Dussmann
TECHNICAL SOLUTIONS

STS

Our 2025 ESG Report



We care for more

Table of Contents

Introduction

Executive Summary	page 3
Our 2025 ESG Highlights	page 4
What We Do	page 5
Our Presence	page 6
Our Mission and Values	page 7
Our Collaborations	page 8
ESG Strategy	page 9
ESG Reporting	page 10
Our ESG Journey	page 11
Recognitions and Awards	page 12

Environment

Our 2025 Performance	page 13
Environmental Management System	page 14
2025 Carbon Footprint	page 15
Energy Consumption *(scope 1 & 2)*	page 17
Waste Management	page 18
Water Management	page 19
Biodiversity	page 19
Environmental Communication and Initiatives	page 20

Social

Our 2025 Performance	page 21
Our People at a Glance	page 22
Gender Pay Gap	page 23
H&S - *Context and Mission Zero*	page 24
H&S - *Specific Performance*	page 25
H&S - *Initiatives and Campaigns*	page 26
Learning, Development and Workforce Capacity	page 30
Talent Development	page 31
Employee Recognitions	page 32
Diversity, Equity and Inclusion (DEI)	page 33
Health, Wellbeing and Employee Engagement	page 34
Head Office Refurbishment	page 36
Our Community Engagement	page 37

Governance

Our 2025 Performance	page 39
Sustainable Governance	page 40
Integrated Management System (IMS)	page 42
ESG Policies	page 43
Quality Management	page 44
Engineering, Pre-Construction and BIM	page 46
Stakeholder Management	page 47
Information Security	page 47
Supply Chain Management	page 48

Appendix 1
VSME Index and Notes page 49

Executive Summary

2025 was a landmark year for STS Group. Against a backdrop of changing market conditions and shifts in investment patterns across Europe, we continued to grow, diversify and strengthen our position as a leading international engineering contractor. It was a year of significant achievement, with healthy financial results and we reached the highest level of activity in our company's history.

> With more than 3.4 million project hours worked across our operations, our teams successfully delivered increasingly complex projects while maintaining an unwavering focus on the values that define STS Group.

Throughout the year, we expanded our presence across the **data centre**, **life sciences**, and **transmission and distribution** (T&D) sectors, securing new opportunities that support our long-term growth strategy, including our first solar farm projects under the T&D banner and the continued evolution of our GC2 role in the UK and Europe. These achievements, reinforce our confidence in the opportunities ahead and the strength of our long-term strategy.

While growth is important, our success is measured by much more than financial performance. The safety, wellbeing, and development of our people remain our highest priorities. Every day, we strive to ensure that every employee, subcontractor, and visitor returns home safely. Achieving record levels of activity while maintaining a strong safety culture is a testament to the commitment and professionalism of our teams.

Over the year, we continued investing in the development of our people. The expansion of our apprenticeship programmes, career progression pathways, the rollout of our **ESG Training Programme**, and the refurbishment of our Waterford head office all demonstrate our commitment to creating an environment where individuals can learn, develop, and thrive. We were also proud to receive **Investors in Diversity Bronze** accreditation from the Irish Centre for Diversity and to be recognised with the Best Sponsor Award at the Diversity in Business Awards, reinforcing our commitment to fostering an inclusive and supportive workplace culture.

2025 brought significant milestones in our ESG journey. We were proud to achieve our first **EcoVadis Gold Medal**, placing STS Group among the top 5% of companies on ESG performance. We got **ISO Information Security** certification, strengthening our IT systems. We also made significant progress in strengthening our supply chain management and responsible procurement practices. A key milestone during the year was the roll-out of our new Local Supply Chain (LSC) tool. We have established a strategic partnership with the Supply Chain Sustainability School in Ireland to further enhance sustainability capability across our value chain.

During the year we continued developing our ESG Strategy and Decarbonisation Plan to provide greater clarity around our long-term ambitions. Despite our overall greenhouse gas emissions increased with business growth, our carbon intensity emissions reduced compared to 2024, demonstrating improved emissions efficiency relative to revenue growth. With Scope 3 emissions representing 99% our footprint, we remain focused on collaborating with suppliers and partners to reduce emissions across our value chain.

On behalf of the Board and leadership team, I would like to thank our employees, clients, vendors, and partners for their continued trust, dedication, and support. Your commitment and positive energy drive our success and shape the culture that makes STS Group unique. As we look to the future, we remain excited by the opportunities ahead and confident in our ability to meet future challenges with the same passion, determination, and collaborative spirit that have brought us this far.

Richard Hogan, STS Group - Managing Director



The Year in Review

In 2025, STS Group continued to strengthen its position as a leading provider of Specialist Electrical and Instrumentation Services across Ireland, the United Kingdom, Europe, and the Middle East.

Throughout the year, we maintained a strong focus on operational excellence, digital transformation, and the continued integration of environmental, social, and governance (ESG) principles into our business. We further enhanced our governance framework, progressed key sustainability initiatives, and remained committed to the highest standards of health and safety, quality, and innovation.

Through responsible business practices, collaboration, and a culture of continuous improvement, we continue to deliver reliable, high-quality services while creating long-term value for our clients, employees, and other stakeholders.

Our ESG Highlights 2025

Environment

19% Reduction in Total CO_2e Intensity
(SCOPE 1, 2 "LOCATION-BASED" AND 3 UPSTREAM AND DOWNSTREAM) PER REVENUE (compared with 2024)

18,143 kWh OF **Self-Generated** ENERGY

63% RATIO OF **Renewable Energy** USED

96% of Waste DIVERTED THROUGH RECYCLING OR REUSE

3,000 Sapling Trees PLANTED (Season 2024/25)

Social

€188,000+ in Charitable Donations

3,408,281 TOTAL HOURS WORKED

0.06 LTI LOST TIME INCIDENT RATE

NISO Awards Winner
HIGHER DISTINCTION AWARD & EXCEPTIONAL HIGH ACHIEVER AWARD

TOTAL RECORDABLE INCIDENT RATE **0.23** PER **200,000 Hours** WORKED

First Female PROJECT MANAGER AND QUANTITY SURVEYOR

507 New Employees

324 Apprentices

Governance

100% Relevant Subcontractor EVALUATION RATE

GOLD MEMBER OF **LEAN** CONSTRUCTION IRELAND

LAUNCH OF OUR **ESG Training Programme**

Ecovadis Gold Medal TOP 5%

Supply Chain Sustainability SCHOOL PARTNER

Investors in Diversity BRONZE

ISO 27001:2022 Certification ACHIEVED

What We Do



Through technical excellence, innovation, and a commitment to responsible business practices, STS Group continues to support the development of critical infrastructure while creating long-term value for clients, employees, and stakeholders.

Our Business

STS Group is a leading provider of electrical and instrumentation engineering services, delivering complex projects across Ireland, the United Kingdom, Europe, and the Middle East. Headquartered in Waterford, Ireland, STS Group forms part of Dussmann Technical Solutions, a division of the Dussmann Group.

Supported by an average workforce of more than 1,600 personnel annually, we provide specialist expertise across the full project lifecycle, from pre-construction and engineering through to installation, commissioning, and project delivery. Our teams contribute to the successful execution of critical infrastructure and industrial projects within the Life Sciences, Data Centres, Food & Beverage, and Transmission & Distribution sectors.

Our continued growth is underpinned by long-standing client relationships, a strong culture of safety and quality, and a proven ability to deliver complex projects in dynamic and highly regulated environments. The high level of repeat business we achieve reflects the trust our clients place in our capabilities, while new partnerships continue to expand our presence across key international markets.

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 **DUSSMANN GROUP**
2024	FIRST PROJECT IN T&D SECTOR, **STS FRANCE**
2025	FIRST SOLAR FARM UNDER THE T&D BANNER SECURED, NEW GC2 ROLE IN THE UK AND GC2 MEP ROLE IN GERMANY

Back to contents page

Our Presence

STS Group has established a strong international footprint, delivering high-quality engineering and technical solutions across a diverse range of sectors and geographies.

Our presence in multiple countries reflects our ability to operate effectively in complex environments, fostering collaboration, innovation, and operational excellence across all regions.

Each project contributes to our continued growth and strengthens our reputation as a trusted partner, recognised for excellence, safety, reliability, and technical expertise. Our geographic reach and sectoral diversity enable us to leverage global experience and best practices, delivering innovative, sustainable, and value-driven solutions tailored to our clients' needs.

By combining local knowledge with international capability, STS Group continues to build long-term partnerships, support critical infrastructure development, and create lasting value for clients, communities, and stakeholders worldwide.

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



Our Sectors

- **Pharmaceutical & Life Science**
- **Data Centres**
- **Transmission and Distribution**
- **Food and Beverage**
- **Commercial**

Annual Turnover

PHARMA	DATA CENTRES	T&D
56%	43%	1%

105 Live Projects IN 2025

1,600+ Workers DAILY ACROSS OUR PROJECTS

OPERATIONS IN **9** Countries

MALE **95%**

29 Nationalities

FEMALE **5%**

3,408,281 Hours WORKED ON OUR PROJECTS

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.

In 2025, our parent company, Dussmann Group, refreshed its corporate values, which closely align with those of STS Group.

These shared principles highlight our mutual commitment to continuous improvement, quality, and fostering a culture where every individual is valued. Together, they strengthen the connection between our teams and the wider Dussmann family, ensuring we all work toward the same high standards and shared purpose. These refreshed values represent the foundation for a strong corporate culture.

Our Certifications

Our ISO-certified management systems provide a robust framework for Quality, Environmental Management, Health and Safety, Building Information Modelling, and Information Security.

Our Information Security certification, achieved most recently in 2025, further demonstrates our commitment to maintaining high standards across all aspects of our operations. Collectively, these certifications reflect our commitment to continual improvement, regulatory compliance, and the consistent delivery of responsible and sustainable business practices.

STS Group is certified for its different business entities:

- **ISO 9001: 2015 - Quality Management Systems**
- **ISO 14001: 2015 - Environmental Management Systems**
- **ISO 45001: 2018 - Occupational Health and Safety Management Systems**
- **ISO 19650-2: 2018 – Building Information Modelling Management Systems**
- **ISO 27001: 2022 – Information Security Management Systems**

Our Values

Passion

Approach every project that we do with **enthusiasm and dedication**, striving to deliver the best for customers and colleagues.

Excellence

A shared STS and Dussmann value. Continually seek **improvement**, encourage **innovation**, and maintain the highest **quality** in all that we do.

Trust

Communicate openly, act with **integrity**, and **stand by** one another, even in challenging situations.

Responsibility

Make thoughtful discussions that consider **people**, the **environment**, and long-term **outcomes**.

Respect

Another core STS and Dussmann value, embrace **diversity**, treat everyone **fairly**, and appreciate **different perspectives**.

Back to contents page

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 partners and memberships enable knowledge sharing, benchmarking, and the promotion of high standards in different topics such as environment, 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

Here are some of the Partners and Membership Associations with which we engage:

INTRODUCTION
ENVIRONMENT
SOCIAL
GOVERNANCE

ESG Strategy

At STS Group, sustainability is embedded within our business strategy and long-term vision for growth.

Guided by the Dussmann Group (DG) ESG framework and aligned with the United Nations Sustainable Development Goals (SDGs), our approach reflects global megatrends and focuses on three core pillars: **Environmental**, **Social** and **Governance** (ESG). We view sustainability not only as a responsibility but also as an opportunity to drive innovation, strengthen resilience and support business growth.

Materiality assessment underpins our sustainability approach, informing the development of Group-wide sustainability objectives and the measures required to achieve them.

We are committed to integrating ESG considerations, alongside the needs and expectations of our internal and external stakeholders, into our business processes and decision-making. Maintaining financial resilience and the ability to adapt to change are essential to sustainable growth and continuous improvement in ESG performance. In this context, the early identification and assessment of risks and opportunities are integral to our integrated management system.

Throughout 2025, DG continued the development of its own ESG Strategy and Decarbonisation Plan to provide stakeholders with greater clarity on our sustainability ambitions and priorities. To ensure full alignment with our parent company's strategic direction, the formal release of the STS Group ESG Strategy was deferred pending further alignment with the DG framework.

In 2025, Dussmann Group introduced its **Road to 2030** strategic framework, setting a renewed direction for a responsible growth. This framework sets out the DG's strategic priorities and areas of focus, with the ambition of strengthening its position as a leading full-service and solutions partner. It combines operational excellence with responsible service delivery, underpinned by environmental, social and governance considerations.

This strategic direction provides an important foundation for STS Group's continued development of its sustainability priorities and its contribution to the wider Group's long-term objectives.

Sustainable Development Goals supported:



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.

INTRODUCTION
ENVIRONMENT
SOCIAL
GOVERNANCE

Back to contents page

ESG Reporting

At STS Group, we continuously enhance our ESG reporting processes to promote transparency, accuracy and consistency, while maintaining alignment with evolving sustainability reporting standards.

During the reporting year, we continued to use Quentic as our central ESG data management platform for collecting, consolidating and managing sustainability indicators across the Group. This digital solution supports efficient data collection and analysis while strengthening data quality, traceability and reliability across our business units.

Our ESG indicators are integrated into the Integrated Management System (IMS), which provides the overarching framework for implementing sustainability-related policies, managing risks and opportunities, and monitoring performance.

> Linking ESG indicators to the IMS enables us to connect sustainability objectives with operational activities and outcomes, supporting a more comprehensive assessment of our ESG performance.

Our reporting includes both measured and, where necessary, estimated data, particularly in relation to upstream and downstream value-chain activities.

Although our parent company, Dussmann Group, is subject to the Corporate Sustainability Reporting Directive (CSRD) and reports in accordance with the European Sustainability Reporting Standards (ESRS), STS Group is not currently subject to mandatory sustainability reporting requirements under the CSRD.

Nevertheless, we have chosen to prepare this report voluntarily, with reference to the EFRAG Voluntary Sustainability Reporting Standard for non-listed small and medium-sized enterprises (VSME), covering both the Basic and Comprehensive Modules. This approach reflects our commitment to transparency, comparability and sound governance of sustainability-related matters, while providing relevant information to our internal and external stakeholders.

This report has been prepared on a consolidated basis and covers the following Group entities:

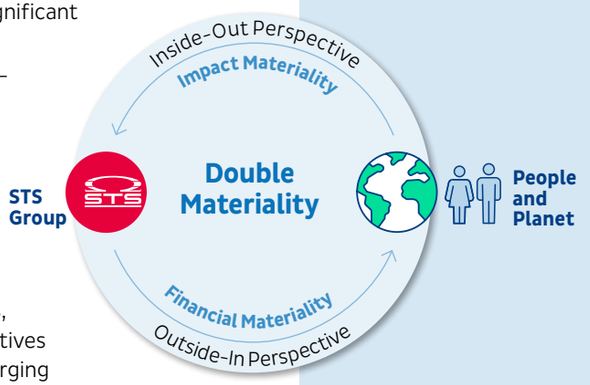
Specialist Technical Engineering Services Unlimited Company
Specialist Technical Services UK Limited
STS Elektromechanische Anlagenbau GmbH
STS Group Switzerland AG
STS Denmark ApS
Specialist Technical Engineering Services B.V
STS Specialist Technical Services France SAS
Specialist Technical Services Sweden AB

The report does not claim full compliance with all VSME disclosure requirements. A summary table detailing the relevant VSME disclosure requirements and their coverage within this report is provided at the end of the document.

The Double Materiality Approach

STS Group applies the double materiality principle in alignment with our parent company, Dussmann Group, ensuring that sustainability matters are assessed from two complementary perspectives. This approach, embedded within the European Sustainability Reporting Standards (ESRS), enables us to identify the sustainability topics that are most relevant to our business and stakeholders.

The assessment considers two complementary dimensions. The inside-out perspective evaluates how our operations effects 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. Topics are considered material where they are significant under either or both perspectives.



To identify and assess material sustainability matters, STS Group leverages the Dussmann Group's Enterprise Risk Management (ERM) framework, which integrates both financial and non-financial considerations. This process is supported by ongoing engagement with key stakeholders, including employees, clients, suppliers, and business partners, whose perspectives help inform our understanding of emerging risks, opportunities, and expectations.

The outcomes of the double materiality assessment provide the foundation for Group strategy, guiding the prioritisation of actions, targets, and initiatives that support responsible business practices, strengthen resilience, and create long-term value for our stakeholders.

Our ESG Journey



2025

First STS Group **ESG Report**

First **Ecovadis** Medal - Gold

First **ISO IT** Certification

Investors in Diversity Bronze - Irish Centre for Diversity.

Established Partnership with **SCSS** - Ireland

ESG Training Programme roll-out

LSC roll-out

2024

Signatory of **The 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

2023

First **Quentic Carbon Footprint** Calculation

Roll-out of the **Supply Chain Evaluation** Audit

2022

HSEQ Minimum Standards

First **Ecovadis** Medal - Bronze

First **Quentic** Reporting

2020

First **Carbon Footprint** Calculation

2016

First **NISO** Award

2013

First **ISO QHSE** Certifications

As we continue to strengthen our ESG programme, our focus remains on embedding ESG topics across all areas of the business. Key priorities include advancing decarbonisation initiatives, strengthening supply chain ESG performance, improving ESG data quality, and further integrating sustainability into decision-making processes. Through continuous improvement and collaboration, we aim to create long-term value for our people, clients, communities, and wider stakeholders.

INTRODUCTION
ENVIRONMENT
SOCIAL
GOVERNANCE

Back to contents page

Recognitions and Awards

The achievements and recognition received by STS Group reflect the talent, dedication, and professionalism of our people.

Industry awards and external acknowledgements demonstrate our commitment to delivering excellence, driving innovation, maintaining the highest standards of safety, and creating sustainable value for our stakeholders.

> Beyond recognising past successes, these accomplishments reinforce our culture of continuous improvement and inspire us to raise the bar in everything we do.

By celebrating individual and team achievements, we foster engagement, encourage innovation, and strengthen the collaborative culture that supports our long-term success.

Company Recognitions

Ecovadis

Gold – Top 5% (80/100)

For the first time we received a Gold Medal from Ecovadis on recognition for our sustainability efforts.

STS Group improved by 14 points overall in our rating from last year and ranked above the construction industry average in every category, ranking in the top 5% of companies audited on the platform.

NISO Awards

Exceptional High Achiever Award
Higher Distinction Award

This year, we received two prestigious awards from NISO , recognising organisations that have achieved a Distinction level or higher for ten consecutive years. These awards are a powerful endorsement of STS Group's ongoing commitment to health, safety, and wellbeing, and reflect the hard work, dedication, and safety culture that runs throughout our organisation.

Investors in Diversity **Bronze**

STS Group has been awarded Investors in Diversity Bronze accreditation by the Irish Centre for Diversity. This is a great achievement and reflects the progress we are making to build a workplace that is inclusive and supportive for all employees.

Diversity in Business Award

Best Sponsor Award - Winner

STS Group was honoured to receive the award for Best Sponsor. Supporting grassroots clubs, teams, and organisations is something we believe in deeply.

SISK Supply Chain Partner of the Year

Life Sciences & Technology

This award from SISK is a recognition of the excellent work and professionalism of our teams deliver internationally for our client.

Outstanding Quality Performance & Turnover Award

DS2 Project

This award from PM Group and Client was presented to us on the back of getting 75 no. systems handed over defect-free at W1 stage and elevated straight to W3, and the quality of the test packs being handed over have been top class.

Considerate Constructors Scheme

45 out of 45

On our first Considerate Constructors Scheme audit report for one of our UK GC2 Data Centre project, we got full points 45 out of 45.



Sisk Supply Chain Partner of the Year Award



Diversity in Business Awards

Outstanding Quality Performance & Turnover Award



Members of the team receiving our NISO Awards





Environment

Our 2025 Performance

Become Carbon Neutral

Identify and reduce carbon footprint (Scopes 1 and 2)

Total CO_2e (Scope 1+2 "market-based") per revenue	🔴
Share of electricity from renewable sources	🔴
Proportion of 100% electric kilometres driven	🟢

Environmental Management System

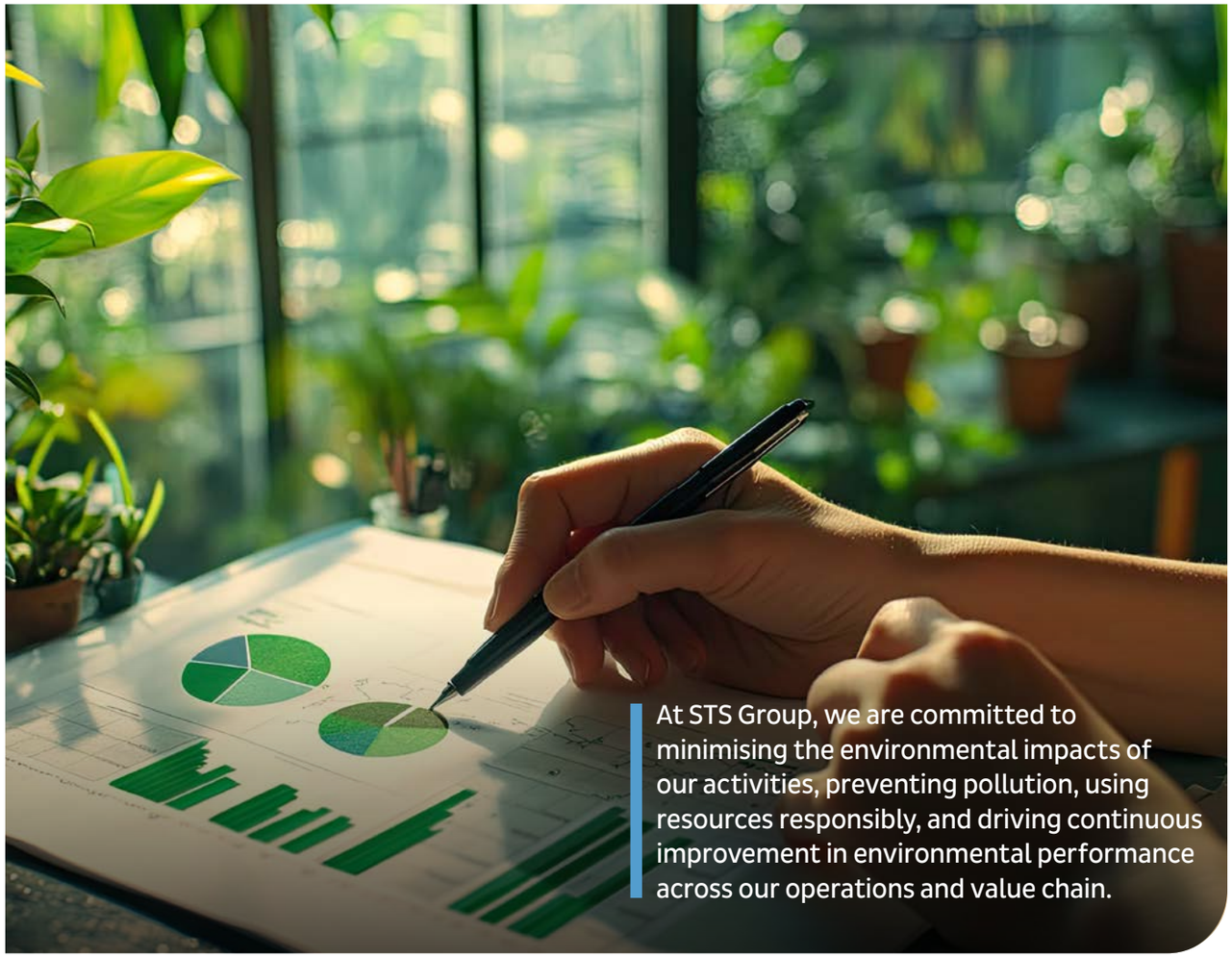
Our Environmental Management System (EMS), certified to ISO 14001 since 2013, provides the framework through which we identify, assess, manage, and monitor environmental risks and opportunities

The system supports compliance with applicable environmental legislation and regulatory requirements while promoting a proactive approach to environmental stewardship and sustainable business practices.

The EMS is fully integrated within our Quality, Health, Safety and Environmental (QHSE) Management System and applies across all STS Group operations, projects, and relevant subcontractor activities. This integrated approach ensures that environmental considerations are incorporated across every stage of our projects.

Beyond regulatory compliance, we continuously seek opportunities to enhance our environmental performance and support our long-term sustainability ambitions. Through robust data collection, performance monitoring, internal and external audits, and regular management reviews, we establish measurable objectives and targets focused on reducing greenhouse gas emissions, improving resource efficiency, minimising waste generation, and protecting the natural environment.

As part of our commitment to sustainable growth, our EMS supports the implementation of our environmental strategy and decarbonisation roadmap, helping us create lasting value for our clients, employees, communities, and wider stakeholders.



At STS Group, we are committed to minimising the environmental impacts of our activities, preventing pollution, using resources responsibly, and driving continuous improvement in environmental performance across our operations and value chain.

Back to contents page

2025 Carbon Footprint

Carbon Footprint and GHG Emissions

Measuring and managing our carbon footprint is a critical component of our EMS. It enables us to identify key sources of greenhouse gas (GHG) emissions, establish reduction targets, monitor progress, and identify opportunities to reduce our climate impact.

In 2025, we continued to refine our GHG emissions calculations in accordance with the Greenhouse Gas (GHG) Protocol, strengthening the quality and accuracy of our emissions data. Our assessment covers the following emission sources:

Scope 1: Direct emissions from fuel consumption in company vehicles, stationary equipment, and facilities.

Scope 2: Indirect emissions associated with purchased electricity.

Scope 3: Other indirect emissions across our value chain, including purchased goods and services, the use of sold products and services, employee commuting, and business travel.

In 2025, our total carbon footprint across Scopes 1, 2(mb) and 3 increased by 20%, from 46,675 tCO_2e in 2024 to 55,836 tCO_2e. However, when considered in the context of our strong revenue growth, our carbon intensity decreased by 19%, from 201.25 tCO_2e/Mio.€ in 2024 to 163.56 tCO_2e/Mio.€ in 2025. This reduction indicates improved emissions efficiency relative to business growth and provides an important indicator for monitoring our progress in reducing the carbon intensity of our operations and value chain.

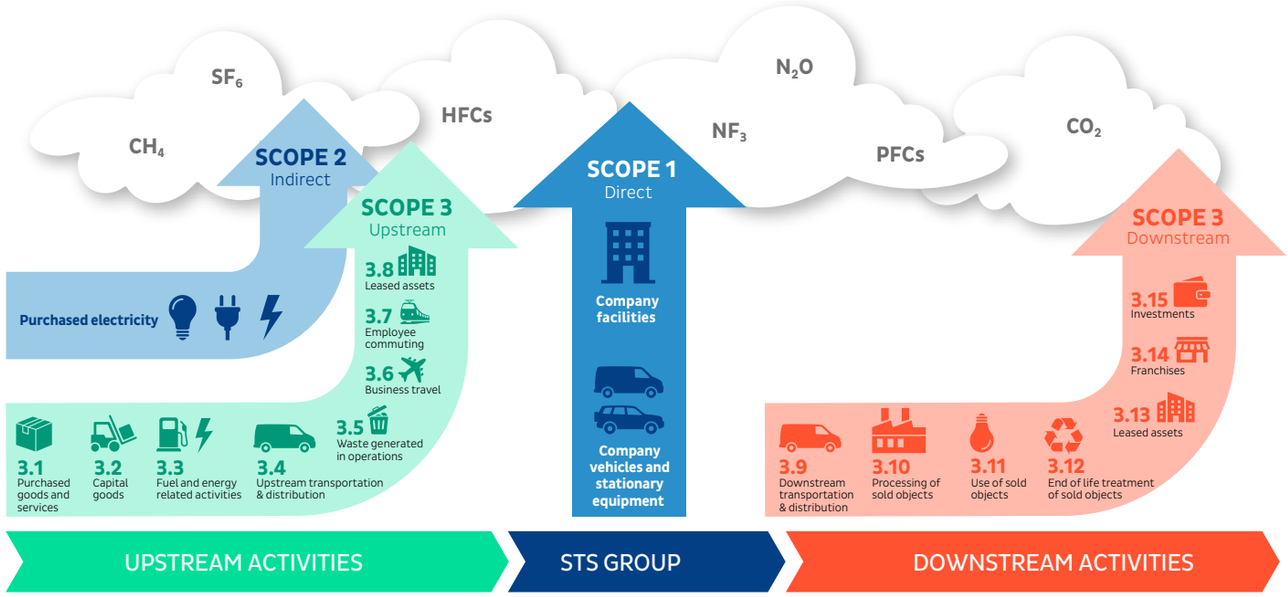
19% REDUCTION IN TOTAL GHG EMISSIONS INTENSITY compared with 2024

Based on our current assessment, Scope 3 accounts about 99.3% of our total GHG emissions. As a result, reducing value chain emissions is a key priority within our decarbonisation strategy.

> We continue to strengthen our sustainable procurement policies and processes and work with our suppliers to improve data quality, identify lower-carbon alternatives, and support emissions reduction across our value chain.

While Scope 1 and Scope 2 represent a comparatively smaller proportion of our overall footprint, we remain focused on reducing these emissions through measures such as energy efficiency, lower-carbon fuels, renewable electricity procurement, and fleet transition. These actions form part of our broader ESG strategy and support the commitments established through our participation in **The Climate Pledge**.

Climate change is a material topic through our double materiality assessment, nonetheless, we have not identified climate-related hazards and climate-related transition events, creating significant climate-related risks for the business. Climate change / weather impacts on our business model risk were identified as low-risk level under our risks and opportunities assessment.



Back to contents page

2025 Carbon Footprint

Total STS Group Emissions by Source (tCO_2e)

SCOPE 1	Fuel Consumption *(diesel and petrol)*	341.56
	Natural Gas	4.06
	AdBlue	0.94
	Biodiesel HVO	1.52
SCOPE 2	Electricity *(location based)*	32.84
	Electricity *(market -based*	18.79
SCOPE 3	Purchased products and services	43,516.40
	Capital Goods	532.75
	Upstream Energy and Fuel-Related Activities (WTT)	117.25
	Upstream Transportation and Distribution	154.38
	Waste and Wastewater	8.23
	Business Travel	698.31
	Employee Commuting and Home Office /Mobile Working	1,045.73
	Upstream Leased Assets	1.29
	Use of Sold Products and Services	9,374.09
	End-of-Life Treatment of Sold Products	15.07
	Investments	5.98

TOTAL CO_2e PER REVENUE:
Scope 1, 2 (market-based) and scope 3 (upstream and downstream)

163.56 tCO_2e/Mio.€ | **-19%** Compared to 2024

SCOPE 1:	SCOPE 2: (market-based)	SCOPE 3: (upstream & downstream)
348.08t	18.79t	55,469.50t

Scope 1, 2 and 3 Emissions Breakdown

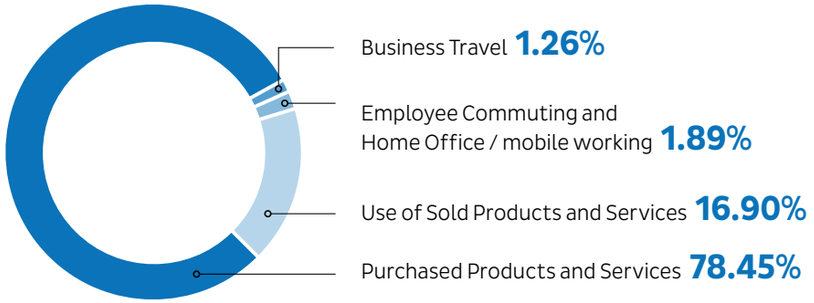
	2023	2024	2025
SCOPE 1	0.87%	0.42%	0.62%
SCOPE 2 Market-based	0.06%	0.02%	0.03%
SCOPE 3	99.7%	99.6%	99.3%

Scope 1 and 2 Emissions Breakdown



Fuel Consumption: **93.5%** Natural Gas: **1.1%** AdBlue **0.4%**
Biodiesel HVO **0.3%** Electricity *(market-based)* **5.6%**

Scope 3 Emissions Breakdown



Our carbon footprint is calculated in accordance with the Greenhouse Gas Protocol (GHG Protocol). and with the software solution Quentic, used across the Dussmann Group.

Back to contents page

Energy Consumption SCOPE 1 AND 2

STS Group continues to monitor and manage energy consumption across its operations as part of its broader approach to operational efficiency and environmental performance.

Our energy consumption is primarily derived from three sources: fossil fuels, hydrotreated vegetable oil (HVO), and electricity. Fossil fuels are mainly consumed by our vehicle fleet, stationary equipment, and building heating systems. Electricity consumption is associated with our offices, facilities, and growing electric vehicle fleet, while HVO is used to power certain items of stationary equipment on project sites.

In 2025, total energy consumption increased by **1.4%** compared with 2024, reflecting the expansion of our operational scope and increased project activity. Despite this increase, the proportion of electricity sourced from renewable energy tariffs increased to 63%, representing an **8% improvement** compared with the previous year.

Energy efficiency also improved during the year, with **total energy consumption** per € million revenue **decreasing by 31%** compared with 2024, indicating a lower energy intensity relative to business growth.

We remain focused on improving energy performance through efficiency measures, electrification opportunities, and the increased use of lower-carbon energy sources where operationally feasible.

63% RENEWABLE ELECTRICITY IN 2025

STS Group Energy Consumption

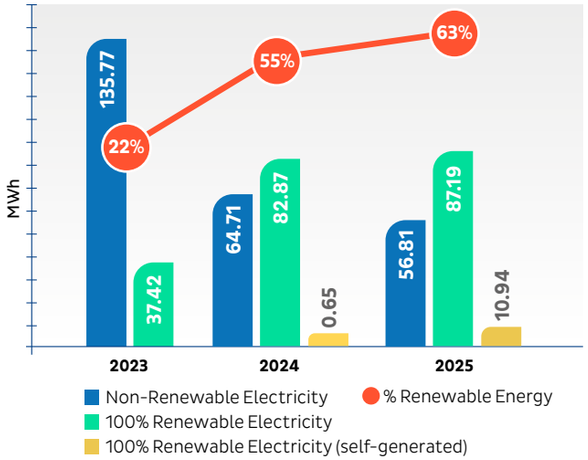
2025 (MWh)	Renewable	Non-Renewable	Total
Electricity	98.13	56.81	154.94
Fuels	406.40	1,306.46	1,712.86
Total	**504.53**	**1,363.27**	**1,867.80**

TOTAL ENERGY CONSUMPTION PER REVENUE MWh / Mio. €	2023	2024	2025
	3.66	**7.95**	**5.47**

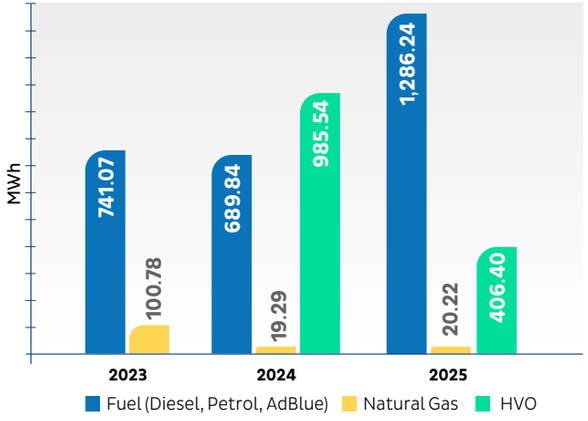
As part of our fleet transition programme, STS Group introduced its **first electric van** in 2025 to support project operations in the Cork region. This represents an important step in diversifying our vehicle fleet and evaluating lower-emission transport solutions for operational use.



STS Group Electricity Consumption



STS Group Fuel Consumption



Back to contents page

Waste Management

STS Group is committed to managing waste responsibly and improving resource efficiency across its operations. Our approach follows the waste hierarchy, prioritising waste prevention, reuse, and recycling, while ensuring the appropriate handling and disposal of materials that cannot be recovered.

Where practical, we incorporate resource-efficiency principles into project delivery. During the design and planning stages, our engineering teams assess opportunities to optimise material use through approaches such as value engineering, Design for Manufacture and Assembly (DfMA), off-site manufacturing, and prefabrication. These methods can help reduce material consumption, minimise waste generation, and improve delivery efficiency.

Our level of responsibility for waste management varies across projects depending on the scope of works undertaken, which influences both the volume and composition of waste generated. In 2025, STS Group generated 178.77 tonnes of waste across operations in three countries, representing a 54% reduction compared with 2024. Of the total waste generated, 96% was diverted from disposal through recycling or reuse routes.

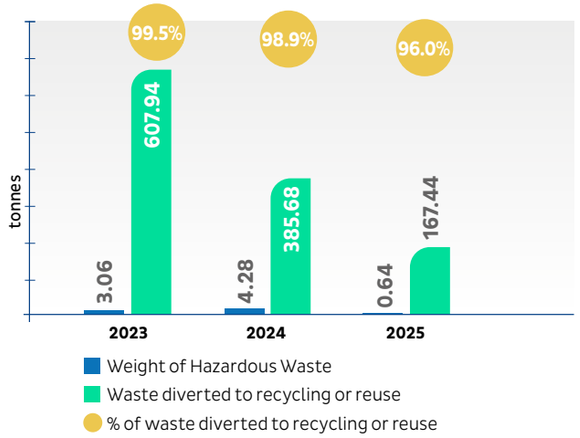
Where STS Group has responsibility for waste management, project-specific Waste Management Plans are implemented to support the segregation, storage, handling, recovery, and disposal of waste in accordance with applicable legal and client requirements.

To support consistent waste management practices, employees receive regular training, Toolbox Talks, and awareness communications focused on waste prevention, segregation, and responsible resource management across our operations.

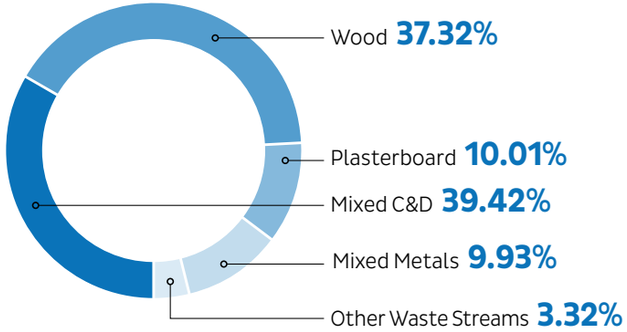
54% REDUCTION IN VOLUME OF WASTE compared with 2024

96% OF WASTE DIVERTED TO RECYCLING OR REUSE

STS Group Waste Production



Significant Waste Streams 2025



The Circular Economy

The circular economy is a system where materials never become waste and nature is regenerated. In a circular economy, products and materials are kept in circulation through processes like maintenance, reuse, refurbishment, remanufacture, recycling, and composting. The circular economy tackles climate change and other global challenges, like biodiversity loss, waste, and pollution, by decoupling economic activity from the consumption of finite resources. - **Ellen MacArthur Foundation**

The circular economy is based on three principles, driven by design:

- **Eliminate waste and pollution**
- **Circulate products and materials (at their highest value)**
- **Regenerate nature**



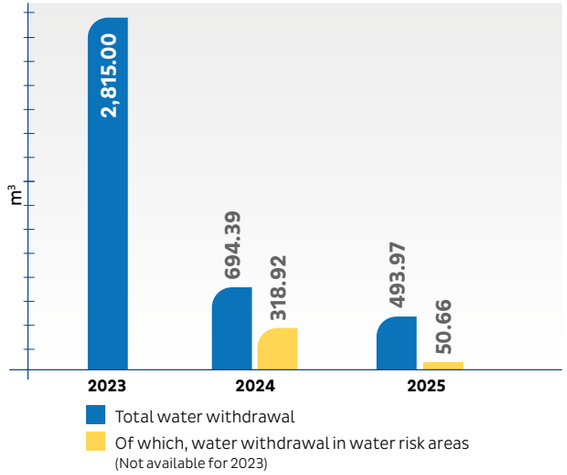
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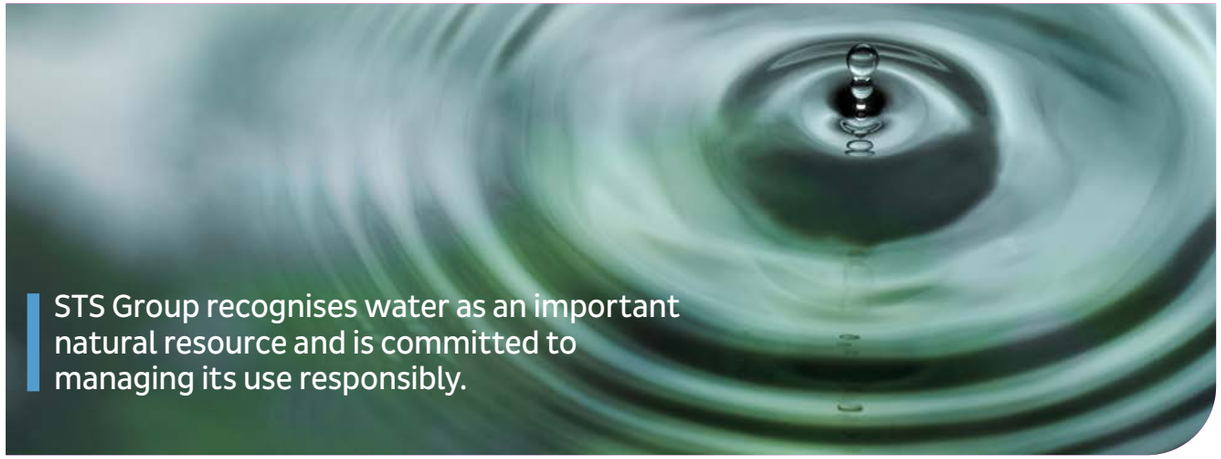
Water Management

As an electrical, mechanical, and instrumentation engineering services provider, our operations are not generally water-intensive, with consumption primarily associated with welfare facilities and the day-to-day needs of workers across our offices and project sites. In most cases, water required for project delivery is provided by our clients and is therefore not directly procured or managed by STS Group.

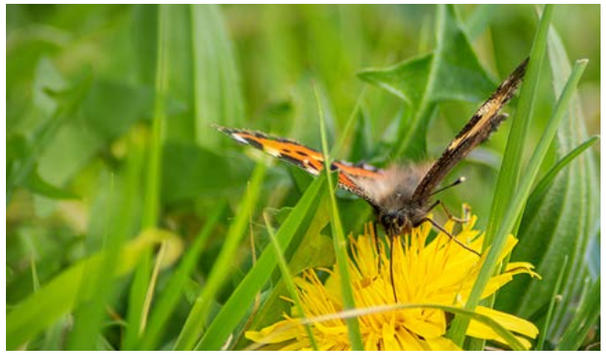
We seek to minimise unnecessary water consumption through responsible use, appropriate facility management, and employee awareness. Where STS Group has direct control over facilities or project activities, water use is monitored and managed in accordance with applicable environmental requirements and our EMS. Water risk areas are identified by combining the WRI Aqueduct Water Risk Atlas with site-level data. Where relevant, water-related risks and impacts are also considered as part of our broader environmental management.

STS Group Water Withdrawal





Biodiversity



Biodiversity Site Assessment

In 2025, STS Group conducted its first biodiversity site assessment of our offices in Ireland. The assessment examined the location of our sites in relation to designated and proposed conservation areas, including Special Protection Areas (SPAs), Special Areas of Conservation (SACs), Natural Heritage Areas (NHAs), and proposed Natural Heritage Areas (pNHAs).

The assessment considered each office location at five geographical levels: the exact site location and within 1 km, 2 km, 5 km, and 10 km radius. The analysis was based on data from the National Parks and Wildlife Service (NPWS) Protected Areas Map, providing a consistent basis for understanding the proximity of our operations to areas of recognised biodiversity value.

The assessment confirmed that none of STS Group's Irish offices are located within a designated or proposed conservation area, and that STS Ireland has zero hectares of land use within biodiversity-sensitive areas.

This initial assessment provides a baseline for understanding the relationship between our operations and surrounding areas of biodiversity value.

Environmental Communication and Initiatives

At STS Group, we are committed to fostering environmental awareness and responsibility across our workforce and within the communities where we operate.

Our internal initiatives go beyond our sites and we participate in community engagement programmes that promote environmental stewardship and support local 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.

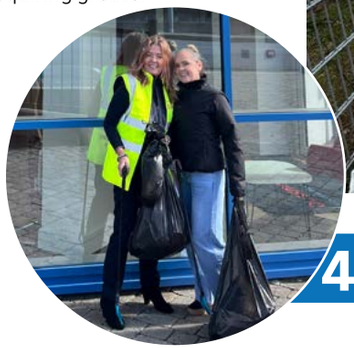
Environmental Toolbox Talks

We conduct monthly Environmental Toolbox Talks (TBTs) designed to inspire and empower our workers and supply chain to adopt sustainable and environmentally responsible practices in their day-to-day 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.

Some topics approached during the year were:

- Earth Day
- World Bee Day
- International Biodiversity Day
- Earth Overshoot Day
- Environmental spills
- Waste reduction



World Clean Up 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.

In 2025 our 42 volunteers across Ireland, UK, Denmark and Belgium collected 49 kg of waste from the streets of our local communities.



42 EMPLOYEES | **4** COUNTRIES | **49kg** WASTE

Biodiversity Day

To celebrate the International Day for Biodiversity on the 22nd of May, STS Group distributed Irish wildflower seeds to some of our sites. The initiative aimed to raise awareness among our workers of the importance of biodiversity and pollinators, while encouraging practical actions to support local ecosystems and enhance biodiversity.



Wellness Garden

In 2025, one of our site teams in Cork renewed its participation in a client-led Well-B Garden project. As part of this initiative, the STS site team planted pollinator-friendly flowers to support biodiversity and enhance the site's natural environment.



Biodiversity – tree planting

As part of our yearly objective, STS Group in association with Reforest Nation, have planted 3000 saplings trees in Ireland (planting season '24 / '25).



Back to contents page



Social

Our 2025 Performance

Be Employer of Choice

Improve Occupational Health and Safety

- Lost time accident frequency (LTAF)
- Accident Severity Rate (ASR)

Actively Promote Employee Retention

- Employee Turnover Rate (voluntary)

Our People at a Glance

At STS Group, our people are the driving force behind our success. Their expertise, commitment and innovation enable to deliver complex projects safely, efficiently, and to the highest standards of quality.

As our business continues to grow, we remain engaged to provide a work environment where employees can thrive, develop their careers and contribute to the long-term success of the organisation. We believe that the foundations for a successful and resilient business are built investing in people, developing future skills, and fostering a culture based on trust, respect, accountability and continuous improvement.

> At STS Group we are committed to promoting a positive and harmonious working environment where every employee is treated with respect and dignity, and in which no employee feels threatened or intimidated.

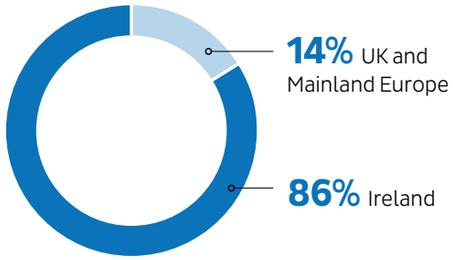
Our People Strategy is focused on three key priorities:

- Developing future-ready technical and leadership capabilities
- Creating clear career pathways and progression opportunities
- Supporting employee wellbeing, inclusion and engagement

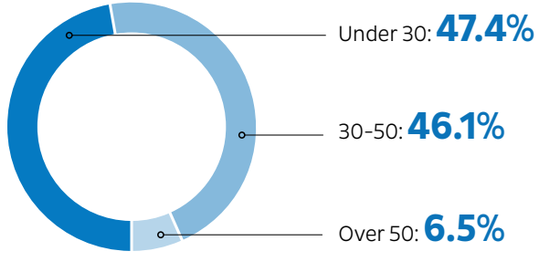
These priorities ensure we continue to attract, retain and develop a highly skilled workforce capable of meeting the evolving needs of our clients, projects and industry. The growth and development of our workforce remain central to the continued success of STS Group.



Employees per Region



Age Profile of Employees



Direct Employees 945

MALE 95%

29 Nationalities

FEMALE 5%

WORKFORCE GROWTH 239 (compared with 2024)

Women IN MANAGEMENT POSITIONS **11.20%**

131,505 TRAININGS HOURS

EMPLOYEES PURSUING **Third Level** QUALIFICATIONS **35**

TOTAL NUMBER OF **Apprentices 324**

APPRENTICE **Take-Over Rate 71%**

Gender Pay Gap

STS Group is committed to fostering a fair, inclusive and equitable workplace where all employees are provided with equal opportunities to develop and progress based on merit, capability and performance.

The gender pay gap measures the difference in average hourly earnings between men and women across the organisation. It does not measure equal pay for equal work, which remains a legal requirement and a core principle of our remuneration practices. At the snapshot date in June 2025, STS Group employed 722 employees in Ireland, comprising 96% male employees and 4% female employees.

For the 2025 reporting period:

- Mean Gender Pay Gap: **-6.94%**
- Median Gender Pay Gap: **-13.29%**

These results indicate that, on average, female employees earned more than their male counterparts during the reporting period.

> The outcome represents a significant improvement from the previous year and reflects changes in workforce composition, employee progression and the distribution of employees across professional and support functions.

While the overall result is positive, STS Group recognises that female representation within engineering and site-based roles remains low, reflecting wider challenges across the engineering and construction sector.



Our Commitment

Closing representation gaps remains a long-term priority for STS Group. We remain committed to building a more diverse workforce and creating opportunities that enable all employees to succeed and progress within STS Group.

Our focus areas include:

- Promoting engineering careers to women and girls through educational outreach initiatives
- Supporting female employees pursuing professional qualifications and career development opportunities
- Expanding mentoring and leadership development programmes
- Encouraging diverse candidate pools during recruitment processes
- Monitoring workforce representation and progression trends across all levels of the organisation

Category	2025
Mean Gender Pay Gap	-6.94%
Median Gender Pay Gap	-13.29%
Mean Bonus Gender Pay Gap	58.98%
Median Bonus Gender Pay Gap	-33.33%
Proportion of Males receiving a Bonus Payment	20.43%
Proportion of Females receiving a Bonus Payment	65.63%

Pay Quartiles by Gender Bands	2025 Males	2025 Females
A Lower Quartile	87.36%	12.64%
B Lower Middle Quartile	98.35%	1.65%
C Upper Middle Quartile	97.80%	2.20%
D Upper Quartile	98.9%	1.10%

Back to contents page

Health and Safety Context and Mission Zero

The foundation of STS Group's approach to health, safety, and wellbeing is a structured management system, supported by clear responsibilities, proactive risk management, and a strong safety culture across our operations.

Our Occupational Health and Safety Management System is certified to ISO 45001, providing a recognised framework for managing health and safety risks, supporting regulatory compliance, and driving continual improvement.

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 and communities

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.

12 STS 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 & CARELESSNESS

8 HAND AND POWER TOOLS

9 DRIVING SAFETY

10 LIFTING AND HOISTING

11 PPE

12 ENVIRONMENTAL AWARENESS

Back to contents page

Health and Safety Specific Performance

Safety is more than a priority at STS Group, it is a core value that guides every decision we make. We believe that every individual has the right to work in a safe environment and return home safely to their family and loved ones each day.

Through strong leadership, proactive risk management, continuous learning, and employee engagement, we foster a culture where safety, wellbeing, and care for one another are embedded in everything we do.

Protecting the health, safety, and wellbeing of our people is fundamental to the way we operate. At STS Group, we are dedicated to maintaining the highest standards of safety across all our activities, ensuring that safety considerations are integrated into every stage of project delivery.

In 2025, STS Group achieved its highest-ever level of activity, recording 3,408,281 project hours worked across our operations, representing a significant increase compared to previous years.

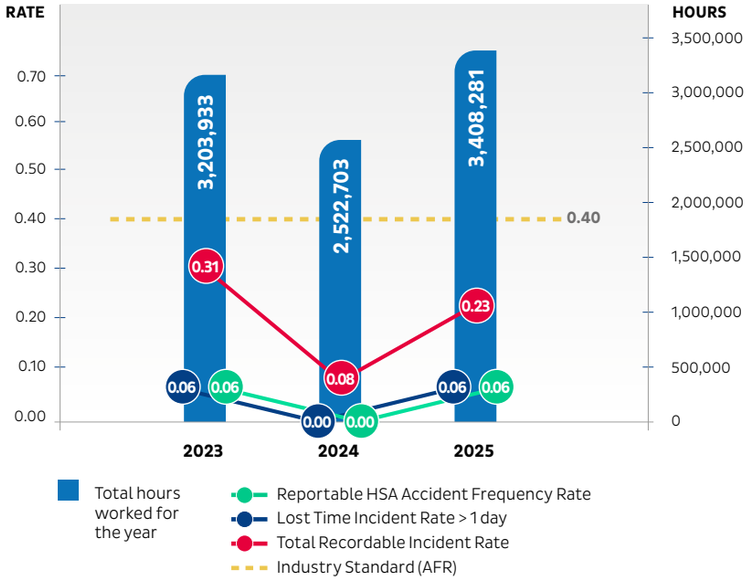
While this growth brought additional operational complexity and safety challenges, our teams remained focused on maintaining a strong safety culture and effective risk management practices throughout all projects.

During the year, our Total Recordable Incident Rate (TRIR) was 0.23 per 200,000 hours worked, our Accident Frequency Rate (AFR), based on HSA-reportable incidents, was 0.06 per 200,000 hours worked, and similarly, our Lost Time Incident Rate (LTIR), measuring incidents resulting in more than one day away from work, was 0.06 per 200,000 hours worked.

While these results did not match the exceptional performance achieved in 2024, they remain low relative to the scale of our operations and provide valuable opportunities for learning and continuous improvement. Every incident is investigated to identify root causes, implement corrective actions, and strengthen preventative measures across the Group.

STS Group remains committed to its goal of preventing injuries and protecting the wellbeing of all. By continuing to invest in training, leadership engagement, behavioural safety programmes, and proactive hazard identification, we strive to further enhance our safety performance and ensure that everyone returns home safely every day.

3 Years Group Performance



Our 2025 Achievements

AFR (ACCIDENT FREQUENCY RATE):
0.06 PER **200,000** HOURS WORKED

TRIR (TOTAL RECORDABLE INCIDENT RATE):
0.23 PER **200,000** HOURS WORKED

HSE **Toolbox Talks** **2,540**

HSE **Trainings** **4,886** | PER WORKER **2.97**

HSE **Internal Audits** **1,199**

Safety Observation Reports (SOR) **11,057**

HSEQ **Lessons Learned** **6**

INDUSTRY **Safety Awards** **2**

KEYNOTE **Safety Speaker** SESSIONS

99 HSEQ **Awards** ISSUED

Health and Safety Initiatives and Campaigns

At STS Group, fostering a strong safety culture remains a core priority. Throughout 2025, we continued to implement a range of targeted and seasonal health and safety initiatives designed to raise awareness, strengthen risk management practices, and promote safe behaviours across our operations.

Through ongoing engagement, communication, and education, these campaigns support our commitment to ensuring that safety remains embedded in every aspect of our work.

Key initiatives and campaigns included:

- Working at Height
- Safety Leadership
- AED Training
- Mental Health
- Skin Cancer
- Fairness Inclusion and Respect
- Excavation
- Mobile Plant and Machinery
- CIF Safety Campaign
- Loading and Unloading
- Live Roads and Road Users
- Return to Work Safely
- Safe Home for Christmas
- Line of Fire Injury Campaign
- Keynote Safety Speaker





Some pictures of our HSEQ awards



99 AWARDS WERE PRESENTED IN 2025

HSEQ Awards

Our HSEQ Awards programme is a key initiative that promotes a strong culture of Health, Safety, Environment, and Quality (HSEQ) across the organisation. The programme recognises individuals and teams who demonstrate outstanding commitment to HSEQ excellence, encouraging best practices and continuous improvement throughout our operations.

In 2025, 99 HSEQ Awards were presented across our projects, highlighting the dedication of our workforce to maintaining high standards in safety, environmental stewardship, quality, and operational excellence.

Working at Heights Campaign



In 2025, we launched a targeted Working at Heights Safety Campaign to reinforce safe working practices across our projects.

> The campaign focused on the use of high impact safety communications and awareness posters to highlight key statistics, hazards, and risks associated with working at height.

The initiative aimed to strengthen risk awareness, promote safe behaviours, and reinforce the importance of adhering to established safety procedures. The campaign was well received across our project sites, generating positive engagement from employees, clients, and Construction Management Teams.



Health and Safety Initiatives and Campaigns

Mental Health First Aider Programme



As part of our commitment to employee wellbeing, STS Group has implemented Mental Health First Aid Training for members of the HSE team. The programme equips participants with the skills to recognise signs of mental health concerns, provide initial support, and guide colleagues towards appropriate professional resources. By strengthening awareness and fostering supportive conversations, this initiative enhances our ability to promote psychological wellbeing and contributes to a safe, inclusive, and supportive workplace culture.

Keynote Safety Speaker Sessions

At STS Group, we recognise that personal experiences can be some of the most powerful drivers of behavioural change. By sharing real-life stories, keynote safety speakers help bring the importance of health, safety, and wellbeing to life, creating meaningful connections that resonate across our workforce.

Throughout 2025, we continued to host keynote speaker sessions across our projects, providing employees with valuable insights into the lasting impact that workplace incidents, mental health challenges, and personal adversity can have on individuals, families, and communities.

As part of CIF Safety Week, we welcomed **Martin Enright** to our projects, where he shared his powerful account of an industrial accident and the life-changing consequences that followed. We also had the privilege of hosting **Oisín McConville**, former Armagh GAA player and current Wicklow football manager, who spoke openly about his experiences with mental health and addiction. His honesty and openness encouraged important conversations and helped raise awareness of mental wellbeing within the construction industry.



These sessions reinforce that safety extends beyond compliance and procedures. They strengthen our commitment to protecting our people, fostering a culture of care, and ensuring that everyone returns home safely at the end of every working day.





Driving Simulator Training

As part of our commitment to workplace and road safety, we hosted a Virtual Driving Hub at our Dublin warehouse to deliver interactive driver safety training. Employees participated in a range of simulator-based assessments covering telehandlers, forklifts, and light commercial vehicles.

> The training evaluated key competencies including driving skills, fuel-efficient operation, hazard perception, reaction times, and braking distance awareness.

This initiative provided a practical and engaging way to enhance driver competence, improve risk awareness, and promote safer behaviours both on-site and on the road. Given that vehicle-related incidents remain a significant workplace safety risk, training programmes such as this play an important role in supporting our goal of maintaining safe projects and protecting our workforce.

Back to contents page

Health and Safety Initiatives and Campaigns

Line of Fire Injury Campaign

Since 2022, STS Group has maintained a dedicated campaign addressing Line of Fire risks, with a particular focus on preventing hand, finger, and arm (HFA) injuries.

> The initiative promotes awareness, effective communication, behavioural change, and active engagement at all levels of our projects.

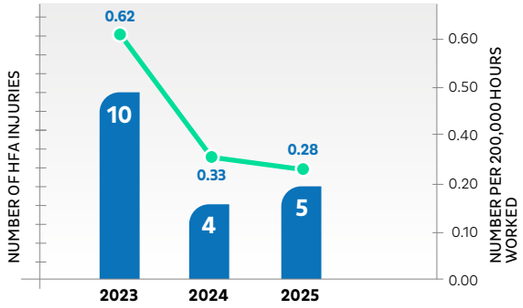
In 2025, we recorded five HFA-related accidents, representing an increase in the absolute number of incidents compared with 2024. However, when considered against the total hours worked, the frequency rate continued to show a positive trend. In 2025, the HFA injury rate was 0.28 HFA injuries per 200,000 hours worked, compared with 0.33 in 2024.



0.28
HFA Injuries per 200,000 hours worked in 2025



Hand/Finger/Arm Injuries



These campaigns form an important part of our wider safety culture. By focusing on specific risks, reinforcing safe behaviours, and engaging our workforce through targeted communication, we continue to strengthen safety awareness and support our commitment to preventing workplace injuries and protecting everyone working across our projects.

CIF Safety Campaign 2025

STS Group was proud to support the 2025 Construction Industry Federation (CIF) Safety Campaign, held from 13 to 24 October. The campaign's theme, “Back to Basics”, focused on five key areas critical to maintaining a safe and resilient construction industry: Leadership in Safety, Utilities, Developing the Next Generation, Critical Risks, and Falls from Height.

> Throughout the campaign, STS Group actively engaged employees across its projects through a range of targeted initiatives, awareness activities, and workforce engagement events.



These activities were designed to promote open discussions around safety, reinforce best practices, and increase awareness of the key campaign themes.

By participating in industry-wide safety initiatives such as the CIF Safety Campaign, we continue to strengthen our safety culture, encourage proactive risk management, and reaffirm our commitment to ensuring that everyone goes home safely at the end of each working day.





Health and Safety Initiatives and Campaigns

Safe Home for Christmas



As part of our annual Safe Home for Christmas campaign, we deliver a series of daily Toolbox Talks, accessible via QR codes, focusing on seasonal and high-risk topics relevant to our workforce. The campaign is designed to raise awareness, reinforce safe behaviours, and encourage greater vigilance during the busy festive period.

Complementing these talks, our **12 Days of Christmas Safety** commitment boards are displayed across project sites, inviting employees to actively pledge their commitment to safety. Together, these initiatives help keep safety front of mind and reinforce our shared commitment to ensuring everyone returns home safely to their loved ones.



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 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**.

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.



Learning, Development & Workforce Capability

Developing workforce capability remains a strategic priority for STS Group. During 2025, we continued to invest significantly in learning and development initiatives designed to strengthen technical expertise, leadership capability and future workforce readiness.

Across the organisation, employees completed more than 131,505 hours of learning and development activity, supporting both individual career progression and organisational performance.

Our investment focused on:

- Health, Safety and Wellbeing
- Technical and Construction Excellence
- Digital Construction and Innovation
- Leadership and People Management
- Sustainability and Future Skills
- Internal Trainer and Assessor Capability

As project complexity, digitalisation and sustainability requirements continue to evolve, STS Group is committed to ensuring our workforce possesses the skills and competencies required to succeed in a rapidly changing industry.

131,505 HOURS OF LEARNING COMPLETED BY EMPLOYEES IN 2025

Building Future Capability

Our approach recognises that learning is not a single event but a continuous journey that supports both individual success and business performance. To support long-term organisational resilience and growth, STS Group developed a comprehensive Learning and Development Strategy focused on:

- Strengthening post-qualification development pathways
- Building a sustainable leadership pipeline
- Enhancing management and leadership capability
- Delivering consistent learning experiences across all regions
- Supporting future skills in renewable energy, digital construction and sustainability

Investing in Long-Term Capability

In 2025, STS Group submitted an application for an IDA-supported transformational learning programme designed to significantly enhance workforce capability over the coming years.

If approved, the programme will support strategic investment in:

- Leadership and Management Development
- Digital and Data Capability
- Renewable Energy Expertise
- Apprenticeship and Supervisory Development
- Sustainability and Future Skills

These initiatives have the potential to strengthen organisational capability, improve employee retention and create sustainable career opportunities across the Group while supporting future business growth.



Back to contents page

Talent Development

We are committed to supporting employees throughout every stage of their career journey, from apprenticeship and early-career development to leadership and specialist technical roles. Our approach combines structured learning pathways, performance and development reviews, mentoring, professional qualifications, and targeted training programmes to help employees realise their full potential.

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.

Throughout 2025, we continued to invest in workforce growth, capability development, leadership, wellbeing and inclusion to ensure we remain a leading employer within the engineering and construction industry.

By investing in the development of our people, we are strengthening organisational capability, supporting succession planning, and ensuring STS Group remains well positioned for continued growth and success.

19 STS GROUP APPRENTICES GRADUATED IN 2025

Above and Beyond Supervision Programme

The Above and Beyond Supervision Programme is a structured leadership development initiative designed to enhance the leadership, communication, people management and operational skills of Supervisors and Foremen. Through facilitated learning, peer collaboration, coaching and practical application, the programme equips participants with the capabilities and confidence needed to lead effective, high-performing teams in a dynamic project environment.

The programme reflects the Group's commitment to continuous learning, employee development and career progression. By providing opportunities to strengthen competencies, take on greater responsibilities and realise their potential, the initiative supports the development of future leaders and fosters a culture of professional growth across the Group.

The Beyond Apprenticeship Programme

The Beyond Apprenticeship Programme provides newly qualified electricians with a structured pathway for continued professional development and career progression within STS Group. Through mentoring, tailored training and individual development plans, participants are supported in broadening their skills and exploring diverse career opportunities, including Quantity Surveying, Project Supervision, Management and international assignments.

The programme reflects STS Group's commitment to lifelong learning and career development, recognising that completing an apprenticeship marks the beginning, rather than the end, of a professional journey. By offering clear development pathways and opportunities for progression, the programme supports talent retention, strengthens internal capabilities and empowers employees to realise their full potential.

In 2025, STS Group celebrated a significant milestone as 19 apprentices based in Cork and Dublin successfully completed their 4-year apprenticeship programmes in Electrical and Electrical Instrumentation trades. This achievement highlights the Group's ongoing investment in skills development and its commitment to nurturing the next generation of technical professionals.

Further recognition of this commitment came in 2025, when STS Group was named a finalist for the **Generation Apprenticeship Employer of the Year Award 2025**, presented by Apprenticeship Ireland. This nomination recognises the Group's continued focus on investing in people, developing skills and creating opportunities for career growth, helping to build the next generation of talent and support excellence across the industry.

***STS Group apprentice graduations in Dublin** (right) **and Cork** (below)*





Back to contents page

Employee Recognitions

The achievements of STS Group are a direct reflection of the dedication, professionalism and commitment of our people.

Throughout 2025, our employees continued to demonstrate excellence across project delivery, technical innovation, apprenticeship development, customer service and community engagement.

Industry recognition received during the year highlighted the strength of our culture and our ongoing commitment to developing people, supporting diversity and delivering high-quality outcomes for our clients.

Recognition plays an important role in reinforcing positive behaviours, celebrating achievement and promoting a culture where employees feel valued and appreciated for their contribution. As we continue to grow, we remain committed to recognising and celebrating the people whose efforts drive our business forward every day.



Project Recognition

Jacobs awarded our colleague **Leszek Jarzynski**, as Supervisor of the Month, in one of our projects in Switzerland for all his efforts in carrying out work safely, demonstrating excellent safety awareness and supporting STS team.

Anamarie Alexandra Chebuta and **Jack Dwane** received from Jacobs the Site Supervisor of the Month Awards, in one of our projects in Switzerland. Their commitment to safety, leadership, and consistently applying the right risk control measures sets a shining example for all. This moment was also marked with the celebrations of 400,000 LTI-free hours milestone. This recognition reflects not only Leszek's professionalism and dedication but also the collective commitment of the STS Group team to safely deliver their work.





Peter Dussmann Award

In 2025, **Margaret Treacy** received the Peter Dussmann Award at the annual Dussmann Group ceremony in Berlin. This award celebrates individuals who demonstrate exceptional commitment, professionalism and the values that underpin the success of the Dussmann Group.

Since joining STS Group in 2020, Margaret has become an essential part of our headquarters team, being loved and appreciated to all who come in contact with her. As a housekeeping specialist, she never fails to impress with her commitment, keen intuition and team spirit. We are proud to see her contribution recognised through this prestigious award.

Roadshow Ireland

To promote career development opportunities, STS Group visited during the year several universities and educational institutions across Ireland. The roadshow provided an opportunity to connect directly with students and emerging talent, showcase apprenticeship and graduate career pathways, and highlight the diverse opportunities available within the business.

Through presentations, networking sessions and campus engagement activities, STS Group helped raise awareness of careers in engineering and technical services, supporting the development of future industry talent while reinforcing the organisation's commitment to attracting, developing and retaining skilled professionals.



Join STS Group team! We are always looking for talented people who share our values and ambition.



Back to contents page

Diversity, Equity and Inclusion

At STS Group, we believe that diverse and inclusive teams strengthen innovation, improve decision-making and enhance organisational performance.

Our workforce reflects the increasingly international nature of the engineering and construction sector, with employees representing 29 nationalities working across multiple countries and project locations. This diversity of experience, background and perspective contributes significantly to the success of our business and the value we deliver to our clients.

We are committed to creating a workplace where every employee is treated with dignity and respect and where individuals are provided with equitable opportunities to learn, develop and progress throughout their careers.

During 2025, we continued to strengthen our focus on diversity and inclusion through:

- Educational **support and development** opportunities
- **Career progression** initiatives
- **Inclusive recruitment** practices
- **Leadership development** programmes
- Promotion of **equal opportunity** across all business functions

A key milestone during the year was the continued development of female talent within the organisation, including supporting the progression of our first female Project Manager and Quantity Surveyor through structured education and development pathways.

While recognising that engineering and construction remain traditionally male-dominated sectors, STS Group remains committed to encouraging greater participation from under-represented groups and supporting initiatives that broaden access to careers within the industry. This commitment was demonstrated through our role as a Gold Sponsor of the CIF International Women's Day 2025 event. Through this sponsorship, we supported industry-wide efforts to promote gender diversity, recognise the contribution of women in construction and engineering, and encourage greater inclusion across the sector.



We believe that building an inclusive workplace is not only the right thing to do but is essential to attracting, developing and retaining the talent required to support the future growth of our business.

Investors in Diversity Bronze

During 2025, STS Group has been accredited Investors in Diversity Bronze by the Irish Centre for Diversity. This achievement reflects the progress we are making in creating a workplace that is inclusive, respectful and supportive for all employees. The accreditation recognises our ongoing efforts to embed diversity, equity and inclusion throughout the organisation. We are proud of this milestone and view it as an important step in our continuous journey towards building a fair and equitable workplace.

Investors in Diversity | BRONZE

Diversity In Business Awards

STS Group attended the Diversity in Business Awards, which celebrate organisations and individuals championing diversity and inclusion both within and beyond the workplace. During the event, STS Group was proud to receive the Best Sponsor Award, recognising our commitment to supporting initiatives that promote diversity, equity and inclusion.



In addition, STS Group was shortlisted as a finalist in the following categories:

- Diversity, Equality & Inclusion Award - Construction & Facilities Management
- Social Impact Award

STS Group was also proud to be named finalist on the following awards and categories:

- 2025 Irish Construction Industry Awards
  - Diversity, Equality & Inclusion Strategy of the Year
- 2025 HR Leadership & Management Awards:
  - Best Use of CSR in HR
  - Best Workplace Diversity Strategy

Health, Wellbeing and Employee Engagement

Creating a workplace where employees feel supported, valued and engaged remains fundamental to our culture and long-term success.

Throughout 2025, STS Group continued to promote employee wellbeing through initiatives focused on physical health, mental wellbeing, workplace safety and employee support.

We recognise that engaged employees contribute positively to organisational performance, innovation and client outcomes. As part of our commitment to continuous improvement, we continue to strengthen employee communication, leadership engagement and feedback mechanisms across the business.

Our commitment to inclusion extends beyond compliance. We strive to create a workplace where all employees are treated with dignity and respect, where diverse perspectives are valued and where individuals are supported to achieve their full potential regardless of background, nationality, gender or personal circumstances.

> By fostering a culture of inclusion and belonging, we strengthen both employee experience and organisational performance.



Back to contents page

Health, Wellbeing and Employee Engagement

Throughout 2025, STS Group continued to promote employee wellbeing through a range of initiatives focused on physical health, mental wellbeing, workplace safety, and employee support. The following highlights some of the key programmes and activities.

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

World Heart Day





We celebrated World Heart Day – September 29th, with a focus on heart health, starting the day with a wholesome breakfast spread across head office and site locations. A company-wide steps challenge added some friendly competition and got everyone moving. World Heart Day is a great reminder of the simple daily steps we can all take to look after our hearts and prevent future issues. Every Heartbeat Matters!

Irish Workplace Wellbeing Day



We were thrilled by the enthusiasm as each site rolled out its own initiatives to boost the wellbeing of the teams. Whether it was yoga, a healthy breakfast, homemade overnight oats, or other thoughtful gestures, the focus was on supporting the wellbeing of our diverse teams.

Health Screening

In October 2025, STS Group organised a health screening initiative for employees at its Waterford Head Office, partnering with RediCare to provide comprehensive health assessments.

Hell and Back



A group of employees from across STS Group participated in the HELL & BACK Challenge in Bray, Ireland, demonstrating teamwork, resilience and determination outside the workplace. The event provided an opportunity for colleagues to collaborate in a different environment, strengthen relationships and support one another while overcoming a series of physical and mental challenges.



Employee Appreciation Day

To celebrate Employee Appreciation Day 2025, STS Group recognised the contribution of employees across the business with appreciation events for both office- and site-based teams. We kicked off the day with a delicious breakfast spread for our office staff. For our teams on site, a sweet treat was well deserved with donuts!

Thank you for your continuous effort to make our workplace better every single day. Your contributions make a difference, and we value your hard work and dedication.

Christmas Jumper Day



Employees from our London project team came together for a Christmas Jumper Day and charity bake-off to raise funds for Ronald McDonald House Charities (RMHC). Inspired by the support RMHC provided to the family of one of our colleagues during a medical emergency, the team organised the event as a way of giving back and showing appreciation.

Together, it raised £1,250, contributing to RMHC's vital work in providing accommodation and support for families with seriously ill children receiving hospital treatment. This initiative reflects the generosity, compassion and community spirit of our employees.

Back to contents page

Head Office Refurbishment

In 2025, STS Group completed the refurbishment of its Head Office in Waterford, creating a modern and adaptable workplace designed to support collaboration, wellbeing, innovation, and future growth.

The project placed a strong emphasis on creating a welcoming working environment, incorporating natural materials, organic textures, planting, and biophilic design elements inspired by nature. The new layout provides a balance between collaborative spaces and areas for focused work, supporting different ways of working and encouraging connections across teams. Sustainability, diversity and inclusion, and employee wellbeing were also considered throughout the design approach.

The refurbishment was delivered through close collaboration between STS Group and its project partners, including DFL – David Flynn Ltd., MDP Architects, DFL Fitouts & Joinery Ltd. A special thank you to our Project Manager, Laura Spillane, who successfully led her first project, demonstrating exceptional professionalism, dedication, and commitment that were instrumental to its successful delivery.

The completed workplace provides STS Group with a functional and flexible environment that supports our people and reflects our continued focus on creating a positive, inclusive, and productive workplace.

Sit-standing desks

Upgraded meeting rooms

Improved acoustic comfort

Accessibility and inclusivity









Back to contents page

Our Community Engagement

STS Group recognises that our role in the communities where we operate extends beyond the projects we deliver. Building strong local connections and contributing to community wellbeing are important elements of our approach to responsible business.

Through financial support, partnerships, volunteering, and participation in local initiatives, we seek to contribute positively to the communities connected to our operations. In 2025 STS invested more than €188,000 in community-focused initiatives.

Our community engagement includes a strong support in local sport organisations, contributing to charities and fundraising initiatives, and supporting community-led projects.

These activities provide opportunities to strengthen local connections, promote participation and wellbeing, and support organisations that create positive social outcomes within their communities.

Whenever possible we also encourage our employees to contribute their time, skills, and expertise to community initiatives throughout the year. Through these combined efforts, STS Group aims to maintain meaningful relationships with local communities and support initiatives that contribute to their social and economic wellbeing.

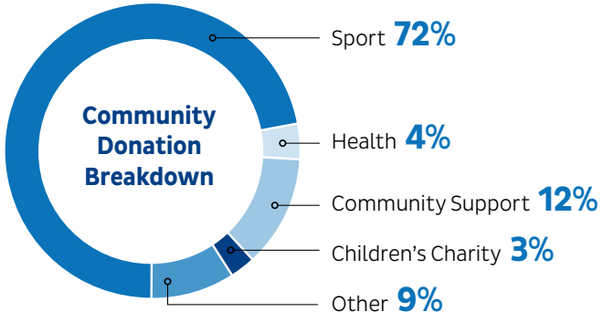
€188,000 INVESTED IN COMMUNITY-FOCUSED INITIATIVES IN 2025



Participating in Darkness into Light (Pieta House), and Daffodil Day (Irish Cancer Society)

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

- **Lighthouse Construction Industry Charity**
- **Irish Cancer Society**
- **Hospital Donations**
- **BALO Children charity**
- **Copper Coast Scouts**
- **Focus Ireland**



Back to contents page

Our Community Engagement

Supporting Local Teams

STS Group actively supports the communities in which we operate through partnerships and sponsorships with local sports teams and community organisations.

> These initiatives contribute to positive social outcomes by encouraging physical activity, promoting inclusion, supporting youth development, and fostering teamwork and leadership skills.

By investing in local sporting programmes, STS Group seeks to create lasting social value, strengthen stakeholder relationships, and support the wellbeing and resilience of local communities. Through these partnerships, we aim to contribute to increased community participation and help create opportunities for individuals and teams to thrive both on and off the field.





Ballygunner Senior Hurlers



Tullogher U14 - Ladies Football



Highfield RFC



Waterford Wildcats Basketball Team

Back to contents page



Governance

Our 2025 Performance

Be Partner of Choice

Increase Audit Frequency

Audit frequency (pcs/mio. €)	

Comply with Internal Standards in Supply Chain

Relevant supplier evaluation rate	
Relevant subcontractor evaluation rate	

Sustainable Governance

To support the effective management of sustainability-related matters, STS Group established in 2024 a cross-functional ESG Committee responsible for advancing the Group's environmental, social, and governance agenda across all business units and locations.

The Committee provides guidance and recommendations to the Board on ESG-related risks, opportunities, priorities, and performance.

Comprised of representatives from key business functions, it serves as a governance forum for coordinating sustainability initiatives, monitoring progress against ESG objectives, and ensuring alignment with the Group's wider business strategy.

The ESG Committee meets regularly to review emerging sustainability topics, regulatory developments, stakeholder expectations, and performance indicators, helping to embed ESG considerations into operational and strategic decision-making processes across the organisation.

The establishment of the ESG Committee has strengthened STS Group's governance framework by enhancing accountability, supporting effective sustainability oversight, and facilitating the integration of ESG principles into business planning and long-term value creation.

ESG Committee 2025 activities:

- During 2025, the ESG Committee achieved several key milestones, including:
- Holding one ESG Committee meeting.
- Overseeing the development and publication of the first STS Group ESG Report.
- Reviewing and approving the SCSS partnership as part of the Group's sustainability and stakeholder engagement initiatives.
- Developing the first draft of the STS Group ESG Strategy, establishing a framework for future sustainability objectives and performance monitoring.

STS Group ESG Committee members:

CEO - **Richie Hogan**
CFO - **Terry Kelleher**
Group Head of HSE - **Paul Kelleher**
Group Head of Quality - **Tim Thornton**
Head of Sustainability - **Sandra G. João**
Business Development Manager - **David Quinn**
Group Procurement Manager - **Brian Landers**
Group HR Director - **Shane Glackin**
Engineering Manager - **Mark Egan**
T&D Operations Manager - **Tim Ferris**
Project Manager - **Jonathan Hall**
Regional Project Manager - **Benny Doherty**
Proposal Director - **John Toomey**



Sustainable Governance

ESG Training Programme

Building ESG knowledge and awareness across our organisation is fundamental to achieving our sustainability ambitions. During the 3rd quarter of 2025, STS Group launched its internal ESG Training Program, providing employees with a structured introduction to environmental, social, and governance principles and their practical application across our business. Our partnership with the Supply Chain Sustainability School – Ireland was pivotal to ensure the delivery of this programme.

The training is delivered through our digital learning platform - Quentic, enabling our workforce to access ESG learning resources consistently across the organisation. This program is planned to strengthen our collective understanding of ESG principles and support our commitment to responsible and sustainable business practices across the company and with our supply chain.

Recognising that sustainability expectations continue to evolve, the ESG Training Program will be progressively expanded over the coming years, ensuring that our people continue to develop the knowledge and skills required to support our ESG strategy, meet emerging stakeholder expectations, and contribute to the long-term success of the business.

E-LEARNING MODULES HOSTED	2	TRAINING COMPLETED	221

Partnership with the Supply Chain Sustainability School

STS Group recognises that creating sustainable value extends beyond its own operations. Given the critical role that suppliers and subcontractors play in the successful delivery of our projects, sustainable procurement and supply chain engagement are integral to our ESG strategy.

In 2025, we established a partnership with the Supply Chain Sustainability School Ireland, reinforcing our commitment to supporting the development of a more resilient, responsible, and sustainable supply chain. This collaboration provides access to industry-leading sustainability training, educational resources, and practical learning opportunities, enabling both our employees and supply chain partners to strengthen their understanding of ESG topics and leading practices.

Through this partnership, we aim to foster greater collaboration, enhance sustainability performance across our value chain, and encourage the adoption of responsible procurement practices. By engaging closely with our suppliers and subcontractors, we seek to improve environmental performance, promote ethical business conduct, strengthen social responsibility, and contribute to the achievement of shared sustainability objectives.

Through our partnership with the Supply Chain Sustainability School Ireland, we support knowledge sharing, skills development, and collaboration across the built environment sector, contributing to increased awareness and capability to address current and emerging sustainability challenges.



Back to contents page

Integrated Management System (IMS)

Our IMS provides a unified framework for managing quality, environmental, health, and safety priorities across the Group. By bringing these disciplines together, the IMS supports consistent and efficient operations, strengthens governance, and reinforces accountability throughout the organisation.

The IMS aligns our processes, objectives, risk management practices, and performance monitoring, enabling us to identify opportunities for greater efficiency and integration while supporting compliance with the internationally recognised ISO standards. The IMS is certified to the internationally recognised ISO 9001 standard for Quality Management, ISO 14001 standard for Environmental Management, and ISO 45001 standard for Occupational Health and Safety Management. These certifications provide an independently recognised framework for managing operational and sustainability-related risks, supporting informed decision-making and the delivery of safe, high-quality, and conscious solutions for our clients and stakeholders.

Through regular management reviews, audits, performance assessments, and continual improvement initiatives, we strengthen the effectiveness of our management practices and respond to evolving business, environmental, and stakeholder expectations. In doing so, the IMS contributes to long-term business resilience, responsible environmental management, operational excellence, and robust growth across STS Group.

Accreditations

CIF member since 2015

NISO membership since 2015

RoSPA member since 2017

VCR / CIRI certified since 2017

Highwire assessed since 2017 (2025 score: 96/100)

AVETTA consortium member since 2022

Lighthouse Construction Industry Charity supporter since 2021

Health, Safety, Environment and Quality

Communications
- Daily task briefing boards meetings
- Toolbox talks
- Awareness campaigns
- Keynote safety speaker sessions
- HSEQ awards
- Community campaigns
- Newsletter
- Lessons Learned

Policies and Procedures
- Goals and objectives
- Monitoring and reporting
- Identifying areas of improvement
- Audits
- Training
- Site walks
- Digitalisation

Safety
- Mission Zero
- Risk assessment
- RAMS SPA / Permits
- Accidents & incidents
- Leading and lagging indicators
- Supervisory leadership training

Health
- Mental Health First Aiders
- Health screening
- VHI Employee Assistance Programme

Environment
- Aspects and impacts
- Life-cycle assessment
- Carbon Footprint
- Spill preparedness and response

Quality
- Right first time
- Red line /As build
- First of kind
- TR completion
- Customer satisfaction
- High-quality work

Back to contents page

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.

Throughout the reporting year, we continued to strengthen our governance framework by enhancing our policies and practices to reflect evolving business needs and regulatory requirements.

As part of this ongoing commitment, we introduced several new policies, including a Retirement Policy, an Employee Referral Scheme Policy, and a Working Time Policy, further supporting our people and promoting consistent, responsible business practices.

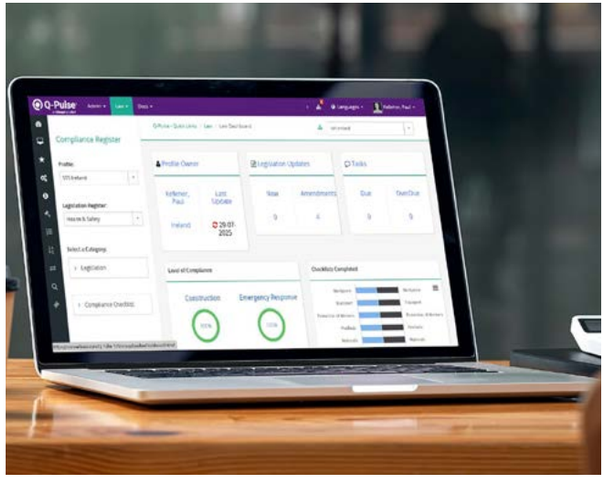
Some of our ESG related policies include:

- DG - Sustainability Policy
- DG - Code of Conduct
- DG - Code of Conduct for Business Partners
- Quality Policy
- Health and Safety Policy
- Environmental Policy
- Training and 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
- STES Work Life Balance Policy
- STS Group Commitment to Ethical and Fair Employment of Migrant Workers
- Anti-Trust Law Policy

Compliance

At STS Group, compliance is a fundamental element of our governance and underpins the way we conduct business. We are committed to operating with integrity, transparency, and accountability, ensuring that our activities comply with all applicable legal, regulatory, and contractual requirements, as well as our internal policies and ethical standards.

Our compliance management framework is designed to identify, assess, and mitigate risks across the organisation, covering areas such as business ethics, anti-corruption, data protection, fair competition, information security, and regulatory compliance. Through clear policies, regular employee training, ongoing communication, and continuous monitoring, we promote a culture where ethical behaviour and personal accountability are embedded at every level of the business.



To support our compliance processes, we utilise Q-Pulse EHS software, which provides a structured and centralised platform for managing legal and regulatory obligations. The system enables us to maintain jurisdiction-specific legal registers, monitor compliance requirements, conduct periodic evaluations, and track corrective actions across our operations. This digital approach is complemented by regular internal audits and project site inspections, ensuring compliance is verified in practice and that opportunities for improvement are promptly addressed through structured action plans.

By integrating compliance into our governance, operational, and decision-making processes, we strengthen risk management, support operational excellence, and reinforce the trust placed in us by our stakeholders. Our commitment to responsible business practices ensures that integrity, fairness, and respect remain central to every aspect of our operations.

Indicators	
Number of incidents reported through whistleblower system	1
Number of confirmed incidents reported through whistleblower system	0
Number of confirmed incidents of corruption	0
Number of discrimination incidents (incl. harassment) - own employees	1
Number of identified human rights incidents - own employees	0

Back to contents page

Quality Management

Delivering Excellence Through Quality

At STS Group, quality is fundamental to the way we deliver projects and create long-term value for our clients. Our commitment extends beyond compliance with industry standards—we strive to embed quality into every stage of project delivery through strong governance, skilled people, innovative technologies, and a culture of continuous improvement.

Our Quality Management System, certified to ISO 9001, provides the framework for consistent project execution, effective risk management, and continual performance improvement. Guided by our "Right First Time" philosophy, we focus on preventing defects through robust planning, effective communication, and disciplined execution, reducing rework while improving efficiency, safety, and client satisfaction.

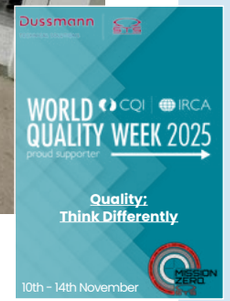
Developing Capability Through People

We recognise that quality begins with our people. Continuous investment in training and professional development ensures our workforce has the knowledge, competence, and confidence to deliver work to the highest standards.

During the reporting year, we expanded our internal capability by developing Authorised Persons through accredited training programmes, strengthening specialist expertise while supporting succession planning and long-term organisational resilience.

As a Gold Member of Lean Construction Ireland, STS Group continues to promote Lean principles across the organisation. Following the successful rollout of Lean Construction Ireland White Belt training to our management, supervisory, and office teams in 2024, Lean thinking is increasingly embedded within our project delivery processes, supporting collaboration, waste reduction, productivity, and continuous improvement.



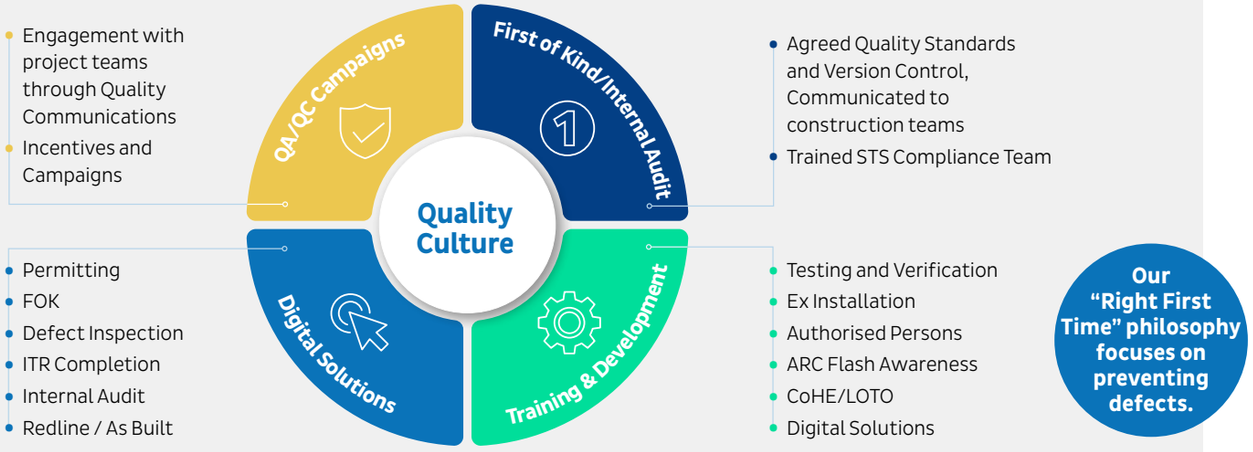


Promoting a Culture of Excellence

Quality is reinforced through recognition, engagement, and continuous learning. Our monthly Quality Awards celebrate individuals and teams who consistently demonstrate excellence and promote best practice across the business.

During World Quality Week 2025, aligned with the theme "Think Differently", we delivered engagement sessions across our projects and offices to reinforce our "Right First Time" approach. These sessions strengthened understanding of quality processes across all functions, promoted collaboration between project and office teams, and reinforced the shared responsibility every employee has in delivering high-quality outcomes.





Back to contents page

Quality Management

Continuous Improvement

Continuous improvement remains central to our Quality Management System. Through regular audits, performance monitoring, lessons learned, employee engagement, and management review, we continually identify opportunities to enhance our processes, strengthen operational performance, and exceed client expectations.

> By combining skilled people, digital innovation, Lean methodologies, and robust governance, STS Group continues to deliver high-quality engineering solutions while supporting sustainable growth, operational excellence, and long-term value creation for our clients and stakeholders.



Driving Quality Through Digital Innovation

Digitalisation continues to enhance the effectiveness of our quality management processes. Our digital Inspection and Test Plan (ITP) platform has improved the efficiency, consistency, and traceability of inspections while significantly reducing paper-based documentation.

To further improve communication and accessibility, QR code technology has been implemented across project sites, providing instant access to quality records, inspection data, test results, and compliance documentation. These innovations improve transparency, support informed decision-making, and contribute to our environmental objectives through reduced paper consumption.

We continue to evaluate integrated digital solutions that will support the full project lifecycle from pre-construction and engineering through commissioning and project handover. By consolidating multiple software platforms into a more integrated digital environment, we aim to improve operational efficiency, enhance data quality, and better support the delivery of increasingly complex projects, including General Contractor contracts.

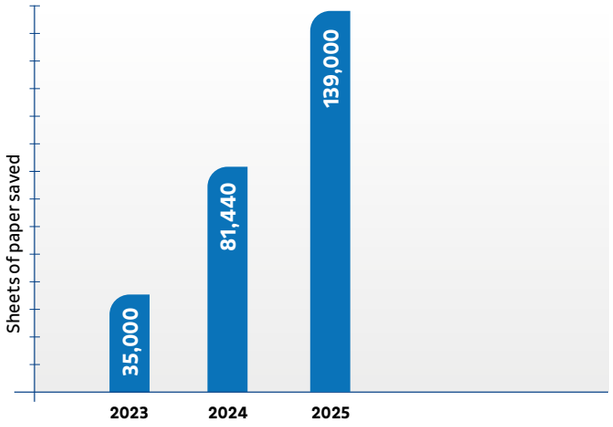
Field View

In 2025, STS Group continued to strengthen its digital transformation programme through the expanded use of Field View across project delivery teams. The platform has supported more efficient site management, improved quality assurance processes, and enhanced collaboration between project stakeholders through real-time digital reporting and data visibility.

During the reporting year, Field View was actively used across 53 live projects, with more than 46,495 forms created digitally.

> The continued adoption of digital workflows significantly reduced reliance on paper-based processes, contributing to improved operational efficiency and supporting the Group's environmental objectives.

The use of Field View resulted in an estimated saving of 139,000 sheets of paper during 2025, representing a substantial increase compared with previous years. The platform has also strengthened project governance by improving traceability, consistency of reporting, and accessibility of project information across teams.



IN 2025 FIELD VIEW WAS USED ACROSS **53** LIVE PROJECTS | **46,495** DIGITAL FORMS CREATED

Back to contents page

Engineering, Pre-Construction and BIM

Engineering, Pre-Construction and BIM

The Pre-Construction, Engineering and BIM/VDC department supports STS Group across the full project lifecycle, from early-stage estimating and technical review through to detailed design, coordination, digital construction delivery and as-built handover.

STS Group continues to advance digital excellence through the implementation of Building Information Modelling (BIM) in accordance with the ISO 19650-2:2018 where we are certified since 2022.

By adopting a structured and collaborative approach to information management throughout the asset lifecycle, BIM enhances project coordination, improves design quality, and supports informed decision-making from pre-construction through to handover.

Environment

Reduce waste and carbon impact

- Low-carbon design choices and value engineering to reduce project emissions
- DfMA, off-site manufacture and prefabrication to cut waste and improve efficiency
- Support for LEED, BREEAM and other sustainable project outcomes

Social

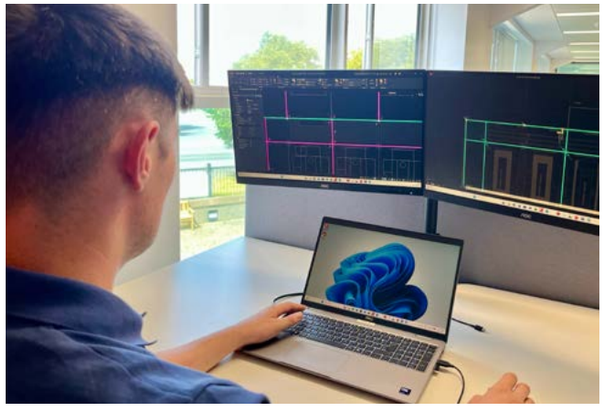
Build an inclusive, skilled workforce

- Early careers programmes and inclusive hiring to build future talent
- Training, wellbeing and career development to support employee growth
- Diversity, belonging and a positive team culture across the department

Governance

Strengthen controls and accountability

- Clear standards, procedures and design controls across delivery
- Digital governance, version control and traceability of project information
- Targeting responsible AI use and robust data management across workflows
- Compliance, accountability and assurance in project delivery



The effective use of digital models helps optimise material quantities, reduce waste and rework, improve construction sequencing, and minimise project risks, contributing to greater resource efficiency and lower environmental impacts. In addition to improving project delivery and client outcomes, our BIM capability supports sustainable construction practices, strengthens governance through robust information management, and enables the delivery of higher-quality, more resilient infrastructure.

In 2025, the Engineering team supported a wide range of live projects, including major Data Centre, Bio-Pharma and Renewable Infrastructure projects across Ireland and Europe.

- Engineering Design Support
- Cable Calculations
- IFC Design
- Structural Load Calculations
- Discrimination Studies
- Specialist Design Coordination
- BIM/VDC Modelling and Coordination
- Laser scanning
- Digital Mark-ups
- Autodesk Construction Cloud workflows

Back to contents page

Stakeholder Management

STS Group recognises that meaningful engagement with stakeholders is fundamental to sustainable business success.

Through regular engagement, consultation, and ongoing communication, we seek to understand stakeholder expectations, address emerging challenges, and identify opportunities for collaboration and improvement.

Internal

- Employees/Workers/Staff
- Board of Directors
- Safety Committee Members

External

- Shareholders
- Clients
- Suppliers
- Subcontractors/Temporary Workers Agencies, Suppliers
- Government/Policies
- State Control/Surveillance Authorities/ Regulatory Bodies
- Financial Institutions
- Associations Bodies
- Insurance Company
- Charities/Local Communities
- Certification Body

Stakeholder perspectives are considered through our Integrated Management System, Enterprise Risk Management, ESG Committee activities, employee consultation processes, client engagement, supplier assessments, and industry participation. These engagement mechanisms help inform decision-making, strengthen governance, and support the identification of material environmental, social, and governance topics relevant to our business and stakeholders.

Through open dialogue and collaborative partnerships, we aim to create long-term value while maintaining trusted relationships across our value chain and the communities in which we operate.



Information Security

As our business continues to grow and digitalise, protecting information assets remains a critical priority. STS Group is committed to safeguarding the confidentiality, integrity, and availability of information through a structured Information **Security Management System certified to ISO 27001:2022**. This certification, achieved in 2025, demonstrates our commitment to maintaining internationally recognised standards for information security and risk management across the Group.

Our Information Security Management System incorporates policies, procedures, technical controls, employee awareness training, access management controls, incident response processes, and regular internal and external audits. Information security risks are assessed periodically and managed through a risk-based approach that covers both internal operations and third-party service providers.

Through continuous monitoring, improvement, and independent certification, STS Group remains focused on maintaining a secure digital environment that supports operational resilience and reinforces the trust placed in us by clients, employees, suppliers, and other stakeholders.

Back to contents page

Supply Chain Management

STS Group recognises that sustainability performance extends beyond our own operations and into the wider value chain. Responsible supply chain management is therefore a key element of our ESG approach, helping us manage risk, strengthen business resilience, and support sustainable development across our procurement activities.

We work closely with our suppliers and subcontractors to promote ethical business practices, environmental stewardship, health and safety excellence, and respect for human rights throughout our value chain.

We have established a structured supplier management and risk assessment process which incorporates environmental, social, ethical, quality, health and safety considerations alongside traditional commercial criteria. Supply chain is assessed through a risk-based methodology that considers factors such as country risk, sector risk, human rights, environmental impacts, information security, corruption risks, and business continuity considerations.

Our supply chain expectations are communicated through the Dussmann Group Code of Conduct for Business Partners, STS Group HSEQ Minimum Requirements, contractual clauses, supplier self-assessments, onboarding procedures, and supplier evaluations.

Relevant suppliers are required to undergo sustainability assessments, while higher-risk suppliers may be subject to additional reviews, audits, or corrective action requirements.

During 2025, STS Group continued to strengthen supply chain capability through supplier engagement, sustainability assessments, business partner risk management processes, and training initiatives. The roll-out of the Local Supply Chain (LSC) platform was a key milestone, allowing us to keep improving on our supplier and subcontractor onboarding, document management and compliance tracking. This new platform enables approved supplier and subcontractor visibility, expiry alerts, audit trails and data-led supplier selection, reducing administrative burden and compliance risk. LSC also supports supply chain performance reviews across projects, enabling STS Group to improve supply chain history, identification of issues or successes, and make more informed, data-driven decisions when selecting partners.

By embedding sustainability and due diligence into procurement processes, STS Group aims to reduce supply chain risks, support responsible business practices, improve ESG performance, and contribute to the development of a more resilient and sustainable construction industry.

LSC Local Supply Chain


DUSSMANN GROUP

Code of Conduct for Business Partners

The Dussmann Group is committed to a responsible and sustainable corporate governance. We work with subcontractors, suppliers and service providers (in the following "business partners") who have introduced ethical, social and ecological standards in their organization and also maintain these in their supply chain. The Code of Conduct for Business Partners defines the principles and requirements concerning integrity in dealings and compliance with ethical standards and applicable legislation to be fulfilled by subcontractors and suppliers of the Dussmann Group. The Dussmann Group expects its business partners to observe and implement the standards described in the following in their own companies, not only in the context of business activities with the Dussmann Group but also with other clients, contractual partners, competitors and public authorities. The Dussmann Group's business partners are also expected to pursue compliance with the principles laid down in this Code of Conduct in their supply chain.

Comply with legislation and regulations
The Dussmann Group requires its business partners to comply with applicable laws, regulations and norms.

Prevent corruption and bribery
The Dussmann Group expects its business partners to combat all forms of corruption, money laundering and business crime and to initiate preventive measures. Business partners ensure that their employees and subcontractors neither offer, promise nor grant benefits to Dussmann Group employees or to third parties close to them with the intention of influencing an independent business decision in an improper way. If a Dussmann Group employee actively requests a benefit, immediate notification must be made to the Dussmann Group compliance department.

Avoid conflicts of interest
The Dussmann Group expects its business partners to make decisions concerning its business activities with Dussmann Group companies exclusively on the basis of objective criteria. Conflicts of interest which could affect the business relationship with the Dussmann Group must be avoided or disclosed if they occur.

Code of Conduct for Business Partners (July 2025) · 1

1,415 VENDORS ACROSS 15 COUNTRIES | RELEVANT SUPPLIER EVALUATION RATE **100%** | RELEVANT SUBCONTRACTOR EVALUATION RATE **100%**

Back to contents page

Appendix 1 VSME Index & Notes

VSME Index		VSME Status, notes and reference page number	
B1	Basis for preparation	Partially disclosed.	*Pages: 7, 10, 12, 22, 50*
B2	Practices, policies and future initiatives for transitioning towards a more sustainable economy	Partially disclosed.	*Pages: 11, 13, 15, 17-20*
B3	Energy and greenhouse gas emissions	Fully disclosed.	*Pages 15-17*
B4	Pollution of air, water and soil	Not applicable - STS Group has no pollutant quantities reportable under law or its EMS.	
B5	Biodiversity	Partially disclosed.	*Page: 19*
B6	Water	Fully disclosed.	*Page: 19*
B7	Resource use, circular economy and waste management	Fully disclosed.	*Page: 18*
B8	Workforce – General characteristics	Partially disclosed.	*Page: 22*
B9	Workforce – Health and safety	Fully disclosed.	*Page: 25*
B10	Workforce – Remuneration, collective bargaining and training	Partially disclosed.	*Pages: 22-23*
B11	Convictions and fines for corruption and bribery	Fully disclosed.	*Page: 43*
C1	Strategy: Business model and sustainability-related initiatives	Fully disclosed.	*Pages: 5-9*
C2	Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	Partially disclosed.	*Page: 43*
C3	GHG reduction targets and climate transition	Partially disclosed.	*Pages: 9, 13, 15*
C4	Climate risks	Partially disclosed.	*Page: 15*
C5	Additional general workforce characteristics	Partially disclosed.	*Page: 22*
C6	Additional own workforce information – Human rights policies and processes	Partially disclosed.	*Page: 43*
C7	Severe negative human rights incidents	Partially disclosed. STS Group is not aware of any confirmed incidents involving workers in the value chain, affected communities, consumers and end-users identified in the reporting period.	*Page: 43*
C8	Revenues from certain activities and exclusion from EU reference benchmarks	Not applicable - Zero revenues from any of the sectors and exclusions referred to under C8 Module of VSME.	
C9	Gender diversity ratio in the governance body	Fully disclosed: As of 31 December 2025, women represented 0% and men represented 100% of the STS Group Board.	

This appendix provides an index of STS Group's disclosures with reference to the VSME Standard developed by EFRAG. The index is intended to help readers locate information relevant to the VSME Basic and Comprehensive Modules and understand the extent to which each disclosure has been addressed.

The report has been prepared on a voluntary basis, taking account of STS Group's reporting boundary, business activities and material sustainability matters. Where information is incomplete, unavailable or not applicable, this is identified in the index notes.

The report and the information contained within it have not been externally assured. Accordingly, the report should not be considered or interpreted as a statement of full compliance with the VSME Standard.

Dussmann
TECHNICAL SOLUTIONS

STS

Thanks for reading our report.

For further information on STS Group please visit our website.

stsgroup.ie

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We care for more