Incentives and Campaigns

- Permitting
- FOK
- Defect Inspection
- ITR Completion
- Internal Audit
- Redline / As Built



A Culture of Continuous Improvement

Our approach to quality is proactive and forward-thinking. We don't just comply with standards—we strive to surpass them. By investing in our people, embracing innovation, and celebrating excellence, we ensure that every project reflects our unwavering commitment to quality.

As we look to the future, we remain dedicated to evolving our practices, empowering our teams, and delivering exceptional results for our clients. Quality is not a destination, it's a journey, and we are proud to lead the way.

Stakeholder Management

At STS Group, we recognise that open and transparent **engagement with our stakeholders** is essential to the success of our business and the achievement of our sustainability objectives. We maintain regular dialogue with a wide range of stakeholders, including employees, clients, shareholders, suppliers, subcontractors, association bodies, and the communities in which we operate.

Our approach focuses on understanding their expectations, addressing their concerns, and identifying opportunities for collaboration and mutual value creation. Through structured communication channels we gather insights that inform our decision-making and help shape our ESG strategy.

By maintaining strong, trust-based relationships, STS Group ensures that stakeholder perspectives are integrated into our operations and that our sustainability initiatives deliver long-term, shared benefits.

Employees/Workers/Staff

Board of Directors

Safety Committee Members

Shareholders

Clients

Suppliers

Subcontractors/Temporary Workers Agencies/
Suppliers

Government/ Policies

State control/surveillance authorities
(Regulatory Bodies: HSA and EPA, Revenue)

Financial Institutions

Associations Bodies
(CIF, NISO, CIRI, ROSPA, MECA, IOSH, SOLAS,
Engineers Ireland)

Insurance Company

Charities/Local Communities

Certification Body



Supply Chain Management

At STS Group, we recognise that responsible supply chain management is essential to achieving our sustainability objectives and upholding the highest standards of ethics, quality, and environmental performance. We collaborate closely with our suppliers and subcontractors to ensure that our values and principles are embedded throughout our supply chain.

Our **Code of Conduct for Business Partners** outlines clear expectations regarding integrity, ethical behaviour, and compliance with applicable laws and regulations. In parallel, our **HSEQ Minimum Standards** define the Health, Safety, Environmental, and Quality requirements that guide how our projects are executed, serving as a benchmark for consistent excellence. We expect all partners to align with these standards and maintain full compliance with relevant legislation and internal policies.

As part of the Dussmann Group, and in accordance with the German Supply Chain Act (2023), we have undertaken a thorough analysis and evaluation of our suppliers to ensure compliance with due diligence obligations and human rights requirements.

Through regular assessments, audits, and open communication, we promote continuous improvement and transparency across our supply chain. We also encourage innovation and collaboration to identify sustainable materials, reduce waste, and improve efficiency.



By fostering long-term partnerships built on trust and shared responsibility, STS Group aims to create a resilient and sustainable supply network that supports our clients and communities.

In December 2024, we took an important step forward in strengthening our supply chain governance by partnering with **Local Supply Chain** to implement a new digital platform aimed at improving supplier management, transparency, and data-driven decision-making.

This initiative marks a key milestone in our journey toward a more sustainable, resilient, and responsible global supply network.

Digitalisation

Digital Transformation Journey

At STS Group, digitalisation is a key driver of our operational excellence, sustainability, and continuous improvement. Our digital transformation journey focuses on streamlining processes, enhancing collaboration, and improving data-driven decision-making across all areas of the business.

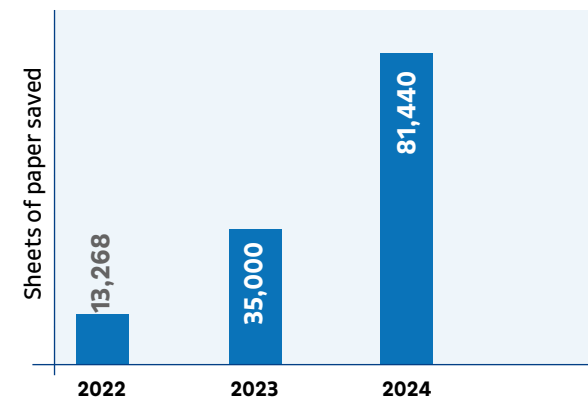
Over the last few years, we have adopted a suite of advanced digital tools and systems, including **Field View**, **COINS**, **Hilti On!Track**, **Q-Pulse**, **Quentic**, **CGA Flex**, **Navisworks**, and **Autodesk**, among others. These platforms improve project execution, compliance management, and resource efficiency while fostering stronger integration across departments and project sites.

A clear example of the benefits of digitalisation is the implementation of Field View, which has significantly contributed to our ISO 14001 environmental goals by reducing paper usage across the organisation. By the end of 2024, we achieved a reduction equivalent to 81,440 sheets of paper saved, a figure that continues to grow as more projects adopt this digital solution.

81,440 SHEETS OF PAPER
SAVED IN 2024

Our digitalisation initiatives not only improve operational performance but also strengthen ESG data collection, monitoring, and reporting capabilities. By building a connected and intelligent data environment, STS Group is enhancing transparency, ensuring reporting accuracy, and reinforcing our position to innovation and responsible business practices.

Field View - paper saved



Thanks for reading our report.

For further information on STS Group please visit our website.

stsgroup.ie