

Environmental, Social and  
Governance Annual Report | **2024**

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# 1. Introduction

**We are proud to present the 2024 Ethos Engineering ESG Report, reaffirming our commitment to transparency, sustainability, and responsible business practices. As Ireland's largest Mechanical and Electrical consultancy and a European leader in Data Centre design, Ethos continues to shape the future of resilient and efficient infrastructure across the continent and beyond.**

In 2024, Ethos Engineering solidified its leadership in delivering cutting-edge, sustainable data centre solutions. Our portfolio this year includes landmark projects such as the 486MW flagship campus in Germany, a zero-generator data centre facility in Sweden, and a waste heat-integrated data centre project in Belgium. These achievements reflect our dedication to innovation, energy efficiency, and environmental stewardship. With a growing global footprint and a team of over 200 professionals, we continue to expand our reach while maintaining strong local partnerships and supply chain integrity.

This report also marks a significant evolution in our sustainability reporting approach. In light of the European Commission's proposed changes to the Corporate Sustainability Reporting Directive (CSRD) under the Omnibus Package, released on February 26, 2025, Ethos has adopted the Voluntary Standard for non-listed micro-, small-, and medium-sized undertakings (VSME) as our primary framework for indicators and metrics. Additionally, we continue to align with the Global Reporting Initiative (GRI) Standards – Core option, ensuring our disclosures remain globally relevant and robust during this transitional period.

Our decision to incorporate both VSME and GRI standards reflects their complementary strengths and our proactive stance on corporate responsibility. While the future of EU sustainability reporting standards is still being shaped, this dual-framework approach allows us to remain aligned with both European and international expectations, reinforcing stakeholder trust in our ESG commitments.





## 2. 2024 at a Glance

2024 marked a transformative year for Ethos Engineering, reinforcing our position as Europe's leading mechanical and electrical consultancy whilst advancing our sustainability commitments and expanding our global footprint. Our achievements span across environmental excellence, social responsibility, governance innovation, and operational growth, demonstrating our integrated approach to ESG performance.

### Awards and Industry Recognition

Ethos Engineering achieved unprecedented recognition throughout 2024, cementing our leadership position in sustainable engineering design. We were honoured to receive the Engineering Firm of the Year award at the Engineering Excellence Awards, alongside the Excellence in Sustainability award, recognising our comprehensive approach to environmental stewardship. Our commitment to workplace wellbeing was further validated when we achieved the WELL Performance Rating for the third consecutive year, maintaining our distinction as the first organisation globally to secure this prestigious



certification. Additionally, we were shortlisted for the Fit Out Professional Consultancy of the Year at the 2024 Fit Out Awards, and recognised as one of the Best Companies to Work For 2024 by the Irish Business and Employers Confederation.

### Sustainability Leadership and Project Excellence

Our sustainability achievements in 2024 demonstrated tangible progress towards our Net Zero commitments. We successfully published our first comprehensive ESG Report

in July. The launch of our 2024 Pledge to Net Zero Report in March showcased significant reductions in Scope 3 emissions, representing the most challenging component of our carbon footprint.

Our involvement in community sustainability initiatives expanded through the 'DC for Bees' programme, contributing to the planting of 3,587 orchards totalling 17,935 trees across 32 counties in Ireland.



## 2. 2024 at a Glance



### Innovation and Digital Transformation

2024 witnessed significant advancement in our digital capabilities and thought leadership within the engineering sector. Our BIM and visualisation capabilities gained industry recognition when our Smurfit Kappa Project renders impressed clients, demonstrating our technical innovation prowess. The DC Academy programme continued to strengthen industry capabilities, whilst our participation in Huawei's AI and Low Carbon Data Centre Summit reinforced our leadership in

sustainable technology integration. The 'EPIC Day: The Intersection of AI and Innovation' showcased our forward-thinking approach to technology integration.

### People Development and Diversity

Our commitment to fostering talent and promoting diversity yielded significant achievements throughout 2024. Claire Meagher joined as Chief Financial Officer, strengthening our senior leadership team with diverse expertise. We launched an Empowering Growth: New Mentoring Program

Initiative to support career development across all levels of our organisation. Our gender diversity efforts were recognised when Alison Heffernan achieved success at the inaugural Women in Construction Awards, whilst Susan Cormican delivered keynote presentations at the IWED Conference. Gary O'Keeffe received the IM100 Award, and we sponsored awards at the School of Electrical and Electronic Engineering Award Ceremony at TUD.

Team engagement activities included the Women's Mini Marathon participation, our second annual Sailing Day, and the 'Re-turn for Cake!' initiative, fostering community spirit whilst supporting charitable causes.

### Strategic Partnerships and Growth



## 2. 2024 at a Glance

The landmark partnership with Exponent Private Equity announced in March represented a pivotal moment for organisational growth, enabling plans to create 250 new roles over the next five years whilst maintaining our existing management structure and cultural values.

### Governance and Knowledge Sharing

Our commitment to industry leadership extended through comprehensive knowledge sharing and thought leadership initiatives. We conducted sustainability webinars covering building certifications and EU Taxonomy compliance, demonstrating our expertise in regulatory frameworks. Our governance excellence was recognised through Deloitte Best Managed Company status for 2024,

whilst our audit processes achieved positive outcomes, reinforcing our commitment to transparency and accountability.

### Looking Forward

The achievements of 2024 establish a robust foundation for continued growth and sustainability leadership. Our comprehensive ESG framework, strengthened by strategic partnerships and enhanced digital capabilities, positions Ethos Engineering to deliver exceptional value to clients whilst advancing our Net Zero commitments and maintaining our position as the employer and partner of choice in the sustainable engineering sector.





### 3. Letter from the Chief Executive Officer

Dear Readers,

I am delighted to present Ethos Engineering's ESG Report for 2024, a comprehensive reflection of our continued commitment to innovation, responsible growth, engineering and a more sustainable future. This report highlights the progress we've made and reaffirms our strategic focus on innovation, impact, and integrity across every dimension of our work.

As CEO, it is a privilege to lead a team that continues to redefine the boundaries of mechanical and electrical engineering. From data centres and commercial projects to smart buildings and advanced sustainability solutions, our work is driven by a passion for design, precision, and performance. At the heart of our operations lies a deep commitment to design management and technical leadership that delivers value for clients and communities alike.

In a fast-changing world, foresight and adaptability are essential. We continue to invest in cutting-edge research and development to remain at the forefront of innovation. This ensures our solutions align with ESG principles and are resilient in the face of environmental and social challenges. Our people-first culture supports this strategy, with training, inclusion, and well-being serving as pillars of our long-term success.

This year, we achieved several transformative milestones. A major development was securing a strategic partnership with Exponent, a European private equity firm. This collaboration marks a significant step forward in accelerating our growth, expanding our service capabilities, and creating 250 new jobs over the next five years. The investment not only supports our business ambitions but also strengthens our ability to deliver long-term value across environmental, social, and economic dimensions.

We were also pleased to welcome Claire Meagher, our new Chief Financial Officer, to the leadership team. Claire brings extensive experience and strategic insight that will play a critical role in guiding our financial growth, enhancing governance, and reinforcing our commitment to transparency and accountability. Her leadership strengthens the foundation for our next phase of expansion.

In addition, we were honoured to receive several prestigious accolades, including Engineering Firm of the Year and the Sustainability Award at the Engineering Excellence Awards—recognition that reflects the dedication, expertise, and values of our entire team.

A particular highlight was being named a New Winner at Ireland's Best Managed Companies Awards 2024, led by Deloitte. As

I shared during the announcement, "We like putting ourselves up for awards to benchmark ourselves and see where we are." This spirit of continuous improvement is embedded in everything we do.

Our ESG report provides an open and honest account of both our achievements and the challenges we encountered throughout the year. From reducing our environmental footprint and improving water and energy efficiency to enhancing biodiversity and ecosystem engagement, we continue to refine our practices in line with global sustainability goals.

In closing, Ethos Engineering remains firmly committed to engineering a better world through technical innovation, ethical leadership, and sustainable business practices. We look forward to building that future in partnership with our people, our clients, and the communities we serve.

Warm regards,



Greg Hayden  
CEO, Ethos Engineering



## 4. General Information

**Ethos Engineering (2005) deliver high-performance mechanical and electrical (MandE) engineering solutions across Ireland and EMEA. Our expertise spans data centres, commercial, offices, and high-tech environments, with services in design and project management, sustainability, smart buildings, and MandE systems for building services.**

Our headquarters are located at Penthouse Suite, Apex Business Centre, Blackthorn Road, Sandyford, Dublin, D18 DH76, Ireland. Ethos Engineering Limited is a privately owned company, incorporated as a Private Limited Company (Ltd.). As of December 2024, our dedicated team comprised 211 professionals.

### Organizational Sustainability Reporting Entities

This ESG focuses on our two offices: the head office in Dublin and Ethos Regional, based in Galway.

### Reporting Period and Contact

This report covers our activities for the 2024 calendar year and represents our second ESG report, published annually. For any enquiries, please contact Müge Karasahin, Director of Sustainability, chair of the ESG Committee at [mugekarasahin@ethoseng.ie](mailto:mugekarasahin@ethoseng.ie).

We would like to confirm that, for this reporting period, there have been no revisions or restatements of previously disclosed information.

### External Assurance

In 2024, KPMG conducted a maturity assessment of Ethos Engineering's 2023 ESG Report. While this review provided valuable insights into the company's ESG practices, the report itself was prepared voluntarily and did not undergo formal external assurance.

Ethos Engineering recognises the growing importance of credible non-financial performance reporting, particularly in the context of its partnership with Exponent. Looking ahead, Ethos is committed to aligning its reporting practices with Exponent's expectations and will incorporate formal assurance measures as required in future reporting cycles.



## 4. General Information

### Activities and Value Chain

Ethos Engineering serves diverse sectors across 19 countries in the EMEA region. Its value chain includes MandE consultancy services for residential, commercial, and industrial clients. As lead consultant, Ethos also appoints and coordinates key design teams under its remit. Ethos collaborates with clients to address supply chain challenges. Downstream, its impact is realised through the implementation of its designs in various sectors. Ethos is a member of the First Q network, enhancing its international collaboration. In 2024, the company led major data centre projects across Europe, integrating innovations such as waste heat recovery, zero-generator designs, and renewable energy systems. Key projects were delivered in Germany, Sweden, Belgium, the Netherlands, and Ireland.

### Employees

At the end of 2024, Ethos Engineering employed 211 individuals, including both direct employees and contractors. Of these, 160 (76%) held full-time, fixed-term, or internship positions, while 51 (24%) were engaged as contractors (they can also be considered as “Workers Who Are Not Employees”).

The workforce was 81% male and 19% female, with contractors being predominantly male (94.1%). The largest age group was 25–34, followed by 35–44, reflecting a predominantly mid-career workforce. Most employees are based in Ireland, while contractors are located across India, South Africa, Poland, the Philippines, the UK, and several other countries, highlighting Ethos's international reach. Operational roles account for 87.2% of the workforce, with the remaining 12.8% in business support functions.



## 5. Our Company

### Engineering Wow

Our brand vision is centred around the idea of “Engineering Wow”. It reflects the philosophy of our business, where each building is imbued with a distinct Ethos signature.

Each project is completely bespoke, driving technology innovation and embracing new, improved ways of working to deliver the best results and significant benefits to clients within the timelines involved. The firm goes beyond simply achieving building regulation compliance to the next level of delivering the most sustainable, energy-efficient buildings that fully focus on the end-user experience.

### Awards and Recognitions

At Ethos, we believe in finding the “WOW” in everything we do. And we’re not alone when we find it. We are proud to say that many of the top awarding bodies have agreed and that our work is deserving of accolades.

- Engineering Firm of the Year at the Engineering Excellence Awards – 2024
- Sustainability Award at the Engineering Excellence Awards – 2024
- Deloitte Best Managed Company 2024
- Winner of the ‘Fit Out Professional Consultancy of the Year’ at the Fit Out Awards 2014 | 2018 | 2019 | 2020 | 2022 | 2023
- Engineering Firm of the Year’ award at the Irish Construction Industry Awards 2018 | 2019 | 2020 | 2022
- Sustainability Team of the Year -SME’ at the Green Awards 2023
- First Office in the World to Achieve ‘WELL Performance Rating’ from the IWBI July 2022
- Engineering Practice of the Year at the Irish Building and Design Awards 2022
- Best Workplace Innovation at the KPMG Workplace Innovation Awards 2022
- +35 more awards





### 5.1 Accreditations

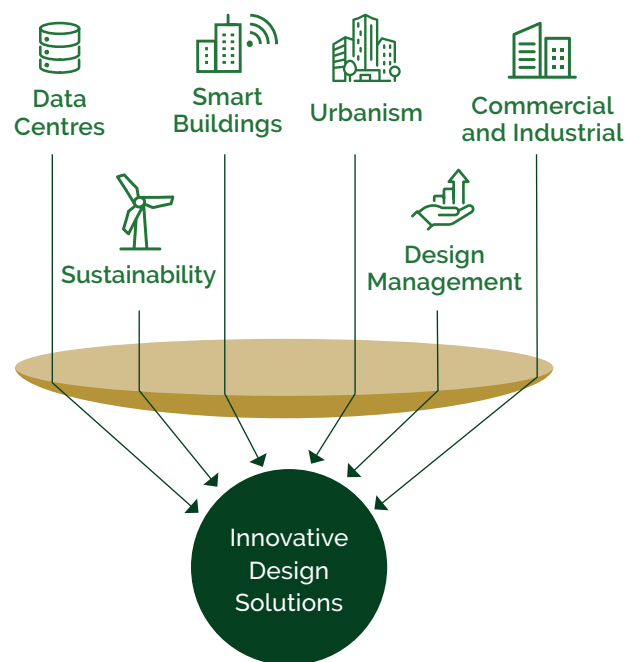
Confidence is key when it comes to choosing the perfect engineering partner for your next project.

Confidence is key when it comes to choosing the perfect engineering partner for your next project. At Ethos Engineering, we have been accredited by all of the main engineering bodies and organisations in Ireland, Europe, and beyond. These include:

- Great Place to Work Certified: 2019 - 2020 and 2020 - 2021
- Accredited All-Star Dublin Business of the Year: AIBF 2021
- Founder Member of Irish Green Building Council
- Vice President of Association of Consulting Engineers of Ireland (ACEI)
- CPD Accredited Employer Status: Engineers Ireland
- Founding Member of the FirstQ MandE Engineering Network: Spanning 15 European countries
- Entrepreneur of the Year: Greg Hayden, 2021/22 by AIBF

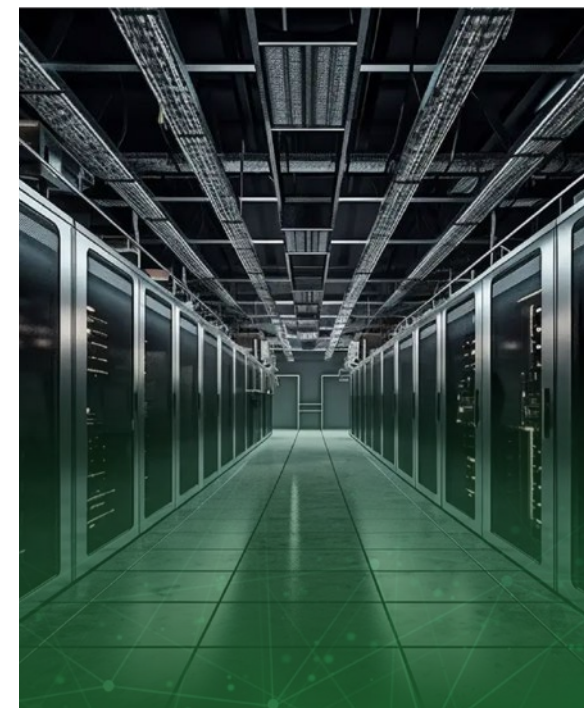
### 5.2 Our Teams

**Ethos Integrated Design Approach**



#### 5.2.1 Data Centres

Ethos has partnered with some of the world's largest blue-chip technical clients to deliver over 90 successful projects, including 44 in Ireland, representing 2,765MW of master planning and 2,022MW designed and delivered.



## 5. Our Company

As market leaders in data centre design, we know what it takes to exceed industry standards and drive real results for our clients. That's why we're the first choice for market-leading data centre developers - they repeatedly choose Ethos because of our high standards, resulting in quality and timely delivery. We offer Mechanical, Electrical, Sustainability, Smart, and Digital and Design Management services for data centre projects. Our Design Management Team collaborates with clients throughout the entire project, ensuring success. We have a proven track record of meeting deadlines, budgets, and specifications and have completed successful projects in 19 EMEA countries.

### 5.2.2 Commercial and Industrial

**Ethos' Commercial and Industrial team delivers high-quality, innovative Mechanical, Electrical, and Sustainable design solutions across commercial and industrial sections.**

We specialise in high-end commercial offices, mixed-use developments, smart building fit-outs, food and beverage, and light industrial projects.

Our approach goes beyond mere compliance, focusing on building performance and user experience to deliver exceptional, efficient solutions tailored to our clients' unique needs. Using cutting-edge technology and innovative methodologies, we continually push the boundaries to create effective, future-ready systems.

Our skilled engineers and technicians bring enthusiasm and a "can-do" attitude, building strong collaborative relationships with clients and industry partners. With a proven track record backed by industry awards, we are committed to exceeding client expectations while supporting the growth and development of every member of our team.

### 5.2.3 Urbanism

**Ethos Urbanism specialises in delivering creative, high-standard Mechanical, Electrical, and Sustainable design solutions across a diverse array of sectors.**

Renowned for exceeding client expectations, Urbanism's award-winning professionals bring passion and commitment to every assignment.



Our collaborative and proactive approach fosters strong partnerships with clients and industry peers alike. Continuous innovation and team development are fundamental values, ensuring the group remains at the forefront of design excellence. Urbanism's growth strategy centres on nurturing talent and creating advancement opportunities for all team members, supporting both individual progression and collective success.



## 5. Our Company

### 5.2.4 Smart Buildings

**Our Smart Buildings team focuses on creating intelligent buildings that prioritise user experience.**

At Ethos Digital, our mission is to be the clear leader in the co-creation of intelligent buildings — buildings that affordably deliver life-enhancing, user-focused experiences, designed with people at their heart, while utilising the very best in digital innovation. Our collaborative approach means working with clients and project teams every step of the way to deliver solutions that far exceed client expectations.

Ethos Digital employs five key principles to ensure our Intelligent Building designs are both human-centric and developed on a solid foundation of excellence, which are:

- **Sustainability**
- **Productivity**
- **Experience**
- **Efficiencies**
- **Safeguarding**

### 5.2.5 Sustainability

**Our Sustainability team is dedicated to advancing high-performance, low-carbon building solutions that drive meaningful environmental impact.**

We take seriously our responsibility to lead by example, delivering sustainable design strategies that meet the needs of each community while setting a benchmark for industry excellence.

We are uniquely positioned to champion sustainability within the built environment, helping our clients reduce their environmental footprint and enhance long-term value. By working collaboratively, we help define and achieve your sustainability and energy performance targets.

At Ethos, we follow a rigorous and forward-thinking process that blends cutting-edge technologies with proven methodologies. This ensures our solutions meet current performance standards and support the resilience and longevity of your assets.

Since 2005, sustainability has been a core pillar of our practice. Backed by deep expertise and a multidisciplinary team, we offer industry-leading consultancy services.

We guide clients in selecting the most effective products, systems, and strategies to meet their sustainability goals and ensure compliance with current and future sustainability regulations.



### 5.2.6 Design Management

**Proven pioneers in mission-critical data centre projects, setting new benchmarks for excellence.**

Ethos Design Management is a fast-growing group that manages local and international projects for blue-chip clients in the Data Centre and commercial sectors. Our Design Management Team serves as a crucial interface between clients and various teams, managing the overall project process to ensure it meets the client's brief. We provide a single point of contact for clients and prioritise efficiency and leadership to ensure project success.

### 5.3 Leading Data Centre Engineering Excellence in 2024

**Ethos Engineering stands at the forefront of the data centre sector, consistently delivering innovative, resilient, and sustainable solutions for hyperscale, colocation, and enterprise clients across Europe and beyond.**

Our expertise spans the full project lifecycle—from master planning and due diligence to detailed MEP design, construction support, and commissioning—ensuring that every facility meets the highest standards of performance, efficiency, and future-readiness.

- **Major European Campus Developments:** Ethos led the design and delivery of some of Europe's largest and most advanced data centre campuses. Notable projects include a 486MW flagship campus in Germany for **Private Client 1**, featuring modular, high-efficiency water-cooled chiller systems and a campus-wide PUE of less than 1.2, and a 230MW campus in Frankfurt for **Private Client 2**, where Ethos provided full MEP design and master planning to German BImSchG permitting standards.

- **Sustainability and Innovation:** Ethos has pioneered sustainable design in data centres, integrating waste heat recovery systems, zero-generator designs, and renewable energy solutions. A 48MW facility in Sweden for **Private Client 3**, for example, eliminates diesel generators in favor of innovative MV distribution and incorporates 1.5MW of solar PV. Another project in Belgium for **Private Client 4** features a comprehensive waste heat recovery network ready for district heating integration.



## 5. Our Company

### Cutting-Edge Projects delivered in 2024

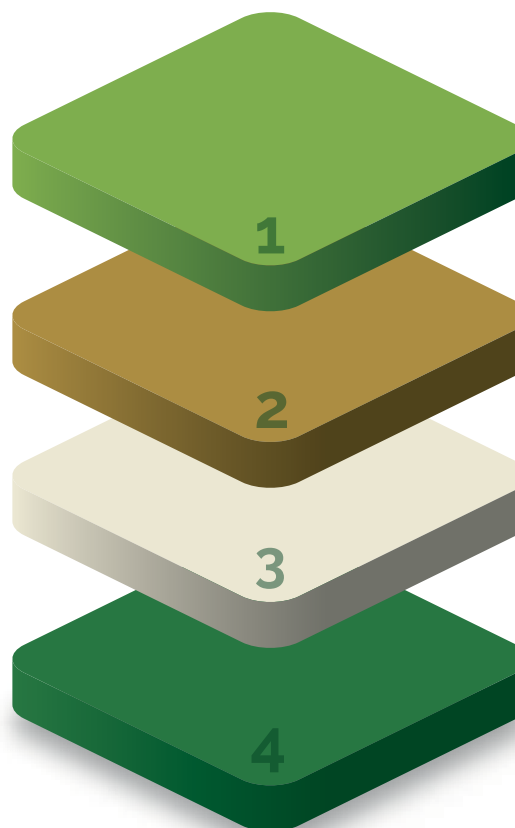
- A 56MW data centre in Frankfurt for **Private Client 5**, designed for flexible hyperscale tenant needs and capable of exporting waste heat to the local authority, is a benchmark for sustainable, future-proofed design.
- Two 21MW facilities in Dublin for **Private Client 6**, completed in 2024, feature modular prefabricated electrical rooms and highly efficient DX cooling, setting new standards for speed, resilience, and energy efficiency.
- A 26MW data centre in Amsterdam for **Private Client 7** showcases Ethos's ability to provide full MEP design and handover for large-scale, high-density facilities.
- A phased delivery project in Dublin for **Private Client 8** demonstrates Ethos's expertise in energy efficiency and seamless integration of advanced monitoring and control systems.

### Global Reach and Technical Leadership

In 2024, Ethos continued to expand its global footprint, delivering projects in Germany, the Netherlands, France, Sweden, Norway,

Belgium, and Ireland. Our teams are recognised for their technical leadership, ability to coordinate complex multi-disciplinary teams, and commitment to delivering on time and to the most demanding client specifications.

### Ethos Engineering's Journey to Leadership



#### Major Campus Developments

Leading the design and delivery of large - scale data centre campuses in Europe



#### Sustainability and Innovation

Pioneering sustainable design with waste heat recovery and renewable energy solutions



#### Cutting-Edge Projects

Delivering advanced data centres with flexible designs and waste heat export capabilities



#### Global Reach and Leadership

Expanding global footprint and recognized for technical leadership in data centre design



## 5. Our Company

### 5.4 Governance structure and composition

As leaders in engineering, we commit to transparency and corporate responsibility. The “Engineering Wow” philosophy permeates our governance, where each building embodies Ethos’ distinctive and signature design.

## OUR LEADERSHIP TEAM



**COLM DEVIN**  
CHIEF COMMERCIAL OFFICER



**CLAIRE MEAGHER**  
CHIEF FINANCIAL OFFICER



**GREG HAYDEN**  
CHIEF EXECUTIVE OFFICER



**JOHN CORONER**  
CHIEF OPERATIONS OFFICER



**GARY O'KEEFFE**  
CHIEF GROWTH OFFICER



**DEREK HAYDEN**  
DEPUTY CHIEF OPERATIONS OFFICER



**ALISON HEFFERNAN**  
HEAD OF PEOPLE  
& TALENT



**SHANA SINGH**  
HEAD OF MARKETING



**BRIAN COOGAN**  
ETHOS DIGITAL  
DIRECTOR



**MÜGE KARASAHIN**  
ETHOS SUSTAINABILITY  
DIRECTOR



**STEPHEN DWYER**  
DESIGN MANAGEMENT  
DIRECTOR



**JOHN CLARKE**  
DIRECTOR



**COLIN QUINN**  
DIRECTOR



**SUSAN CORMICAN**  
DIRECTOR



**PAUL TIGHE**  
DIRECTOR



**JAMES GILLIC**  
DIRECTOR



**EOIN KANE**  
DIRECTOR



**PETER FARRELL**  
DIRECTOR



**GAVIN MURPHY**  
DIRECTOR

**BUSINESS SUPPORT**

**DIGITAL BUILDINGS**

**SUSTAINABILITY**

**PRE- CONSTRUCTION  
DESIGN MGMT**

**M&E ENGINEERING DIRECTORS**

## 6. Our Strategic Approach to ESG

At Ethos, our approach to Environmental, Social, and Governance (ESG) matters is grounded in a strong commitment to excellence, innovation, and responsible business practices.

### Ethos' ESG Governance Structure and Communication Flow

Ethos' ESG governance follows a clear, two-way communication process designed to embed sustainability across all operations while maintaining strategic oversight at the highest level.

The **ESG Committee** is composed of:

- **Müge Karasahin**, Director of Sustainability (ESG Committee Chair)
- **John Coroner**, Chief Operating Officer (COO)
- **Claire Meagher**, Chief Financial Officer (CFO)
- **Tanya Paine**, Quality Assurance
- **HR Representative**

This committee is responsible for reviewing and approving ESG strategies, ensuring alignment with business objectives and regulatory requirements.

Supporting the committee, the **Sustainability Team** leads the **ESG Working Group**, providing technical expertise, coordinating initiatives, and ensuring compliance across departments.

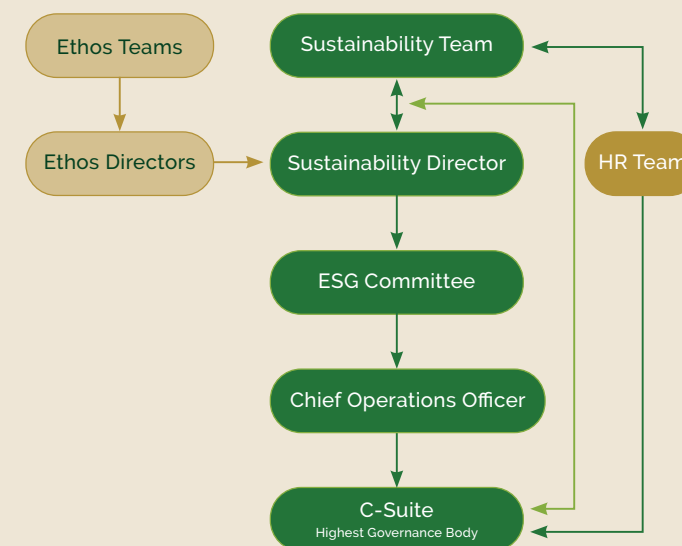
Operational teams report ESG-related matters to their respective directors, who escalate them to the Sustainability Director for analysis. For social ESG aspects, the HR team leads implementation in consultation with the Sustainability Team. Final decisions and strategic direction are reviewed by the ESG Committee and reported to the highest governance body, which includes the CEO, COO, CFO, and CCO.

This structure ensures ESG is integrated into daily operations while maintaining accountability and oversight at the leadership level.

### Commitment and Values

Our core values form the basis of our ESG approach:

- **Excellence:** We are committed to the highest quality in everything we do.
- **People:** We value teamwork and collaborative success.



- **Innovation:** We embrace challenges, foster an innovative mindset, and drive technological advancement.
- **Clients:** We maintain an unwavering focus on clients, exceeding their expectations.
- **Engineering Wow:** Each project is tailored, driving technological innovation, and delivering sustainable, energy-efficient results.

## 6. Our Strategic Approach to ESG

### Engagement with Stakeholders

Ethos considers stakeholders essential partners and is guided by the “Engineering Wow” philosophy and a commitment to transparency to create a positive impact on people’s lives. Many stakeholders have shown interest in ESG information, and Ethos’ design engineers, who directly interact with these stakeholders, act as the main points of engagement, helping to gather their opinions and insights.

Directors play a strategic role by connecting technical teams with executive leadership and maintaining direct contact with clients. Employees are also key stakeholders, with each team director actively involved in engagement. Additionally, Ethos provides communication channels to ensure open and continuous dialogue with internal stakeholders.

### ESG Risk Management

We adopt a proactive approach to identifying and mitigating ESG risks. Our process utilises an Impact Matrix to assess and prioritise these risks systematically. We actively involve employees through regular training sessions and satisfaction surveys to raise awareness and contribute to effective risk management. Looking ahead, our next steps focus on increasing stakeholder engagement to enhance our Impact Matrix methodology. By incorporating broader stakeholder perspectives, we aim to identify ESG risks more accurately and improve our overall management strategies. This inclusive approach supports more effective mitigation and stronger, sustainable outcomes across our operations.

### ESG Goals and Performance Indicators

We are adopting the EU’s VSME standards alongside the GRI framework to steer our sustainability reporting. Our ESG report is designed to be thorough and aligned with industry best practices, laying a solid foundation for setting targeted goals as we progress.

### Integration of ESG into Decision-Making Processes

We continue to develop and refine the integration of ESG considerations within our decision-making processes. While we are still shaping the most effective approach tailored to Ethos, the establishment of our ESG Committee marks a significant step forward in embedding sustainability.

### Innovation and Technology

Ethos Engineering continually invests in Innovation and Technology to enhance our ESG impact. Our approach integrates advanced digital tools, data analytics, and collaborative platforms to optimise building design and operation, improving efficiency and reducing environmental impact.

Our commitment to technological advancement is closely linked to sustainability goals. By embedding innovation into every project, fostering collaboration across teams, and leveraging strategic partnerships, Ethos ensures transparency, agility, and continuous improvement. We believe that this integrated use of Innovation and Technology is essential to delivering responsible, efficient, and future-ready engineering solutions that make a lasting positive difference.



## 6. Our Strategic Approach to ESG

### 6.1 Our key ESG topics

When identifying impacts and risks that may influence the company and our stakeholders, adopting an impartial and comprehensive approach is crucial.

It involves considering Ethos' overall perspective, which means actively engaging all employees, irrespective of their hierarchical position, to contribute their opinion. This approach ensures that the information-gathering process is unbiased and prevents opinions solely coming from a specific level within the company.

To achieve a complete and representative understanding of relevant impacts and risks, inclusive participation and engagement of all employees is fundamental. This equitable approach facilitates a more accurate and holistic assessment of factors influencing the company's sustainability and ESG (Environmental, Social, and Governance) performance. The resulting impact matrix, illustrated below, is derived from the insights gathered through the ESG Survey.

Ethos collects probable company material subjects to start the materiality impact assessment. Ethos surveys its staff to rank these subjects by relevance and influence.

Employees are well-suited to identify risks and opportunities for Ethos and its stakeholders since they understand the company's activities and interact with stakeholders.

Each material topic is scored from 0 to 3 in the survey depending on its relevance to major business aspects: 0—No relation, 1—Specific cases, 2—Indirectly, 3—Directly.

These scores affect numerous crucial areas:

- **Competitiveness:** How the topic might affect Ethos's ability to compete for and secure projects.
- **Business Revenue:** Potential impacts on project duration, financial costs, and overall profitability.
- **Brand Value:** Risks to the company's reputation and brand image.
- **Clients:** Possible effects on clients including delays, additional costs, or losses.
- **Partners/Suppliers:** How the topic could affect relationships with business partners and suppliers.
- **Employees:** Impacts on employee well-being, performance, and other aspects.



Ethos applies the survey data to create an impact matrix that prioritises the most important material topics for strategic decisions and sustainability activities.

## 6. Our strategic approach to ESG

These topics are identified as our key ESG considerations due to their relevance to our business and their potential to impact stakeholders significantly. We commit to managing these topics responsibly and ethically, continually enhancing our ESG performance.

### Environmental

- Climate change and greenhouse gas emissions
- Energy use and efficiency
- Water use and management
- Waste management
- Biodiversity

### Social

- Training and education
- Wellness
- Diversity
- Local communities

### Governance

- Business ethics and transparency
- Marketing, Labelling and customer privacy
- Taxes
- Anti-corruption and bribery prevention

### Materiality Assessment Results

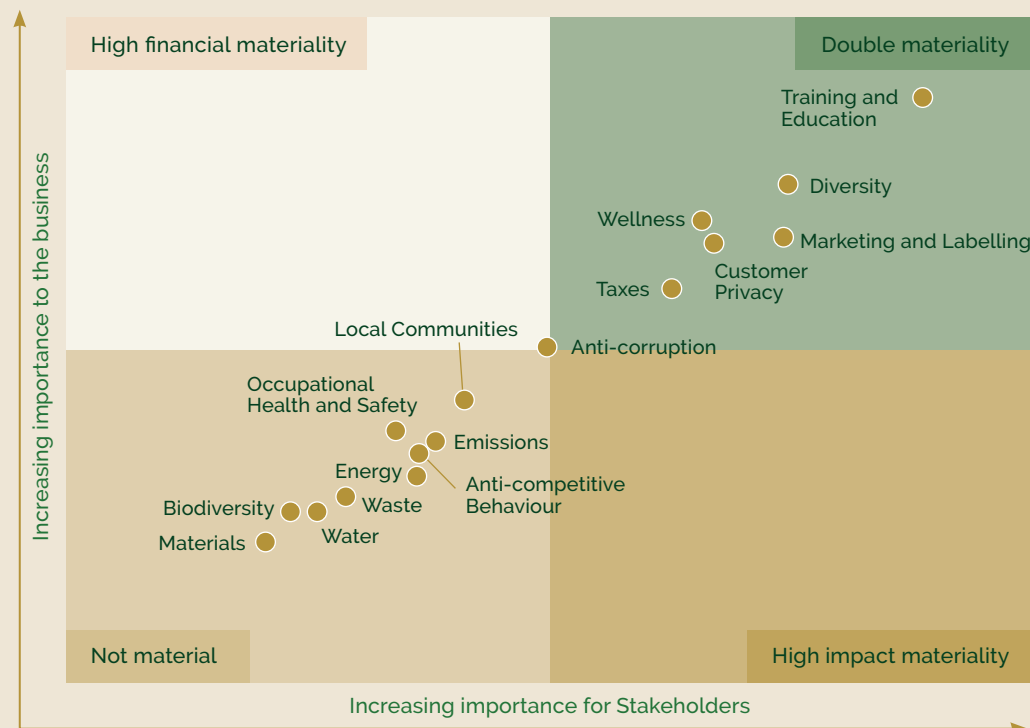


Figure - Matrix of Impact

To define our ESG focus we've used the Impact Matrix. Which revealed training and education, diversity and inclusion, and employee well-being as most important to our people.

While other topics, such as human rights and anti-corruption, are vital, their impact is lower. By prioritising we can ensure better alignment with Ethos' emphasis on social material topics, which enables more responsible business practices and a people-centric culture.

## 7. Letter from the ESG Committee Chair

Over the course of 2024, we made steady progress in strengthening our ESG approach, ensuring that our work is grounded in both technical rigour and sector relevance. While sustainability has always been part of how we operate and design at Ethos, this year marked a shift in how we report and embed ESG principles across our practice.

We work in complex sectors, where the environmental stakes are high and solutions aren't always simple. Yet we continued to prove that meaningful impact can come from everyday decisions. Whether it's integrating rainwater harvesting for data centre cooling, designing hybrid HVAC systems for improved energy efficiency and comfort, or assessing and reducing embodied carbon on our designs, each project gives us a chance to shift the standard.

This year, we also formalised a dual-framework reporting approach. In line with the proposed changes to the Corporate Sustainability Reporting Directive (CSRD), we adopted the Voluntary Standard for non-listed micro-, small-, and medium-sized undertakings (VSME) as our primary ESG framework. Alongside this, we continue to align with the Global Reporting Initiative (GRI) Standards – Core option. Together, these frameworks allow us to provide consistent and transparent disclosures that support internal planning and

meet growing stakeholder expectations.

Education remained central to our work. We delivered briefings, workshops, and training sessions for clients, design teams, and our own staff. We also contributed to wider industry conversations through panels, mentoring, and knowledge-sharing initiatives. This focus on education helps us raise awareness, build capacity, and support long-term ESG integration across the built environment.

Internally, the ESG Committee continued to provide oversight and governance. We reviewed internal policies, monitored performance, and helped embed ESG

considerations into project reviews and business decisions.

Looking ahead, we remain focused on practical progress and transparent reporting. As regulations evolve and expectations rise, we will continue to adapt — always with an emphasis on creating meaningful value for our clients, our colleagues, and the communities we serve.

We welcome feedback and look forward to sharing further updates in next year's report.

**Müge Karasahin, Director of Sustainability,  
ESG Committee Chair**





## 7. Letter from the ESG Committee Chair

### 7.1 Practices towards a more efficient performance in our services

Ethos Engineering plays a pivotal role in supporting clients to achieve their sustainability and climate goals by integrating deep expertise, innovative technologies, and a collaborative approach throughout every stage of a project.

Ethos leverages its in-house sustainability expertise to deliver high-performance, future-ready buildings. Our role is not only to meet technical requirements but also to guide clients in making informed, sustainable design decisions; whether or not a green building certification is pursued.

All MandE designs produced by Ethos are required to comply with relevant technical standards. These standards inherently promote energy efficiency, system optimisation, and environmental performance. By embedding these principles into every project, we ensure that sustainability is a baseline outcome of our engineering approach.



#### 1. Initial Consultation and Goal Setting

- Ethos Engineering engages with the client to understand their sustainability ambitions, operational needs, and climate targets, even if formal certification is not a priority.
- The team identifies practical opportunities for energy efficiency, carbon reduction, and resource optimization that align with the client's business objectives.

#### 2. Bespoke Sustainability Strategy and Design

- Ethos develops a tailored sustainability roadmap, focusing on achievable, measurable improvements such as energy and water conservation, waste reduction, and operational efficiencies.
- Our design team specifies high-performance building systems, smart building technologies, and renewable energy solutions (e.g., solar PV-ready design), ensuring all sustainability

measures are integrated into the project's design documentation.

#### 3. Construction Monitoring

- Ethos provides ongoing construction monitoring services to ensure that the project is built in accordance with the sustainable design intent and specifications.
- We review submittals, conduct site inspections, and collaborate with the contractor to resolve any issues that could impact sustainability outcomes.

#### 4. Reporting and Continuous Improvement

- The client receives regular updates on sustainability performance and compliance with design specifications
- Ethos supports the client in accessing incentives, grants, or recognition from relevant agencies, even without pursuing formal certifications.

## 7. Letter from the ESG Committee Chair

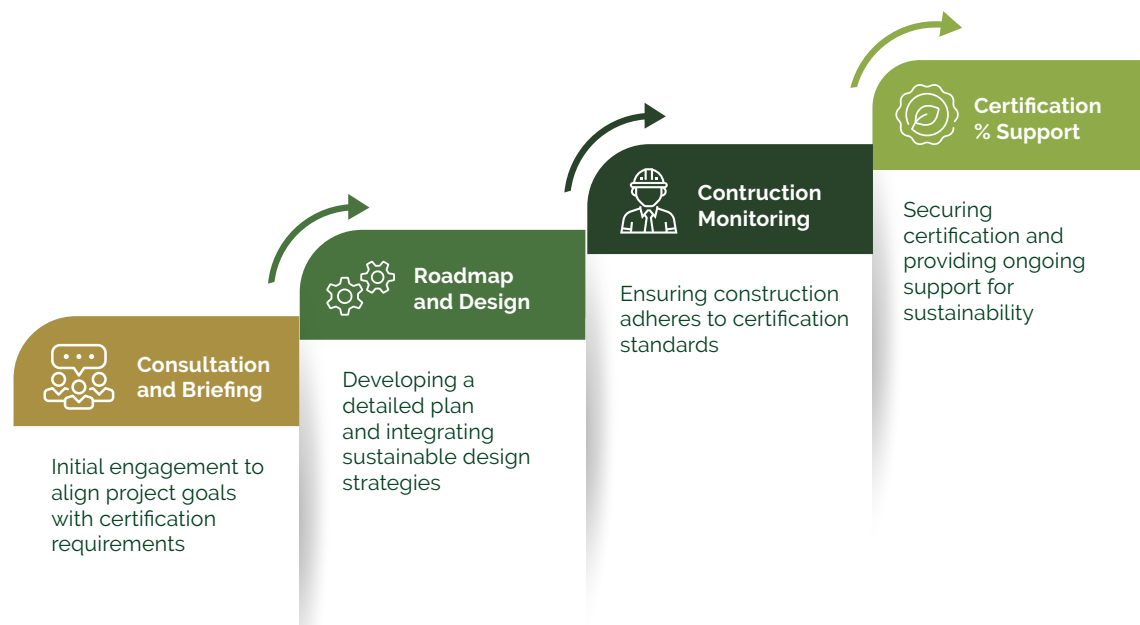
If clients are seeking to achieve Green Building Certifications, consultancy services are added to our scope:

### 1. Certification-Focused Consultation and Briefing

- Ethos Engineering consults with the client to determine which green building certifications (LEED, WELL, BREEAM, HPI, etc.) best align with the project's goals, location, and market requirements.
- Early engagement ensures certification requirements are integrated into the project from the outset, including whole building life cycle assessments and carbon targets.

### 2. Certification Roadmap and Design Integration

- Ethos creates a detailed certification roadmap, outlining all prerequisites, credits, and documentation needed for the chosen certification(s).
- Our design team incorporates strategies such as enhanced energy performance, indoor environmental quality, sustainable materials, and water efficiency to maximize certification points, ensuring all requirements are reflected in the design documentation.



### 3. Construction Monitoring and Certification Support

- Ethos provides construction monitoring to verify that the project is executed according to the certified design intent and sustainability criteria.
- We coordinate with contractors, review submittals, and conduct site inspections to ensure compliance with certification requirements, and prepare all necessary technical documentation for submission to certifying bodies.

### 4. Certification Achievement and Post-Completion Support

- Ethos oversees the submission and review process, addressing any queries from certifying bodies to secure final certification.
- After certification, Ethos can provide post-completion reporting and guidance for ongoing performance optimization and recertification, ensuring the building continues to meet or exceed sustainability benchmarks.

## 7. Letter from the ESG Committee Chair

### 7.1.1 Sustainable by Design: 22 Innovations Powering Ethos Excellence

As part of our commitment to Environmental, Social, and Governance (ESG) excellence, Ethos Engineering is driving innovation that not only enhances the performance of our services but also contributes meaningfully to a more sustainable built environment.

Our focus on smarter, more efficient, and environmentally responsible engineering practices is reflected in our 2024 RandD portfolio. This collection features 22 innovative projects that tackle real-world challenges across data centres, commercial developments, and heritage buildings—each one designed to advance sustainability, integrate smart technologies, and deliver high-performance infrastructure.

- **Mixed Mode Ventilation**
  - A hybrid HVAC system combining mechanical and natural ventilation for commercial buildings, improving energy efficiency and comfort.
- **Water Recycling for AHU Cooling**
  - A multi-stage system reducing water use in data centres from 20 l/s to 5 l/s using filtration and reverse osmosis.
- **Direct-to-Chip Cooling Upgrade**
  - Transition from air to liquid cooling in a 45MW data centre, enhancing thermal management and power efficiency.
- **Ventilation for Heritage Building**
  - High-capacity, low-impact HVAC system for a dual-use heritage site, balancing airflow and architectural preservation.
- **Passive Ventilation for Brewery**
  - Natural ventilation system using CFD to reduce energy use in a carbon-neutral brewing facility.
- **Footprint-Constrained Data Centre**
  - Compact design with liquid cooling and modular systems achieving a PUE < 1.2 while increasing IT load.
- **Sustainable Cooling with Low-GWP Refrigerants**
  - A refrigerant-agnostic system using VRF tech and energy recovery for future-proof cooling.
- **Photovoltaic Integration**
  - Rooftop solar system for data centres with modular, non-penetrative mounting and smart grid compatibility.
- **Castellation-Constrained HVAC**
  - Custom HVAC integrated into castellated beams of a historic building, preserving structure and aesthetics.

- **Enhanced Lifecycle Assessment (LCA)**
  - Advanced LCA models for data centres, incorporating MEP systems and 50-year carbon analysis.
- **Rainwater Harvesting for Cooling**
  - A filtration-integrated system using rainwater for data centre cooling, reducing municipal water reliance.





## 7. Letter from the ESG Committee Chair

- **Low-GWP Data Centre Reference Design**
  - A blueprint for sustainable data centres using liquid cooling and waste heat recovery.
- **AHU Airflow Short-Circuiting Prevention**
  - Passive design to prevent generator exhaust from contaminating AHU intakes.
- **Holistic PUE Reduction**
  - System-wide upgrades including free cooling chillers and heat reclamation to lower energy use.
- **Net Zero Water Cooling**
  - Closed-loop cooling system reducing water use by 80%, optimised for cold climates.
- **Living Lab for IoT**
  - A digital twin platform integrating real-time data for smart building performance monitoring.
- **Workflow Management Platform**
  - A digital ecosystem automating workflows and enhancing collaboration in engineering projects.
- **BMS Points Generator**
  - Tool automating BMS point list creation, improving accuracy and adaptability.
- **ESG Application**
  - Real-time monitoring platform for sustainability metrics like energy, water, and waste.
- **Smart Building Design Tool**
  - User-centric platform enabling adaptive environmental controls and secure IoT integration.
- **Wastewater Separation System**
  - Automated drainage system preventing contamination during fire suppression.
- **Lighting Integration Tool**
  - Parametric Revit tool for automated, accurate lighting fixture placement in data centres.



## 8. Environmental

### 8.1 Climate Change and Net Zero

Ethos is proud to be a signatory of the 'Pledge to Net Zero', an initiative aimed at spearheading the transition to a Net Zero carbon economy.

For detailed information pertaining to our Net Zero strategy, including our targets, methodologies, and progress, stakeholders are encouraged to refer to our dedicated report available [HERE](#).

Ethos Engineering closely monitors energy consumption across its operations. In 2024, we used 45,453 kWh of natural gas for heating our Dublin and Galway offices, resulting in 8.39 tCO<sub>2</sub>e emissions. Electricity consumption totalled 69,791 kWh for office operations and 2,750 kWh for EV charging, contributing 17.78 tCO<sub>2</sub>e and 0.70 tCO<sub>2</sub>e respectively. All data is based on supplier bills and monthly tracking.

While direct offsite energy use isn't separately reported, our Scope 3 emissions include indirect energy-related activities such as business travel, commuting, and homeworking, which are actively measured and managed.

To assess efficiency, we track energy intensity per employee. In 2024, we achieved a 21% reduction in monthly energy use per person,

supported by tools like the Living Lab Digital Twin and IoT sensors—despite a 250% workforce increase since 2019.

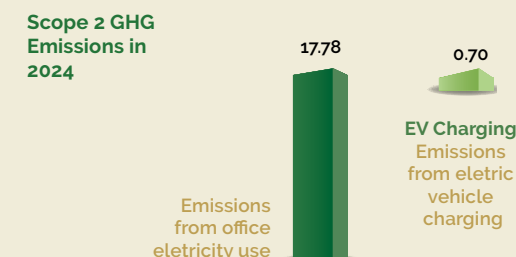
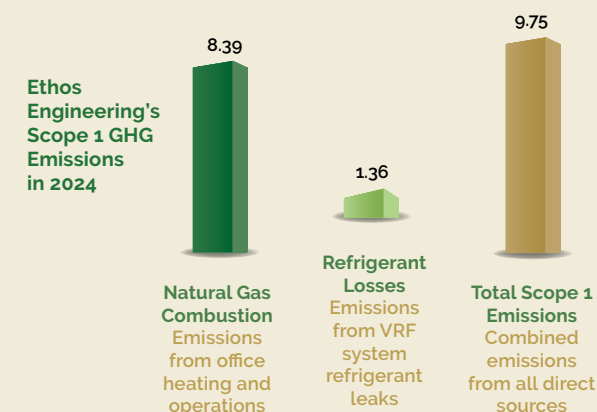
Targeted actions helped reduce consumption, including deactivating unused fan coil units (saving 630 kWh annually) and tightening EV charging policies. Further opportunities for reduction include lighting upgrades, solar control, heating system optimisation, and exploring renewable heating technologies such as biomass or heat pumps.

Ethos tracks GHG emissions intensity by monitoring energy use per employee. In 2024, we achieved a 21% reduction in monthly energy consumption per capita, despite a 250% workforce increase since 2019—highlighting improved operational efficiency.

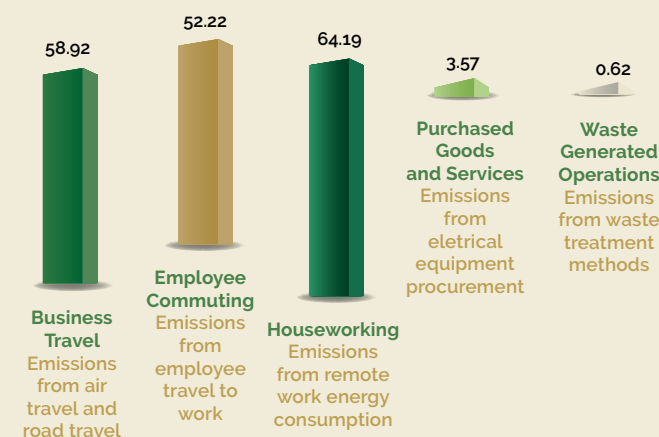
While emissions intensity per revenue or output is not reported, per capita metrics demonstrate progress in reducing environmental impact.

Targeted initiatives have contributed to measurable reductions. Disabling three fan coil units saved 630 kWh annually, avoiding 0.21 tCO<sub>2</sub>e. Additional savings came from IoT sensors, real-time monitoring, and revised EV charging policies.

Environmental | Social | Governance



#### Etho's Scope 3 GHG Emissions in 2024



Future plans include lighting upgrades, solar control, heating system optimisation, and exploring low-carbon heating options like biomass or heat pumps.

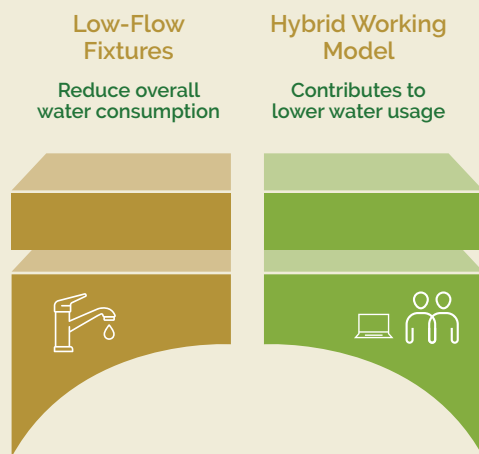
Ozone-depleting substances (ODS) are tracked under Scope 1 via refrigerant losses. Using the GHG Protocol calculator, emissions from R-410A refrigerant—including leakage, assembly, and disposal—totalled 7.99 tCO<sub>2</sub>e in 2024, ensuring full lifecycle impact is considered.

### 8.2 Use of water resources

At Ethos Engineering, we recognise the connection between water and broader environmental themes such as climate change, pollution, and the circular economy. As a consultancy firm with no manufacturing activities, our water use is limited to office-based functions like kitchens and toilets.

To assess our impacts, we included water-related questions in our ESG survey. The results, reflected in our ESG Impact Matrix, confirmed that water poses minimal risk to our operations. Our offices in Dublin and Galway are not located in high water-stress areas.

We have implemented water-saving measures, including low-flow fixtures, and our flexible remote working model further reduces usage.



As tenants in a shared building, our water use is measured at the building level. Based on fixture-based calculations and in line with the VSME standard, our estimated total water withdrawal in 2024 was 465 m<sup>3</sup>, with 0 m<sup>3</sup> withdrawn from high-stress areas. Water discharge is also estimated at 465 m<sup>3</sup>, as all usage is connected to the public system. Water consumption is considered immaterial (<1%).

### 8.3 Resource use and circular economy





Ethos Engineering supports the circular economy as a model for sustainable production and consumption, helping reduce emissions, energy use, and waste.

We assessed our role in this area through our ESG Impact Matrix, which showed that our

main connection to resource use stems from routine office activities. These impacts and risks were considered low.

We committed to sustainable practices. Our waste management focuses on reducing office waste, and we estimate our 2024 contribution at approximately 1,115.4 kg, based on our 671 m<sup>2</sup> office space in a shared building.

We track general, paper, plastic, food, and other waste streams, and prioritise landfill diversion, composting, incineration, and recycling where possible. Ethos will continue to explore opportunities to improve resource efficiency and circular practices.

Treatment Type	Percentage	Weight (kg)
 Landfill	18%	200.77
 Composted	15%	167.31
 Incinerated	42%	457.31
 Recycled	26%	289.99



## 8. Environmental

### 8.4 Pollution

**Due to the nature of our consultancy-based operations, Ethos Engineering does not generate pollutants or engage in activities typically associated with pollution.**

As such, we have not established a formal pollution-related policy. This reflects the low material impact, risk, and opportunity associated with pollution prevention and control within our business model.

While we do not produce external pollution, we place strong emphasis on internal environmental quality—particularly at our Dublin headquarters. Ethos was the first organisation globally to achieve the WELL Performance Rating, a third-party verified certification focused on human health and well-being in buildings. This rating reflects our commitment to maintaining a healthy indoor environment through the management of air quality, lighting, acoustics, and thermal comfort.

### Air Quality and Emissions

In alignment with GRI 305-6 and 305-7 and ESRS requirements, the WELL Performance report confirms that Ethos Engineering HQ meets stringent thresholds for key inorganic air pollutants such as carbon monoxide (CO), ozone (O<sub>3</sub>), and nitrogen dioxide (NO<sub>2</sub>). Advanced ventilation systems and enhanced outdoor air supply ensure effective mitigation of indoor pollutants, safeguarding occupant health and comfort.

- **Particulate Matter Control:** Achieved both basic and enhanced thresholds for PM<sub>2.5</sub> and PM<sub>10</sub> concentrations, ensuring indoor air meets stringent public health guidelines through advanced filtration systems.
- **Inorganic Gases:** Met basic and enhanced thresholds for carbon monoxide (CO), ozone (O<sub>3</sub>), and nitrogen dioxide (NO<sub>2</sub>), supported by effective ventilation and increased outdoor air supply, reducing exposure to harmful pollutants.
- **Ventilation Performance:** Maintained indoor CO<sub>2</sub> concentrations below strict limits (e.g., ≤ 750 ppm), surpassing typical standards to ensure fresh air delivery and minimise sick building syndrome.

### Indoor Environmental Quality (IEQ) Controls

Consistent with GRI 403-6 and on occupational health, we employ continuous indoor air quality monitoring supported by sensor technologies, monitors measuring particulate matter, CO<sub>2</sub>, and VOCs, enabling real-time pollution management and occupant awareness through digital displays and apps.

Controlled relative humidity within healthy ranges (30-60%) to minimise pathogen viability. Limited background noise levels and managed reverberation times to reduce stress and support concentration.

Feedback mechanisms including occupant surveys and interviews provide ongoing insights, ensuring responsiveness to user needs.

### Water Quality Management

Adhering to pollution control principles under VSME, Ethos HQ maintains evidence-based water quality thresholds. Regular testing confirms compliance with chemical, organic, and microbiological standards, including turbidity, coliforms, pesticides, and organics. These measures ensure safe, pleasant

drinking water, reducing health risks related to waterborne contaminants and fostering occupant hydration.

### Lighting Measurements

As part of our commitment to maintaining high indoor environmental quality and promoting occupant health and well-being at Ethos Engineering Headquarters, certified with the WELL Performance Rating, we comply with rigorous lighting measurement and control standards:

- **Visual Acuity:** We maintain appropriate electric illuminance levels on work surfaces, adhering to internationally recognised standards such as IES and EN 12464. This practice ensures visual comfort and acuity suitable to the tasks performed and the different age groups of occupants.
- **Lighting for Day-Active People:** We implement lighting that supports circadian rhythms by providing sufficient vertical melanopic light exposure during the day (≥150–275 EML lux for at least 4 hours), complemented by dimming controls during the evening. This approach promotes sleep health and overall well-being of our employees.

### 8.5 Relation with Biodiversity

**Ethos Engineering supports the EU Biodiversity Strategy for 2030 and the Post-2020 Global Biodiversity Framework. While we do not yet have a formal biodiversity plan, we recognise the importance of integrating ecosystem integrity into our long-term strategy.**

Our offices are located in urban areas with no direct impact on protected or high-biodiversity zones. As a consultancy firm, our operations have minimal ecological footprint.

We contribute indirectly to biodiversity through sustainability certifications such as WELL, BREEAM, LEED, and others, which promote responsible resource use.

We are also actively involved in the 'Orchards in the Community' initiative by Host in Ireland (DCs for Bees), supporting the planting of 3,587 orchards across Ireland. We continue to monitor the progress and impact of our contribution as part of our long-term commitment to biodiversity.

In our supply chain, we prioritise materials with Environmental Product Declarations (EPDs) to help mitigate biodiversity-related risks.

### 9.1 Our own workforce

Ethos is committed to employee engagement. The company uses a variety of methods to engage employees.



Ethos believes that employee engagement is essential for the success of our ESG strategy. We are committed to continuously improving our employee engagement processes.:

- In 2022, Ethos consulted with employees on a new policy on flexible working.
- In 2023, Ethos formed a working group with employees and worker representatives to develop a new training programme on health and safety.

- Also, Ethos surveyed women employees to gather their views on workplace equality.

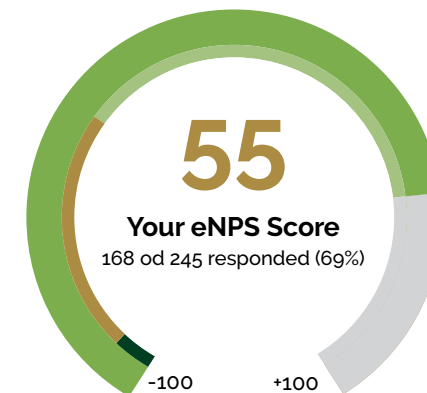
Ethos believes that by engaging with employees, it can create a workplace that is more sustainable, inclusive, and equitable for everyone.

#### Employee satisfaction survey methodology

Ethos conducts an employee satisfaction survey twice a year using the BambooHR platform. The survey is sent to all employees, regardless of role or location. Employees are encouraged to complete the survey anonymously. To ensure a people-first culture, employee satisfaction surveys are utilised to allow feedback and suggestions, giving Ethos people the voice to shape the culture of the business.

#### Employee satisfaction survey results

In Q2 2024, Ethos conducted its annual employee satisfaction survey via its HR management system, gathering valuable feedback from across the organisation. The results were overwhelmingly positive, with high satisfaction reported in areas such as organisational culture and work-life balance — reflecting our commitment to employee well-being and a supportive workplace.



A key highlight was our Employee Net Promoter Score (eNPS), which demonstrated a strong upward trend. From a score of approximately 40 in June 2023, it rose to 60 by December 2023 and remained high at 55 in June 2024.

This sustained performance signals growing engagement and trust in our culture and leadership. These insights reinforce our belief that a people-first approach drives long-term success. Ethos remains committed to listening, evolving, and creating an environment where our people thrive.



### Employee Turnover

In 2024, Ethos reported an employee turnover rate of 25.72%, calculated in line with the VSME (Voluntary Standard for non-listed Micro-, Small- and Medium-sized Enterprises) methodology. This approach considers the number of employees at the beginning and end of the year, as well as those who left during the reporting period. The result reflects typical workforce movement and supports our continued focus on employee engagement and retention.

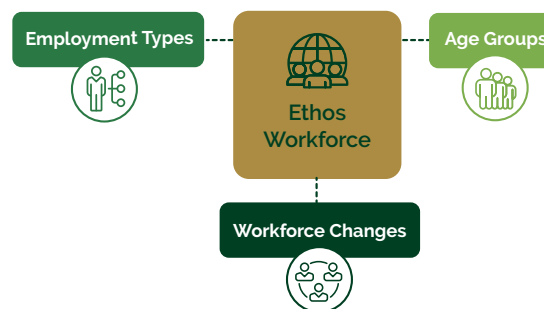
#### 9.1.1 Characteristics of the undertaking's employees

##### Number of Employees

Ethos employs 211 employees as of December 2024, maintaining the same total workforce as the previous year. The company's workforce continues to be predominantly based in Ireland, with 76% of employees located there.

### Employment Status

As of 31 December 2024, Ethos employed 211 people, including 156 full-time employees (73.93%), 1 part-time employee, 2 fixed-term contracts, 1 intern, and 51 contractors (24.17%).



The workforce spans a broad age range, with the largest group in the 25–34 bracket (90 individuals), followed by 35–44 (73). Other age groups include 18–24 (12), 45–54 (27), 55–64 (7), and 65+ (1).

Compared to 2023, overall headcount remained stable, with a slight increase in full-time roles and contractors. There was a modest decline in younger employees and growth in mid-career age groups, reflecting Ethos's evolving workforce needs and commitment to balanced, inclusive employment.

Age Group	Contractors	Full Time	Part Time	Fixed Term	Interns
18-24	0	11	-	1	
25-34	29	61	-	-	
35-44	18	55	-	-	
45-54	4	22	1	-	
55-64	0	6	-	1	
65+	0	1	-	-	
<b>Total</b>	<b>51</b>	<b>156</b>	<b>1</b>	<b>2</b>	

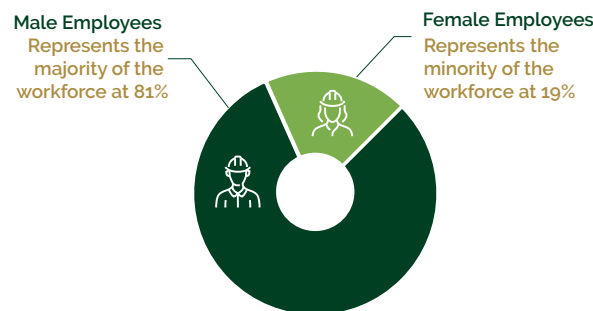
## 9. Social

### Gender

As of 31 December 2024, Ethos Engineering's workforce comprises 81% male and 19% female employees, including contractors.

Ethos acknowledges the gender imbalance within the engineering sector and remains committed to improving representation across all levels of the organisation. At the management level (from Associates to Executive roles), 31 male and 9 female employees hold leadership positions. In December 2024, Ethos published its first Gender Pay Gap Report, using the official methodology outlined in Ireland's Gender Pay Gap Information Act 2021.

This approach includes all employees, full-time, part-time, and temporary, and calculates the mean hourly pay gap based on total gross earnings, including base salary, bonuses, and benefits in kind (excluding travel expenses). Ethos reported a mean gender pay gap of 14.4%. While the VSME standard was used in our 2024 ESG report for simplified disclosures, it applies a narrower scope. Ethos considers the official Gender Pay Gap Report as the most accurate reflection of our workforce. We continue to drive progress through inclusive recruitment, university engagement, and internal development, particularly in operational roles.



### Geographic Location

Ethos is a globally distributed employer, with the majority of its workforce based in Ireland. This international footprint fosters a rich mix of cultural perspectives, enhancing collaboration and innovation across our global projects.



### Job Function

This distribution underscores Ethos' core strength in engineering and technical consultancy, while also recognising the essential role of strategic and support teams in driving organisational success.

#### Operational Functions

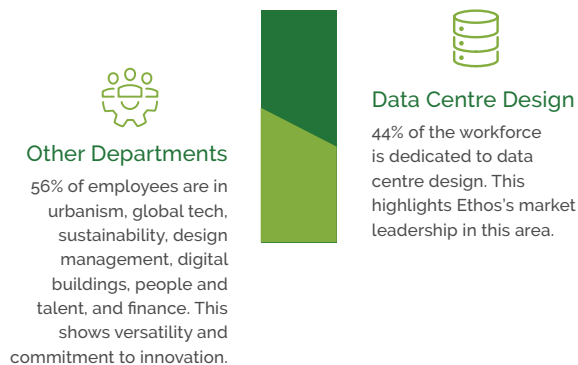


#### Business Functions



### Employees By Sector

Ethos continues to lead the market in data centre design, with 44% of the workforce dedicated to this sector. The remaining 56% are strategically deployed across departments such as urbanism, global tech, sustainability, design management, digital buildings, people and talent, and finance. This balanced structure reflects our versatility and commitment to innovation across multiple domains.



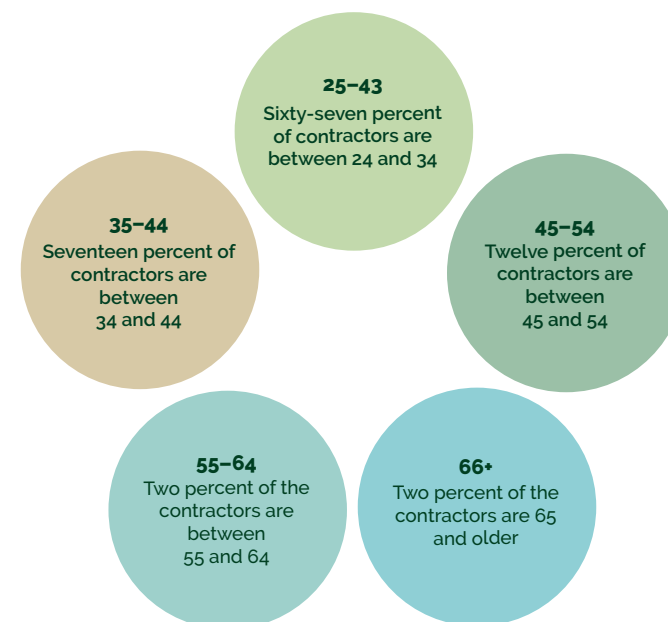
### Characteristics of non-employee workers in the undertaking's own workforce

In addition to its permanent workforce, Ethos engages 51 contractors for services across various roles and geographical locations. Contractors play a crucial role in supporting the company's diverse projects and initiatives, contributing their expertise in areas such as



design engineering, project management, and sustainability engineering. Their geographical distribution spans multiple countries, with 24.17% of the workforce distributed globally, reflecting Ethos' international footprint

All data is based on internal HR records and contractor agreements, reported as headcount and segmented by age, sector, and location.



### Type of Work and Areas of Operation

Our non-employee workers support Ethos across key disciplines such as design engineering, project management, and sustainability. They contribute to major sectors including Data Centres, Global Tech, Urbanism, and Digital Buildings, reinforcing our delivery capacity across diverse projects.

#### 9.1.2 Training and Skills Development Indicators

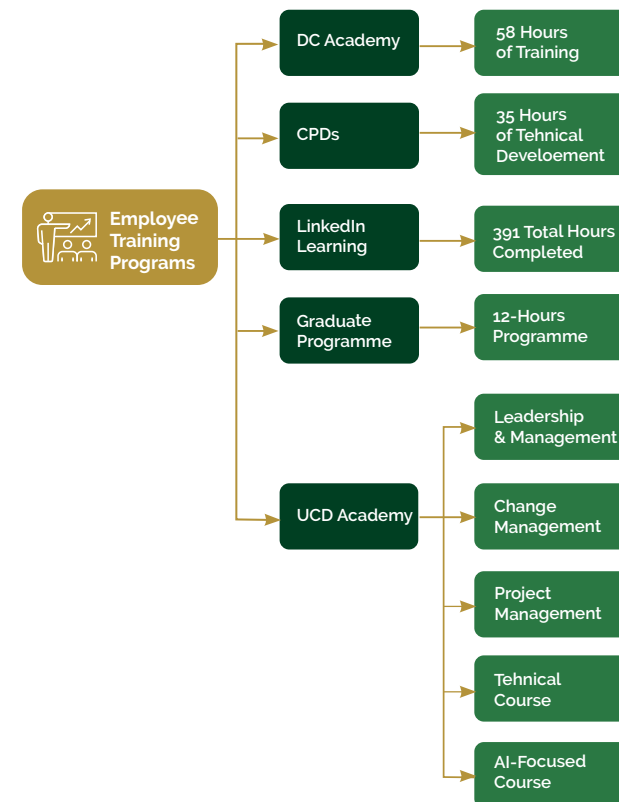
##### Average hours of training per year per employee

We actively invest in the professional growth of our employees through a diverse range of training programs tailored to technical, leadership, and personal development. In 2024, our commitment to continuous learning remained strong, with female employees receiving an average of 15.85 training hours per employee, and male employees receiving an average of 3.71 training hours per employee over the reporting period.

This training encompassed a variety of structured and on-demand learning opportunities:

- **DC Academy:** Delivered 58 hours of training, attended by 9 female and 62 male employees.
- **CPDs (Mechanical, Electrical and Sustainability Engineers):** Provided 35 hours of technical development, with participation from 15 female and 140 male engineers.
- **LinkedIn Learning:** Offered flexible, self-paced learning with 391 total hours completed—37 female and 110 male employees engaged in these courses.
- **Graduate Programme:** A 12-hour programme attended by 12 female and 3 male graduates.
- **UCD Academy:** Included courses in Leadership and Management (36 hours), Change Management (18 hours), and Project Management (36 hours), with balanced participation across genders. Additional offerings included a 36-hour technical course and a 12-hour AI-focused course, with strong female representation.

All training programs are equally accessible to all employees. For any additional learning needs not covered by our core offerings, employees are encouraged to submit requests to our HR team for tailored support.





### Programmes for upgrading employee skills and transition assistance programmes

Our comprehensive programmes aim to upgrade employee skills and facilitate smooth career transitions. Through platforms such as LinkedIn Learning, DC Academy, and Continuing Professional Development (CPD) courses, employees have access to diverse learning opportunities tailored to their roles and career aspirations. Furthermore, our Graduate Programme offers specialised training for recent graduates, equipping them with the necessary skills to excel in their respective fields.

While we are proud of our efforts in skill development, we recognise the importance of supporting employees during transitional phases. While specific details on transition assistance programmes are not provided here, we assure stakeholders that we remain committed to offering comprehensive support to employees navigating career changes, including retirement or termination of employment.



### 9.1.3 Health and Safety Indicators

Ethos Engineering is committed to fostering a zero-harm culture, where the safety and wellbeing of our people are prioritised at every level of the organisation. Our performance in 2024 reflects the strength of our preventative systems and our dedication to continuous improvement in occupational health and safety.

### Occupational Health and Safety Management

Ethos operates a formal Occupational Health and Safety (OHS) Management System aligned with ISO 45001:2018, which is externally certified. This system governs

all our health and safety practices across office and site-based activities, ensuring compliance with legal obligations and industry best practices.

### Hazard Identification and Risk Management

Workplace hazards are identified and assessed on a rolling basis through our ISO-certified procedures and site safety protocols. In 2024, no work-related incidents were reported, reflecting the effectiveness of our proactive risk mitigation strategies.

### Occupational Health Services

We provide comprehensive occupational health support, including a 24/7 Mental Wellbeing Support Programme via laya healthcare programme, and encouragement for employees to maintain private health insurance. These services are designed to prevent harm and promote long-term health.

### Employee Engagement and Consultation

Health and safety matters are addressed collaboratively through working groups, formal committees, and employee surveys. OHS-related communications and consultations occurred throughout 2024, contributing to the development of training programmes and continuous improvement initiatives.

### Training and Competency

All relevant employees received OHS training in 2024. This includes Safe Pass certification, general site safety, risk assessment, and hazard awareness training—particularly for engineers attending site inspections.

### Promotion of Worker Wellbeing

Our Ethos Wellness Programme supports physical, emotional, financial, and social wellbeing. Initiatives include subsidised health insurance, mental health resources, and ergonomic workplace enhancements, reflecting our holistic approach to employee health.

### OHS in Business Relationships

While Ethos does not directly manage contractors, we uphold rigorous internal procedures and align with client health and safety requirements. All engineers attending construction sites are appropriately certified, and due diligence processes are in place to mitigate OHS risks in our business relationships.

### Coverage of OHS System

As of December 2024, 100% of Ethos employees (211 individuals) were covered by our OHS management system. All engineers involved in site visits are included in OHS protocols and receive the necessary training.

### 9.2 Policy commitments

#### Referral Recruitment Policy

Ethos's Referral Recruitment Policy underscores our commitment to fostering a culture of employee engagement and involvement in the recruitment process. Through this policy, existing employees and contractors are encouraged to refer potential candidates who align with our organisational values and job requirements. The policy ensures that referrals are thoroughly vetted to match the needs of open positions, promoting a transparent and inclusive recruitment process.



#### Maternity Leave Policy

Our policy linked to maternity leave reflects Ethos' commitment to supporting employees during significant life transitions, such as pregnancy and childbirth. It outlines comprehensive provisions for expectant mothers, ensuring they receive adequate time off, job protection, and access to social welfare benefits during maternity leave. This approach promotes a family-friendly workplace and upholds the rights and dignity of pregnant employees.

## Paternity Leave Policy

Our policy linked to paternity leave reflects Ethos' recognition of the importance of parental involvement and support. It enables fathers to take time off to bond with their newborns and support their partners during childbirth and early parenthood. This approach demonstrates our commitment to gender equality and work-life balance, fostering a supportive culture where all employees can fulfil their caregiving responsibilities without sacrificing their professional aspirations.

## Parents/Parental Leave

Our Parents and Parental Leave policies reflect Ethos' commitment to supporting family life. These policies allow parents to take valuable time off to care for their children during important early years, helping to strengthen bonds and share parenting responsibilities. By offering this support, Ethos promotes a healthy work-life balance and a positive environment where employees feel supported in both their personal and professional lives.

## Employer Subsidised Health Insurance Policy

Our policy linked to employer-subsidised health insurance reflects our dedication to promoting the health and well-being of our employees. Through this policy, we provide financial support for employees to access private health insurance coverage, ensuring they have access to quality healthcare services.

By offering this benefit, we aim to enhance employee satisfaction, retention, and overall organisational health. This aligns with our commitment to employee welfare and corporate social responsibility.

## Due Diligence Policy

Our policy linked to due diligence ensures that comprehensive assessments are conducted to identify, prevent, and mitigate risks related to ethical, legal, environmental, and social issues in our operations.



## Policy linked to Precautionary Principle

Our policy linked to the precautionary principle guides Ethos to take proactive measures to prevent or minimise potential harm to human health, safety, and the environment, even in the absence of conclusive scientific evidence. This involves adopting a cautious approach when dealing with activities or technologies that may pose uncertain or irreversible risks.

## Policy linked to Stakeholder Engagement

Our policy linked to stakeholder engagement outlines Ethos' commitment to fostering meaningful and transparent communication and collaboration with all relevant stakeholders, including employees, clients, suppliers, local communities, and civil society organisations. This ensures that diverse perspectives are considered in decision-making processes and that stakeholder concerns and expectations are

addressed effectively.

### Policy linked to Transparency and Disclosure

Our policy linked to transparency and disclosure underscores Ethos' dedication to openness, accountability, and integrity in its reporting practices. This includes providing accurate, timely, and accessible information about its performance, impacts, and practices to stakeholders, regulatory authorities, and the public. Transparent disclosure mechanisms are in place to facilitate informed decision-making and promote trust and credibility.

### Policy linked to Ethical Sourcing

Our policy linked to ethical sourcing outlines Ethos' commitment to sourcing goods and services ethically and responsibly. This entails ensuring that suppliers and business partners adhere to high standards of labour rights, environmental sustainability, ethical business practices, and compliance with applicable laws and regulations. Ethos conducts due diligence and risk assessments to monitor and address any non-compliance issues in its supply chain.

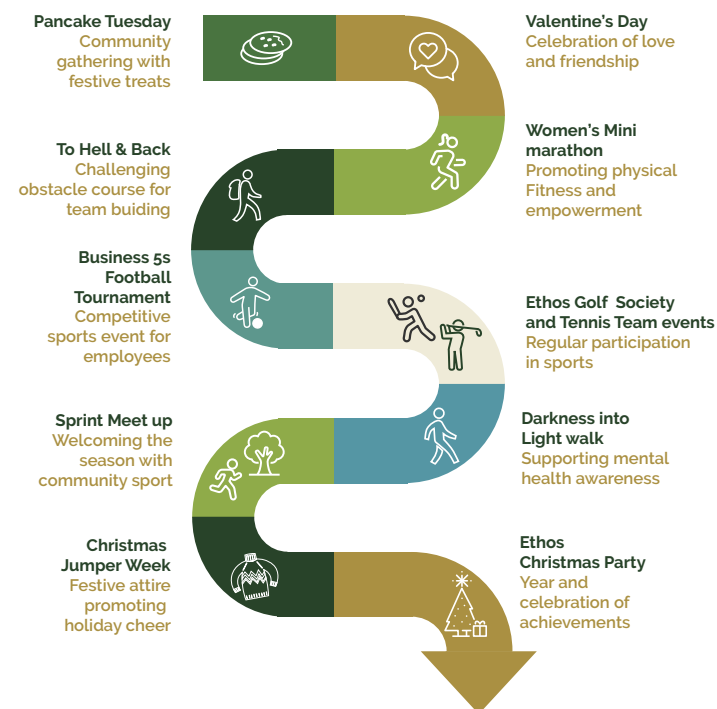
### Gym and Fitness Policy

Our Gym and Fitness Policy promotes Ethos Engineering's commitment to employee wellbeing by encouraging an active and healthy lifestyle. The policy supports activities that promote physical health and overall wellbeing, recognising the significant benefits of regular exercise and mental health. Through this policy, we aim to cultivate a workplace culture where personal health is valued as an integral part of working life.

### Women's Health and Wellbeing Policy

Our policy linked to female health reflects Ethos Engineering's commitment to cultivating an inclusive and supportive workplace for all employees affected by hormonal health matters, including menstruation and menopause. This policy ensures that individuals experiencing symptoms can access practical support and reasonable workplace adjustments, free from stigma or discrimination. As part of our everyday support, period products and heat pads are available in office toilets to promote comfort and dignity. We strive to foster a culture where female health is recognised, respected, and fully supported as

### 2024 Wellbeing and Community Highlights



part of our approach to wellbeing at work.



### 9.3 Communities and Social Contributions

#### Ethos Wellness

The Ethos Wellness Program is a cornerstone initiative within our organization, designed to foster holistic well-being across our community. Rooted in four key pillars—Physical, Emotional, Financial, and Social—the program offers a diverse calendar of activities and challenges that promote health, connection, and personal growth throughout the year. In 2024, the program evolved into a more dynamic and inclusive experience, with a strong emphasis on cross-functional participation and community engagement.

This year's highlights included a wide range of events such as Pancake Tuesday, Valentine's Day celebrations, the "To Hell and Back" obstacle course, the Women's Mini Marathon, and the Business 5s Football Tournament. Ongoing initiatives like the Ethos Golf Society, Tennis Team, and Spring Meet Up fostered regular physical activity and camaraderie. We also supported mental health awareness through the Darkness into Light walk and celebrated the festive season with Christmas Jumper Week and our annual Christmas Party.

A major milestone was the all-company wellness challenge in June, held in collaboration with First Q, which brought together nearly 1,000 participants—our largest engagement to date, reflecting the growing enthusiasm for wellness across our network.

#### Enhance Employee Wellbeing

We are proud to announce that in 2024, our Dublin Headquarters has once again been awarded the **WELL Performance Rating** by the **International WELL Building Institute (IWBI)**. This achievement reaffirms our ongoing commitment to creating healthier, safer, and more productive workspaces for our people.

In 2022, **Ethos Engineering made history as the first organisation globally** to secure this prestigious rating, setting a new benchmark for integrating smart building technologies and data-driven design into workplace environments. The WELL Performance Rating, launched in April 2022, is an industry-leading framework that helps organisations leverage building performance data and occupant experience insights to inform business decisions and drive measurable health and wellbeing outcomes.



The rating provides a roadmap for continuous monitoring and performance across more than 33 performance-based strategies, focusing on seven key themes of indoor environmental quality (IEQ):

- **Indoor Air Quality and Thermal Conditions:** Minimising airborne contaminants and supporting individual thermal comfort.
- **Water Quality Management:** Enhancing filtration and reducing contaminants to promote safer hydration.
- **Light Measurements:** Optimising lighting for visual comfort and circadian health, supporting sleep, focus, and productivity.
- **Acoustic Performance:** Reducing background noise and distractions to enhance concentration and engagement.

- **Environmental Monitoring:** Using real-time sensor data and onsite testing to assess building performance.
- **Occupant Experience:** Gathering feedback on how people experience and interact with the space.

As part of the annual renewal process, our Dublin HQ underwent third-party testing in 2023 for **acoustics, light levels, and drinking water quality**. Additionally, **indoor air quality and thermal conditions** were monitored using real-time sensor data. These insights not only support our WELL certification but also inform our broader ESG strategy.

Notably, the data collected through our WELL Performance monitoring has been integrated into this ESG report, particularly in **Section 7.4 – Pollution**, where we demonstrate how our internal pollution control measures actively support human health and wellbeing.

### 9.4 Service information and labelling

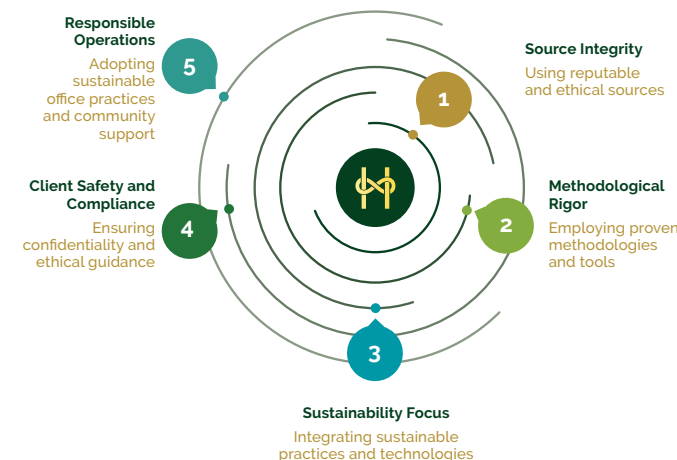
At Ethos, we ensure that our services are delivered with transparency, integrity, and a strong focus on sustainability. Key aspects of our approach include:

- **Source Integrity:** We rely on reputable, ethical sources such as public databases, academic research, and recognised standards to inform our consultancy work.

- **Methodological Rigor:** Our services are underpinned by proven methodologies and modern tools, tailored to meet project-specific standards and regulatory requirements.
- **Sustainability Focus:** We integrate sustainable practices and innovative technologies into our consultations, often supporting clients in achieving environmental certifications and enhancing social impact.
- **Client Safety and Compliance:** We uphold strict confidentiality, provide legally and ethically sound guidance, and maintain transparent communication throughout the project lifecycle.
- **Responsible Operations:** Internally, we adopt sustainable office practices and support community initiatives, with our sustainability team driving continuous improvement across the business.

### Marketing Communications Compliance

There were no incidents of non-compliance with marketing communication regulations or voluntary codes in 2024. Ethos received no fines, penalties, warnings, or violations related to advertising, promotion, or sponsorship.



### Product and Service Information Compliance

Ethos reported no breaches of regulations or voluntary codes concerning product and service information and labelling during the reporting period. There were no fines, penalties, or warnings issued.

### Customer Privacy and Data Protection

In 2024, there were no confirmed complaints regarding breaches of customer privacy, nor any incidents of data loss, theft, or unauthorised disclosure involving client information.

## Governance Structure

Ethos Engineering Limited (Ethos) operates as a private limited company with a governance structure comprising of both executive and non-executive members. The highest governance body oversees decision-making and supervises the management of our organisation's impacts on the economy, environment, and people, with support from teams dedicated to each of these areas.

## Composition of the Highest Governance Body

Our highest governance body is composed of key leaders who guide Ethos Engineering toward its strategic objectives. The 2024 executive team includes Greg Hayden (Chief Executive Officer), Colm Devin (Chief Commercial Officer), John Coroner (Chief Operations Officer), Claire Meagher (Chief Financial Officer), Gary O'Keeffe (Chief Growth Officer), and Derek Hayden (Deputy Chief Operations Officer). Each member brings a distinct blend of expertise, ensuring strong oversight and direction across all areas of the business.

John Coroner also serves as a member of the Ethos ESG Committee, reinforcing our commitment to sustainability at the highest level of governance. At the end of the reporting period, the governance body comprised five male and one female member, resulting in a gender diversity ratio of 0.2.

## Empowering Governance for Sustainable Decision-Making

The sustainability team at Ethos plays a pivotal role in providing support to the highest governing body regarding sustainable development. Through the leadership of the sustainability director, the team ensures that the highest governing body is equipped with the requisite skills, updated knowledge, and relevant experience necessary to make informed decisions pertaining to sustainability.

This support encompasses continuous training, educational programmes, and strategic initiatives aimed at enhancing the collective understanding and proficiency of sustainable development principles among the leadership.

### 10.1 Ethical business and corporate governance

At Ethos, we prioritise cultivating a business culture that is deeply committed to openness, honesty, and ethical behaviour. The values we adhere to are clearly stated in our extensive rules that cover the corporate culture and business conduct.

## 10. Governance

### Policy for Combating Bribery and Corruption

The Anti-Bribery and Anti-Corruption Policy we have in place demonstrates our company's commitment to maintaining transparency in all our dealings. We carefully comply with applicable legislation, such as the Prevention of Corruption Acts and the Criminal Justice Acts. We delineate the act of bribery, provide unambiguous regulations for employees, and underscore the need to make business decisions grounded in performance and quality-related standards.

### Code of Conduct and Ethics

The Code of Conduct and Ethics provides a guiding framework for our workforce. This document outlines the fundamental rules of sincere and moral behaviour, with a focus on managing situations where personal interests may interfere and the significance of providing complete, impartial, and precise information. This document establishes the standards for adhering to legal requirements, rules, and regulations and promotes the timely reporting of any breaches of the code.

### Policy on Whistleblowing

The Whistleblowing Policy highlights our dedication to upholding the utmost levels of integrity and responsibility. We promote a culture where employees are encouraged to report any instances of misconduct, unethical behaviour, or unlawful actions without the risk of facing retaliation. The policy delineates a precise protocol for reporting concerns, guaranteeing confidentiality, and safeguarding whistleblowers from harm, if their charges are made sincerely.

Our policies on anti-bribery, code of conduct, and whistleblowing collectively illustrate our active involvement in shaping, overseeing, advocating, and evaluating our corporate culture. We possess explicit procedures for recognising and communicating concerns, strong protections for individuals who expose wrongdoing, and a dedication to rapidly, autonomously, and impartially investigating instances of improper business behaviour. The commitment to ethical conduct is deeply ingrained in the core of our organisation, influencing all our choices and behaviours at Ethos.

### 10.2 Tax

**Ethos acknowledges the significant importance of taxes as vital sources of government income, necessary for fiscal policy and overall economic stability within countries. An organisation's taxation approach refers to how it manages the trade-off between meeting tax responsibilities and conducting business activities while considering ethical and societal standards.**

Hence, Ethos provides detailed information on our approach to taxation, governance, fiscal risk management, and stakeholder engagement, underscoring our dedication to addressing stakeholder concerns about taxes while guaranteeing transparency and adherence to regulations.



## Whether Ethos has a tax strategy and, if so, a link to this strategy if publicly available

Our policy is to be fully tax compliant in all jurisdictions and respect all forms of applicable taxation. We aim to calculate all taxes accurately and promptly and to be fully transparent with the relevant tax authorities and any other stakeholder (eg employee, client etc). We will make all appropriate taxation returns and submissions on their due date with full disclosure of all requested information. We also account promptly to the relevant tax authority for any taxes withheld or collected on their behalf.

Our annual financial statements, prepared to the 31st of December each year, are publicly available and accessible via the CRO, these financial statements include an appropriate estimate of our tax positions as at that date.

## The governance body or executive-level role that analyses and approves the tax strategy and its frequency

CEO, annually or as required.

## The approach to regulatory compliance

The finance team has developed processes to appropriately capture transactional data, including tax data, and to report it appropriately to the relevant jurisdiction. On an annual basis an independent accounting firm prepares the company's corporation tax return for review and submission to the Revenue Commissioners. The company's payroll processes and therefore payroll tax compliance is outsourced to a third-party payroll specialist since 1 January 2024.

We seek advice from third-party taxation specialists on any new or unusual tax items, including international tax as it applies to the jurisdictions in which we deliver projects. As part of our annual financial audit, all material tax positions are reviewed.

## How the approach to tax is linked to the business and sustainable development strategies of Ethos

Our approach to tax directly supports our overall business and our commitment to supporting the jurisdictions in which we operate.



**Claire Meagher, Chief Financial Officer**

## 10. Governance

### 10.2.1 Tax governance, control, and risk management

A description of the tax governance and control framework, including:

#### Organisational governance body or executive role responsible for tax strategy compliance

The financial controller is responsible for tax compliance. The company's auditor reviews material tax positions as part of their annual audit work. An independent third-party taxation specialist advises on Irish corporation taxes and international, new, and unusual tax items.

#### How the approach to tax is embedded within Ethos

The finance processes have been developed and put in place to ensure compliance with all taxation obligations. Material tax positions are reviewed as part of the independent annual audit.

### The approach to tax risks, including how risks are identified, managed, and monitored

The company aims to be fully compliant with all applicable tax obligations. In the event of doubt, new jurisdictions, new rules or changes to circumstances, the services of a tax specialist are retained.

#### How compliance with the tax governance and control framework is evaluated

Overall, tax governance and control are evaluated on a continual basis, with specific feedback received on material tax positions through the annual audit process.

### 10.2.2 Stakeholder engagement and management of concerns related to tax

A description of the approach to stakeholder engagement and management of stakeholder concerns related to tax, including:

#### The approach to engagement with tax authorities

The finance processes are developed to produce, and file required taxation returns on a timely basis. All returns and requests for information are dealt with promptly. All payments are made on time.

### The approach to public policy advocacy on tax

We do not publicly advocate in any regard related to tax, but aim to be fully compliant and transparent with all tax authorities and other stakeholders.

#### The processes for collecting and considering the views and concerns of stakeholders, including external stakeholders

We seek professional taxation advice to ensure we understand our obligations and fully comply in our approach.

# 11. About this report

## 11.1 Reporting practices

Ethos' ESG report provides a comprehensive overview of our environmental, social, and governance practices, reflecting our commitment to transparency, accountability, and continuous improvement. While ESG reporting remains voluntary for Ethos, we are proactively preparing for future obligations under the Corporate Sustainability Reporting Directive (CSRD).

In 2024, we adopted the Voluntary Standard for non-listed micro-, small-, and medium-sized undertakings (VSME), developed by EFRAG and introduced as part of the EU's Omnibus Package. This initiative aims to simplify and streamline CSRD requirements, particularly for smaller companies, reducing administrative burden while maintaining meaningful disclosure.

Although the VSME standard is still evolving, Ethos continues to build its ESG reporting framework with a long-term view. We also maintain alignment with the GRI Standards (Core option) to ensure consistency with global sustainability expectations.

This strategic approach reflects our ongoing journey to define "our ESG way"—a tailored, forward-looking framework that supports both regulatory readiness and stakeholder trust. Our reporting process involves internal data collection through various means:

- **Employee Satisfaction Surveys:** Conducted biannually through the BambooHR platform, these surveys enable employees to evaluate their satisfaction with Ethos across various areas such as compensation, benefits, work-life balance, organisational culture and values, and career development opportunities.
- **Human Resources Data:** We collect and analyse data related to our workforce, including total number of employees, demographic distribution, employment status, and geographic location.
- **Risk and Opportunity Assessment:** We review and assess risks and opportunities related to our employees, identifying material impact areas, and develop measures to mitigate negative risks and promote positive impacts.

- **Employee Engagement:** Direct employee engagement in decision-making processes, consultations with worker representatives and surveys on the perspectives of vulnerable workers provide valuable insights into employee needs and concerns.
- **Health and Safety Records:** Detailed records of occupational health and safety incidents, including injuries, accidents, and fatalities, are maintained to monitor and report on occupational safety performance.

Our ESG performance information will be communicated through the Ethos website, ensuring accessibility to stakeholders and reinforcing our commitment to transparency and accountability.

# 11. About this report

## 11.2 Reporting scope

Ethos' reporting scope encompasses all aspects of its operations impacting environmental, social, and governance (ESG) performance. This includes internal operations, consultancy projects, sustainability initiatives, stakeholder engagement, and corporate governance practices.

- **Internal Operations:** Covers resource management, energy consumption, waste management, and workplace diversity.
- **Consultancy Projects:** Assesses and communicates environmental and social impacts and promotes sustainable practices.
- **Sustainability Initiatives:** Includes efforts to reduce carbon footprint, promote energy efficiency, and engage in CSR projects.
- **Stakeholder Engagement:** Involves engagement with clients, suppliers, employees, communities, and regulatory bodies.

## 11.3 Reporting process

Ethos follows a systematic approach to ensure the accuracy and transparency of its ESG disclosures:

- **Data Collection:** Gather data from various sources, including internal records and stakeholder feedback.
- **Materiality Assessment:** Identify significant ESG issues to prioritise information for inclusion in the report.
- **Reporting Framework Selection:** Choose appropriate frameworks like GRI and VSME for structuring disclosures.
- **Data Analysis:** Analyse collected data to identify trends, opportunities, and areas for improvement.
- **Report Drafting:** Draft the ESG report, outlining achievements, challenges, and future plans.
- **Review and Approval:** Subject the report to review and approval by relevant stakeholders.
- **Publication and Communication:** Publish and communicate the report to stakeholders through various channels, the Ethos website, social media, and others.
- **Feedback and Improvement:** Seek feedback for continuous improvement of the reporting process.



## 11. About this report

### 11.4 Data measurement techniques and basis of calculations

Ethos employs rigorous methods to measure ESG data and calculates metrics with transparency and accuracy:

- **Standardised Metrics:** We utilise standardised metrics and indicators defined by recognised frameworks such as the GRI Standards (Core option) and the Voluntary Standard for non-listed micro-, small-, and medium-sized undertakings (VSME) to consistently measure and report our ESG performance.
- **Data Sources:** We gather data from diverse sources, including internal records, project documentation, third-party databases, and stakeholder feedback. This multi-sourced approach enhances data reliability and completeness.
- **Quantitative and Qualitative Data:** Measure both quantitative metrics and qualitative assessments.
- **Benchmarking:** Compare performance against industry peers and standards for context.

- **Calculation Methodologies:** Transparent methodologies detail formulas and data sources used.
- **External Assurance:** In some cases, we seek external assurance from independent auditors or third-party verifiers to validate our data and calculation methodologies, for example, for tax issues.
- **Continuous Improvement:** Review and refine techniques based on standards and feedback.

### 11.5 External assurance

While Ethos does not currently undergo specific verification or auditing processes for ESG reporting, we maintain robust annual audit processes and quality assurance measures. These procedures ensure the accuracy and reliability of our financial reporting and overall business operations. Though not directly focused on ESG, these processes contribute to our commitment to transparency, accountability, and quality in all aspects of our operations.



# 11. About this report

## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
Organization's name, legal form, ownership, primary activities, and countries of operation.	GRI 2 -1 Organizational details	<b>Basic Module:</b> B1 – Basis for preparation	Included		<p>Ethos Engineering Limited. Located at Penthouse Suite, Apex Business Centre, Blackthorn Road, Sandyford, Dublin, D18 DH76, Ireland. Limited is a privately owned company. It is an incorporated entity, specifically a Private Limited Company (Ltd.).</p> <p>During the reporting period, Ethos operated on projects in 19 countries, they are: Ireland, Germany, Netherlands, France, Belgium, Norway, Switzerland, Sweden, Nigeria, UK, Kenya, Austria, Spain, Italy, Denmark, Poland, Gibraltar, Mozambique and Czech Republic.</p>
Entities or operations included in the sustainability report's scope, including alignment with financial statements.	GRI 2-2 Entities included in the organization's sustainability reporting	<b>Basic Module:</b> B1 – Basis for preparation; <b>Comprehensive Module:</b> C1 – Business model and strategy	Included		The main office in Dublin and Ethos Regional, based in Galway.
Reporting period, frequency of reporting, and contact point for questions.	GRI 2-3 Reporting period, frequency and contact point	<b>Basic Module:</b> B1 – Basis for preparation	Included		This annual report covers calendar year 2024, unless otherwise noted. The point of contact is Müge Karasahin (Director, Sustainability), <mugekarasahin@ethoseng.ie>
Explanation of any restatements of information provided in previous reports.	GRI 2-4 Restatements of information	No direct equivalent.	Included		We inform you that there are no restatements of previously reported information that have been made for this reporting period.

# 11. About this report

## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
Whether the sustainability report has undergone external assurance, including nature and scope.	GRI 2-5 External assurance	Not required.	Not Included	No external assurance was conducted for Ethos Engineering's 2024 ESG report because it was voluntarily prepared without formal verification. The 2023 report was reviewed by KPMG in 2024 as part of an ESG maturity assessment but not formally assured. Ethos recognises the growing importance of external assurance, especially given its relationship with Exponent, and plans to follow their guidance for future reporting cycles.	
Description of the organization's activities, its value chain, and other business relationships.	GRI 2-6 Activities, value chain and other business relationships	<b>Comprehensive Module:</b> C1 – Business model and strategy ; Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy	Included		<p><b>a. Sector in which it is active:</b> Ethos Engineering Limited operates in the Mechanical and Electrical Consultancy sector and specialises in designing sustainable engineering solutions, with a particular focus on Data Centre design, Sustainability, Urbanism, Global Tech, and Digital Services (Smart Buildings)</p> <p><b>b. Value chain:</b>  <b>Activities, products, services, and markets served:</b> Ethos Engineering Limited provides mechanical and electrical consultancy services to a wide range of sectors including residential, commercial, retail, data centre, sports, leisure, healthcare, educational, municipal, high tech, and pharmaceutical sectors.  <b>Supply chain:</b> Ethos Engineering Limited has been working with our clients to develop strategies to minimise the impact of supply chain challenges.  <b>Entities downstream from the organisation and their activities:</b> Given our role as a consultancy, our downstream entities would include the various sectors we serve, such as residential, commercial, retail, data centre, sports, leisure, micro-electronic, healthcare, educational, municipal, high tech, and pharmaceutical sectors.</p> <p><b>c. Other relevant business relationships:</b> Ethos Engineering Limited is a member of First Q, a network of 15 international MEP consultancies comprising 4,400 MEP engineers</p> <p><b>d. describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period:</b> No changes, as it is Ethos' first ESG report</p>

# 11. About this report

## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment																																								
Total number of employees, broken down by employment type, contract, gender, and region.	GRI 2-7 Employees	Basic Module: B8 – Workforce characteristics (gender, contract type, location).	Included		<div>The location of those considered Employees is concentrated in Ireland.</div> <table><tr><th>Age Group</th><th>Full Time</th><th>Part Time</th><th>Fixed Term</th><th>Interns</th></tr><tr><td>18-24</td><td>11</td><td></td><td>1</td><td></td></tr><tr><td>25-34</td><td>61</td><td></td><td></td><td>1</td></tr><tr><td>35-44</td><td>55</td><td></td><td></td><td></td></tr><tr><td>45-54</td><td>22</td><td>1</td><td></td><td></td></tr><tr><td>55-64</td><td>6</td><td></td><td>1</td><td></td></tr><tr><td>65+</td><td>1</td><td></td><td></td><td></td></tr><tr><td>Total</td><td>156</td><td>1</td><td>2</td><td>1</td></tr></table>	Age Group	Full Time	Part Time	Fixed Term	Interns	18-24	11		1		25-34	61			1	35-44	55				45-54	22	1			55-64	6		1		65+	1				Total	156	1	2	1
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55-64	6		1																																										
65+	1																																												
Total	156	1	2	1																																									
Number and characteristics of workers who are not employees but whose work is controlled by the organization.	GRI 2-8 Workers who are not employees	Basic Module: B8 – Workforce characteristics	Included		<div>Workers who are not employees are considered contractors, which represents 24.17% of the workforce (5.9% Female and 94.1 Male)</div> <table><tr><th>Location</th><th>No. Contractors</th></tr><tr><td>Egypt</td><td>1</td></tr><tr><td>Greece</td><td>1</td></tr><tr><td>India</td><td>29</td></tr><tr><td>Philippines</td><td>4</td></tr><tr><td>Poland</td><td>5</td></tr><tr><td>Portugal</td><td>1</td></tr><tr><td>Qatar</td><td>1</td></tr><tr><td>South Africa</td><td>5</td></tr><tr><td>UK</td><td>4</td></tr></table>	Location	No. Contractors	Egypt	1	Greece	1	India	29	Philippines	4	Poland	5	Portugal	1	Qatar	1	South Africa	5	UK	4																				
Location	No. Contractors																																												
Egypt	1																																												
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Poland	5																																												
Portugal	1																																												
Qatar	1																																												
South Africa	5																																												
UK	4																																												



# 11. About this report

## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
Description of the governance structure, composition of highest governance body, independence, competencies, and roles.	GRI 2-9 Governance structure and composition	<b>Comprehensive Module:</b> Cg – Gender diversity ratio in governance body; <b>Basic Module:</b> B1 – Basis for preparation (implicitly, legal structure); <b>Comprehensive Module:</b> C2 – Extended policies and governance accountability	Included		Governance Structure and Committees Ethos Engineering Limited is a private limited company. The highest governance body includes both executive and non-executive members.  Ethos Engineering's 2024 executive team includes Greg Hayden (CEO), Colm Devin (CCO), John Coroner (COO and ESG Committee member), Claire Meagher (CFO), Gary O'Keeffe (CGO), and Derek Hayden (Deputy COO). The team provides strategic oversight across all operations. At year-end, the governance body included five male and one female member, with a gender diversity ratio of 0.2.
Process for nominating and selecting members of the highest governance body.	GRI 2-10 Nomination and selection of the highest governance body	No direct equivalent.	N/A	It does not provide information on the consideration of independence as per GRI 2-10-b-iii guidelines. And also because there is no direct equivalent in VSME.	
Whether the chair of the highest governance body is also an executive officer.	GRI 2-11 Chair of the highest governance body	No direct equivalent.	Included		<b>Report whether the chair of the highest governance body is also a senior executive in the organisation:</b> Greg Hayden, the CEO of Ethos Engineering Limited, also serves as the chair of the highest governance body along with Colm Devin, John Coroner and other C Suite, who are Executive Directors. <b>If the chair is also a senior executive, explain their function within the organisation's management:</b> As the CEO and chair, Greg Hayden, together with Colm Devin, John Coroner and other C Suite, oversees the strategic direction of the company and collaborates closely with the executive team to ensure the effective implementation of goals and objectives.

# 11. About this report

## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
					<p><b>The reasons for this arrangement:</b> This collective arrangement ensures comprehensive oversight and fosters alignment between strategic decision-making and operational execution. By having the CEO and Executive Directors as members of the highest governance body, Ethos Engineering Limited can facilitate swift decision-making and efficient execution of strategies.</p> <p><b>How conflicts of interest are prevented and mitigated:</b> Ethos Engineering Limited maintains a Code of Conduct and Ethics that outlines procedures for identifying, preventing, and mitigating conflicts of interest.</p>
<b>Role of the highest governance body in overseeing the management of the organization's impacts.</b>	GRI 2-12 Role of the highest governance body in overseeing the management of impacts	<b>Comprehensive Module:</b> C2 – Extended policies and governance accountability.	N/A	Ethos Engineering does not publicly disclose detailed information regarding the nomination and selection processes for its highest governance body and committees, due to confidentiality considerations. However, we remain committed to transparency and accountability, and welcome direct engagement for further clarification. And also, this topic is not covered under the list of sustainability matters outlined in the (VSME).	
<b>Delegation of responsibility for managing impacts to management or other employees.</b>	GRI 2-13 Delegation of responsibility for managing impacts	<b>Comprehensive Module:</b> C2 – Extended policies and governance accountability.	Included		<p><b>Delegation of Responsibility for Managing Impacts:</b> Ethos Engineering Limited delegates responsibility for managing impacts on the economy, environment, and people through its team of directors, who oversee various operational aspects.</p> <p><b>Reporting Process to the Highest Governance Body:</b> Senior executives and designated employees report on the management of impacts to the highest governance body periodically, with the frequency determined by the nature and significance of the impacts.</p>

# 11. About this report

## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
<b>Role of the highest governance body in reviewing and approving the sustainability report.</b>	GRI 2-14 Role of the highest governance body in sustainability reporting	<b>Comprehensive Module:</b> C2 – Extended policies and governance accountability.	Included		<p><b>Strategy Development:</b> Ethos' top leadership, including the sustainability team, collaborates on crafting and endorsing sustainable strategies aligned with core values.</p> <p><b>Due Diligence Oversight:</b> The highest governance body oversees due diligence on impacts, engaging stakeholders and considering outcomes.</p> <p><b>Stakeholder Engagement:</b> Ethos values stakeholder input, with the highest governance body actively involving them. The sustainability team director works with top leadership on approving and updating statements regarding sustainable development.</p>
<b>Process for managing conflicts of interest for the highest governance body.</b>	GRI 2-15 Conflicts of interest	No direct equivalent.	Included		<p><b>Processes to Prevent and Mitigate Conflicts of Interest:</b> Ethos Engineering Limited has a Code of Conduct and Ethics that provides a guiding framework for workers, contractors, and directors. It outlines fundamental rules of sincere and moral behaviour.</p> <p><b>Disclosure of Conflicts of Interest to Stakeholders:</b> The company's Code of Conduct and Ethics also emphasises the importance of providing complete, impartial, and precise information.</p>
<b>Mechanisms for the highest governance body to communicate critical concerns to stakeholders.</b>	GRI 2-16 Communication of critical concerns	<b>Comprehensive Module:</b> C2 – Extended policies and governance accountability ; <b>Comprehensive Module:</b> C6 – Human rights policies and processes			<p><b>Communication of Critical Concerns:</b> Critical concerns are likely communicated to Ethos' highest governance body through established reporting mechanisms, including regular reporting by senior executives and designated employees, structured reporting channels, utilisation of risk management, adherence to whistleblowing policies, and discussion during board or committee meetings.</p> <p><b>Reporting Critical Concerns:</b> Ethos maintains proactive measures to address critical concerns, although specific data regarding the total number and nature of concerns communicated during the reporting period is not available.</p>

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## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
Processes for the highest governance body to acquire and update its collective knowledge on sustainability matters.	GRI 2-17 Collective knowledge of the highest governance body	<b>Comprehensive Module:</b> C2 – Extended policies and governance accountability.	Included		Ethos' sustainability team provides essential support to the highest governing body, ensuring they have the necessary skills and updated knowledge for making sustainable decisions. Led by the sustainability director, the team offers ongoing training and initiatives to bolster the leadership's understanding of sustainability principles.
Process and results of the evaluation of the highest governance body's performance.	GRI 2-18 Evaluation of the performance of the highest governance body	No direct equivalent.	Not Included	At present, the organisation has not provided information regarding the performance evaluation processes of the highest governing body. This omission stems from ongoing considerations regarding the optimisation of internal processes.	
Remuneration policies for the highest governance body and senior executives.	GRI 2-19 Remuneration policies	Basic Module: B10 – Remuneration, collective bargaining, and training hours.	Not Included	And also, this topic is not covered under the list of sustainability matters outlined in the (VSME).	
Process for determining remuneration for the highest governance body and senior executives.	GRI 2-20 Process to determine remuneration	No direct equivalent.	Not Included	In 2024 a review of the company's reward structure were initiated to ensure they remain competitive, fair, and transparent. This reflects our commitment to responsible employment practices and strong governance. While this work is progressing, the organisation has not yet disclosed specific details regarding compensation policies for the highest governing body and senior executives.	
Ratio of the annual total compensation of the highest-paid individual to the median compensation of all employees.	GRI 2-21 Annual total compensation ratio	No direct equivalent.	Not Included	Information is not available for reporting. This decision reflects internal considerations and ongoing assessments of disclosure practices.	



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## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
Statement from the highest governance body on the organization's sustainable development strategy.	GRI 2-22 Statement on sustainable development strategy	<b>Basic Module:</b> B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy; <b>Comprehensive Module:</b> C1 – Business model and strategy	Included		See Letter from the Chief Executive Office
Policy commitments on sustainability topics.	GRI 2-23 Policy commitments	<b>Basic Module:</b> B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy; <b>Comprehensive Module:</b> C2 – Extended policies and governance accountability	Included		<p><b>Policy Commitments for Responsible Business Conduct:</b> Ethos Engineering Limited's policies, such as the Referral Recruitment Policy, Maternity Leave Policy, Paternity Leave Policy, and Employer Subsidised Health Insurance Policy, are explicit demonstrations of the organisation's commitment to responsible business conduct.</p> <p><b>Intergovernmental Instruments:</b> The company's policy commitments are rooted in internationally recognised intergovernmental instruments, including the Universal Declaration of Human Rights and the United Nations Global Compact.</p> <p><b>Due Diligence Procedures:</b> Ethos Engineering Limited conducts due diligence processes to ensure adherence to its policy commitments, particularly evident in the Referral Recruitment Policy, where referrals undergo scrutiny to ensure compliance with job requirements and ethical standards.</p> <p><b>Precautionary Principle Application:</b> The application of the precautionary principle is integrated into the company's decision-making processes, notably seen in the Maternity Leave Policy and Paternity Leave Policy, where protective measures are provided for employees' well-being during critical life stages.</p>

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## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
					<p><b>Respect for Human Rights:</b> Ethos Engineering Limited explicitly outlines its commitment to respect human rights, addressing internationally recognised rights, as evident in the Maternity Leave Policy and Paternity Leave Policy, which safeguard employees' rights during pregnancy, childbirth, and parenthood.</p> <p><b>Stakeholder Engagement and Vulnerable Groups:</b> The company engages with stakeholders and emphasises support for vulnerable groups, such as pregnant employees, by providing comprehensive policies for maternity and paternity leave, ensuring their rights and well-being are protected.</p> <p><b>Policy Communication:</b> Ethos Engineering Limited employs structured communication channels to disseminate its policy commitments effectively to workers, business partners, and relevant stakeholders, enhancing awareness and adherence to established standards.</p>
How policy commitments are embedded throughout the organization.	GRI 2-24 Embedding policy commitments	No direct equivalent.	Not Included	At this stage, our organisation is prioritising initiatives aligned with our current strategic goals. While we recognise the significance of integrating policy commitments into our operations, we have chosen to concentrate on other aspects of our sustainability agenda.	
Processes for remediating negative impacts that the organization has caused or contributed to.	GRI 2-2 Processes to remediate negative impacts	<b>Comprehensive Module:</b> C6 – Human rights policies and processes.	Included		<p><b>Promoting Repair of Negative Impacts:</b> Our Stakeholder Engagement Policy emphasises active engagement with stakeholders to address any identified negative impacts. Through ongoing dialogue and collaboration, we aim to find solutions and take corrective actions to repair harm caused by our operations.</p> <p><b>Addressing Complaints:</b> Both policies establish mechanisms for stakeholders and employees to raise complaints and concerns. Stakeholders' voices are heard and addressed through our engagement channels, while employees are encouraged to report improprieties or illegal activities through our whistleblowing process.</p>

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## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
					<p><b>Involvement of Stakeholders:</b> <b>Stakeholders</b>, particularly those targeted by our engagement mechanisms, are actively involved in the design, review, and operation of these processes. Similarly, the Whistleblowing Policy ensures that employees are supported and protected when raising concerns about wrongdoing.</p> <p><b>Tracking Effectiveness and Reporting:</b> We track the effectiveness of both policies and report on outcomes, including examples of how concerns and complaints were addressed. While specific whistleblowing cases may not be publicly reported due to confidentiality, the overall process is transparent and accountable, aligning with our commitment to responsible conduct.</p>
<b>Mechanisms for seeking advice and raising concerns about ethical and lawful behavior, and organizational integrity.</b>	GRI 2-26 Mechanisms for seeking advice and raising concerns	<p><b>Comprehensive Module:</b> C6 – Human rights policies and processes ;</p> <p><b>Comprehensive Module:</b> C2 – Extended policies and governance accountability</p>			<p>Ethos has multiple internal policies and methods for workers and stakeholders to seek guidance, raise issues, and report ethics and compliance violations:</p> <p><b>Code of Conduct and Ethics:</b> This promotes complete, impartial, and accurate information and ethical behaviour.</p> <p>Whistleblowing Policy: This encourages employees to expose wrongdoing, unethical behaviour, and illegal actions without repercussions. A system for reporting issues and protecting whistleblowers is included.</p> <p>Ethos' Anti-Bribery and Anti-Corruption Policy shows its dedication to openness and legal compliance.</p>
<b>Significant non-compliance with laws and regulations, including breakdowns.</b>	GRI 2-27 Compliance with laws and regulations	<b>Basic Module:</b> B11 – Convictions or fines for corruption or bribery.	Included		No material violations were reported during the reporting period.

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## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
Membership in industry or other associations and their positions on sustainability topics.	GRI 2-28 Membership associations	No direct equivalent.	Included		<ul style="list-style-type: none"> <li>Ethos Engineering Ltd is a member of the Irish Consulting Engineers Association (ICEA).</li> <li>Ethos Engineering Ltd is a member of First Q, a network of 15 international MEP consultancies comprising 4,400 MEP engineers</li> </ul>
The organization's approach to stakeholder engagement.	GRI 2-29 Approach to stakeholder engagement	<b>Basic Module:</b> B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy; <b>Comprehensive Module:</b> C2 – Extended policies and governance accountability	Partially included	The process of detailing the frequency and depth of engagement with various stakeholder groups is currently being developed to improve communication and collaboration for mutual benefit.	Ethos values stakeholder engagement as crucial for their operations. They emphasize transparency and collaboration through their "Engineering Wow" philosophy, aiming to make a positive impact on people's lives. Ethos integrates stakeholder feedback into decision-making processes, showing a commitment to considering and acting on stakeholder input.
Percentage of employees covered by collective bargaining agreements.	GRI 2-30 Collective bargaining agreements	<b>Basic Module:</b> B10 – Remuneration, collective bargaining, and training hours.	Not Included	The detailed disclosure of collective bargaining agreements is currently being refined for future publication. While this information will be included in upcoming reports, it was not feasible to include it in the current report.	
Direct economic value generated and distributed.	GRI 201-1 Direct economic value generated and distributed	No direct equivalent.	Not Included	The detailed information on the direct economic value generated and distributed is not available due to its sensitive nature within the company. However, all information related to the revenue generated from products and services, operating costs, employee wages and benefits, payments to providers of capital, community investments, and government payments is aligned with relevant regulations and guidelines. And also, this topic is not covered under the list of sustainability matters outlined in the (VSME).	



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## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
<b>Financial implications and other risks and opportunities due to climate change.</b>	GRI 201-2 Financial implications and other risks and opportunities due to climate change	<b>Comprehensive Module:</b> C4 – Physical and transition climate risks.	Partially included	Detailed information on the financial implications and risks associated with climate change, including operational cost increases, regulatory impacts, market shifts, and physical risks like extreme weather events, is still under development and not currently available	Ethos emphasises our commitment to addressing climate change through initiatives like the 'Pledge to Net Zero' and the establishment of emission reduction targets.
<b>Defined benefit plan obligations and other retirement plans.</b>	GRI 201-3 Defined benefit plan obligations and other retirement plans	No direct equivalent.	Included		The company offers a comprehensive defined contribution pension scheme, aligned with legal requirements, giving employees access to a contributory retirement savings plan that supports long-term financial security.
<b>Financial assistance received from government.</b>	GRI 201-4 Financial assistance received from government	No direct equivalent.	Included		Ethos did not receive any financial assistance from the government during the reporting period.
<b>Ratios of standard entry level wage by gender compared to local minimum wage.</b>	GRI 202-1 Ratios of standard entry level wage by gender compared to local minimum wage	<b>Basic Module:</b> B10 – Remuneration, collective bargaining, and training hours.	Not Included	Ethos values transparency and compliance with reporting standards. However, disclosing wage-related data, including entry-level wages by gender and minimum wage ratios, risks compromising employee privacy and revealing sensitive compensation structures. To protect employee confidentiality and privacy, we have chosen not to report this information. It's important to note that all employees are compensated in accordance with EU legislation and benchmarks.	
<b>Proportion of senior management hired from the local community.</b>	GRI 202-2 Proportion of senior management hired from the local community	No direct equivalent.	Included		Ethos values the local community and employs 76% of its workers in Ireland, not just board members, which includes individuals who are native or have legal residency rights in the same geographic area of operation, including naturalised citizens or foreigners with permanent residency visas. This commitment to the local community is reflected in our workforce information provided in section 7.1 Our own workforce.

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## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
<b>Infrastructure investments and services supported.</b>	GRI 203-1 Infrastructure investments and services supported	No direct equivalent.	Not Included	Ethos does not report specific information on infrastructure investments and services supported, nor on significant indirect economic impacts, as it primarily operates as a mechanical and electrical consultancy focused on design and advisory services rather than direct infrastructure ownership or investment. Its economic contributions mainly occur through client projects and partnership networks rather than direct capital investments, making detailed disclosures in these areas limited or not applicable.	
<b>Significant indirect economic impacts.</b>	GRI 203-2 Significant indirect economic impacts	Comprehensive Module: C1 – Business model and strategy.	Not Included		
<b>Proportion of spending on local suppliers.</b>	GRI 204-1 Proportion of spending on local suppliers	No direct equivalent.	Partially Included	Due to Ethos' service-oriented consultancy activities, there is no use of specific products for its operations, only office-related activities sourced from local suppliers. As evidenced by 76% of Ethos's workforce being concentrated in Ireland, services are predominantly developed within the country.	Ethos aligns with this requirement through its significant concentration of workforce in Ireland. Most services are developed and procured locally, contributing to the support of the local economy and fulfilling the spirit of the disclosure.
<b>Operations assessed for risks related to corruption.</b>	GRI 205-1 Operations assessed for risks related to corruption	Basic Module: B11 – Convictions or fines for corruption or bribery; Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy ; Comprehensive Module: C2 – Extended policies and governance accountability	Included		In a service-oriented consultancy environment like Ethos, where tangible products are not part of our operations, the concept of "operations" is interpreted differently. Our operations primarily involve managing and supervising service delivery across various projects, focusing on providing high-quality services and adhering to ethical standards. We do not engage in specific operational activities that can be quantified as individual "operations." Therefore, there is no total number of operations to report. We address corruption-related risks through our Whistleblowing Policy, anti-bribery, and code of conduct policies, promoting integrity, transparency, and accountability throughout our organisation.

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## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
<b>Communication and training about anti-corruption policies and procedures.</b>	GRI 205-2 Communication and training about anti-corruption policies and procedures	No direct equivalent	Not Included	Ethos currently does not have specific data available regarding communication and training on anti-corruption policies and procedures.	
<b>Confirmed incidents of corruption and actions taken.</b>	GRI 205-3 Confirmed incidents of corruption and actions taken	Basic Module: B11 – Convictions or fines for corruption or bribery.	Included		Throughout the reporting year, there were no confirmed incidents of corruption linked to Ethos.
<b>Legal actions for anti-competitive behavior, anti-trust, and monopoly practices.</b>	GRI 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No direct equivalent.	Included		Throughout the reporting period, Ethos was not involved in any pertinent legal proceedings.
<b>Approach to tax.</b>	GRI 207-1 Approach to tax	No direct equivalent.	Included		Ethos is fully tax compliant across jurisdictions, aiming for accurate, timely tax calculations and transparent reporting to tax authorities and stakeholders. All tax returns are submitted on time, with full disclosure. Annual financial statements include tax position estimates and are publicly accessible. The CEO analyses and approves the tax strategy annually or as needed. The finance team ensures proper transactional tax data capture and reporting, with outsourcing of payroll tax compliance to a third party since 2024. Ethos seeks advice from tax specialists on new or complex tax matters and incorporates these reviews into annual audits. The tax strategy supports business and sustainable development goals.
<b>Tax governance, control, and risk management.</b>	GRI 207-2 Tax governance, control, and risk management	No direct equivalent.	Included		The financial controller oversees tax compliance, with the company auditor reviewing material tax positions annually. Independent taxation specialists advise on corporation and international taxes. Finance processes are designed for full compliance, with continual evaluation of tax governance through audits. Tax risks are managed by retaining specialist advice in cases of uncertainty, changes, or new jurisdictions

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## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
<b>Stakeholder engagement and management of concerns related to tax.</b>	GRI 207-3 Stakeholder engagement and management of concerns related to tax	No direct equivalent.	Included		Ethos ensures timely filing of tax returns and prompt handling of information requests from tax authorities. Payments are made punctually. Although Ethos does not engage in public tax advocacy, it commits to full compliance and transparency with tax authorities and stakeholders. Professional advice is sought to understand obligations thoroughly and manage compliance effectively
<b>Country-by-country reporting.</b>	GRI 207-4 Country-by-country reporting	No direct equivalent.	Not Included	Ethos does not provide country-by-country reporting because it is primarily headquartered and operates mainly in Ireland, with limited direct presence in other countries, thus not meeting the typical criteria requiring such reporting.	
<b>Materials used by weight or volume.</b>	GRI 301-1 Materials used by weight or volume	Basic Module: B7 – Resource use, circular economy, and waste management.	Included		Our waste management focuses on reducing office waste, and we estimate our 2024 contribution at approximately 1,115.4 kg.
<b>Recycled input materials used.</b>	GRI 301-2 Recycled input materials used	Basic Module: B7 – VSME B7 includes "recycling rates" but focuses on waste, not input materials.	Not Included	As a service-oriented consultancy, Ethos does not utilise materials in its activities. Therefore, the requirement to report the total weight or volume of materials used for producing and packaging primary products and services, as specified, is not applicable to us.	
<b>Energy consumption within the organization.</b>	GRI 302-2 Energy consumption outside of the organization	Comprehensive Module: C3 – GHG reduction targets (Scope 1, Scope 2, and Scope 3 if applicable) and transition plans	Included		<p><b>Energy Consumption Outside the Organization (Scope 3)</b></p> <p><b>Business Travel:</b>  Air travel: 48.79 tCO<sub>2</sub>eq.  Road travel: 10.13 tCO<sub>2</sub>eq (diesel, petrol, hybrid, EV).  <b>Employee Commuting:</b> 52.22 tCO<sub>2</sub>eq (63% via car).  <b>Homeworking:</b> 64.19 tCO<sub>2</sub>eq (electricity, gas, and heat pumps).</p> <p><i>For detailed information pertaining to our Net Zero strategy, including our targets, methodologies, and progress, stakeholders are encouraged to refer to our dedicated report available at <a href="#">Ethos Website</a></i></p>



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## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
Energy consumption outside of the organization.	GRI 302-2 Energy consumption outside of the organization	Comprehensive Module: C3 – GHG reduction targets (Scope 1, Scope 2, and Scope 3 if applicable) and transition plans	Included		<p><b>Energy Consumption Outside the Organization (Scope 3)</b></p> <p><b>Business Travel:</b> Air travel: 48.79 tCO<sub>2</sub>eq. Road travel: 10.13 tCO<sub>2</sub>eq (diesel, petrol, hybrid, EV). <b>Employee Commuting:</b> 52.22 tCO<sub>2</sub>eq (63% via car). <b>Homeworking:</b> 64.19 tCO<sub>2</sub>eq (electricity, gas, and heat pumps).</p> <p><i>For detailed information pertaining to our Net Zero strategy, including our targets, methodologies, and progress, stakeholders are encouraged to refer to our dedicated report available at <a href="#">Ethos Website</a></i></p>
Energy intensity.	GRI 302-3 Energy intensity	No direct equivalent.	Included		<p><b>Energy Intensity</b></p> <p><b>Per Employee:</b> The report notes a 21% decrease in monthly energy consumption per person in 2024 due to the Living Lab Digital Twin, reducing from ~500 kWh/month to lower levels. <b>Office Efficiency:</b> Identified inefficiencies (e.g., fan coil units running after hours) saved 630 kWh/year (0.21 tCO<sub>2</sub>eq).</p> <p><i>For detailed information pertaining to our Net Zero strategy, including our targets, methodologies, and progress, stakeholders are encouraged to refer to our dedicated report available at <a href="#">Ethos Website</a></i></p>
Reduction of energy consumption.	GRI 302-4 Reduction of energy consumption	Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy.	Included		<p><b>Reduction of Energy Consumption</b></p> <p><b>Implemented Actions (2024):</b> IoT Sensors and Digital Twin: Real-time monitoring reduced energy waste. EV Charging Policies: Stricter policies cut unnecessary usage. Equipment Upgrades: Recommendations include replacing T8 lamps with T5 kits (high impact, 3-year payback) and installing heat pumps (high impact, 7+ years).</p> <p><i>For detailed information pertaining to our Net Zero strategy, including our targets, methodologies, and progress, stakeholders are encouraged to refer to our dedicated report available at <a href="#">Ethos Website</a></i></p>

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## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
<b>Reductions in energy requirements of products and services.</b>	GRI 302-5 Reductions in energy requirements of products and services	No direct equivalent.	Partially Included	Ethos lacks exact data for GRI 302-5 because as a consultancy, it designs energy-efficient MandE systems but does not directly produce or control the products or services whose energy reductions are measured, making it unable to precisely quantify those reductions.	Ethos Engineering supports reductions in energy requirements by embedding sustainable, energy-efficient MandE design solutions that help optimise building performance and assist clients in achieving certifications like LEED, BREEAM, and WELL.
<b>Interactions with water as a shared resource.</b>	GRI 303-1 Interactions with water as a shared resource	B6 (Water Consumption and Stress Management)	Not Included	Ethos does not provide country-by-country reporting because it is primarily headquartered and operates mainly in Ireland, with limited direct presence in other countries, thus not meeting the typical criteria requiring such reporting.	
<b>Management of water discharge-related impacts.</b>	GRI 303-2 Management of water discharge-related impacts	Basic Module: B4 – Pollutants to air, water, or soil (if legally required).	Partially Included	Given the nature of Ethos Engineering's consultancy-based services, we do not engage in activities that require water discharge management practices. However, we implement practical water-saving measures, including low-flow fixtures and a flexible remote working model that helps reduce overall water use. Water quality at our headquarters is maintained in line with strict chemical, organic, and microbiological standards, ensuring a safe and healthy environment for all occupants.	The management of water discharge-related impacts at Ethos is primarily focused on maintaining water quality standards at their office facilities and minimising consumption through efficiency measures. More detailed or specific discharge management processes are not reported, reflecting the firm's consultancy nature and limited direct water discharge activities.
<b>Water withdrawal.</b>	GRI 303-3 Water withdrawal	Basic Module: B6 – Water withdrawal and consumption.	Included		Since Ethos occupies shared office buildings, precise measurement of water withdrawal is limited. However, under the VSME standard, the estimated total water withdrawal for all sites in 2024 is approximately 465 m <sup>3</sup> , with zero withdrawal from high water-stress areas
<b>Water discharge.</b>	GRI 303-4 Water discharge	Basic Module: B4 – Pollutants to air, water, or soil (if legally required).	Included		Water Discharge: 465 m <sup>3</sup> (equivalent to withdrawal; connected to public system)

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## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
<b>Water consumption.</b>	GRI 303- Water consumption	Basic Module: B6 – Water withdrawal and consumption.	Included		Water Consumption: 0 m <sup>3</sup> (less than 1% of total; considered immaterial)
<b>Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.</b>	GRI 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Basic Module: B – Operations near biodiversity-sensitive areas.	Included		The relationship of Ethos' operating location with environmental protection areas and areas of high biodiversity value.
<b>Water withdrawal. Significant impacts of activities, products and services on biodiversity.</b>	GRI 304-2 Significant impacts of activities, products and services on biodiversity	Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy ; Comprehensive Module: C2 – Extended policies and governance accountability ; Basic Module: B – Operations near biodiversity-sensitive areas	Included		<p><b>Non-Direct Impact on Biodiversity.</b> Our core operations, focused on engineering consultancy services, steer clear of direct impacts on biodiversity. The absence of manufacturing activities ensures a minimal ecological footprint.</p> <p><b>Indirect Contribution to Biodiversity Conservation.</b> Our Sustainability Team collaborates across departments to obtain certifications such as WELL, BREEAM, LEED, Home Performance Index, and Living Future Accreditation for many of our projects. These certifications indirectly contribute to biodiversity conservation by promoting energy efficiency, sustainable construction practices, and responsible resource management.</p>
<b>Habitats protected or restored.</b>	GRI 304-3 Habitats protected or restored	No direct equivalent.	Included		Ethos Engineering is actively involved in the 'Orchards in the Community' initiative, led by Host in Ireland (DCs for Bees). Through this programme, we have contributed to the planting of 3,587 orchards, totalling 17,935 trees across all 32 counties in Ireland. This initiative supports pollinator populations and promotes biodiversity. We are continuing to monitor the progress and impact of our contribution, reinforcing our long-term commitment to biodiversity and sustainable land stewardship.

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## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
IUCN Red List species and national conservation list species with habitats in areas affected by operations.	GRI 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	No direct equivalent.	N/A	Our consultancy operations have minimal ecological impact and are not located in areas with habitats of Red List or national conservation list species.	
Direct (Scope 1) GHG emissions.	GRI 305-1 Direct (Scope 1) GHG emissions	Basic Module: B3 – Energy use (MWh) and GHG emissions (Scope 1 and Scope 2 in tCO <sub>2</sub> e).	Included		<p>Scope 1 includes emissions from natural gas combustion in two offices and refrigerants from a VRF unit. In 2024, gas consumption caused 8.39 tCO<sub>2</sub>eq and refrigerant leaks from the VRF unit contributed 1.36 tCO<sub>2</sub>eq, totalling 9.75 tCO<sub>2</sub>eq.</p> <p><i>For detailed information pertaining to our Net Zero strategy, including our targets, methodologies, and progress, stakeholders are encouraged to refer to our dedicated report available at <a href="#">Ethos Website</a></i></p>
Energy indirect (Scope 2) GHG emissions.	GRI 305-2 Energy indirect (Scope 2) GHG emissions	Basic Module: B3 – Energy use (MWh) and GHG emissions (Scope 1 and Scope 2 in tCO <sub>2</sub> e).	Included		<p>Scope 2 accounts for emissions from purchased electricity for offices and electric vehicle charging. Office electricity consumption was 69,791 kWh (17.78 tCO<sub>2</sub>eq) and EV charging added 2,750 kWh (0.70 tCO<sub>2</sub>eq), totaling 18.48 tCO<sub>2</sub>eq in 2024.</p> <p><i>For detailed information pertaining to our Net Zero strategy, including our targets, methodologies, and progress, stakeholders are encouraged to refer to our dedicated report available at <a href="#">Ethos Website</a></i></p>
Other indirect (Scope 3) GHG emissions.	GRI 305-3 Other indirect (Scope 3) GHG emissions	Comprehensive Module: C3 – GHG reduction targets (Scope 1, Scope 2, and Scope 3 if applicable) and transition plans.	Included		<p>Scope 3 covers business travel, commuting, homeworking, purchased goods/services, and waste. Total Scope 3 emissions in 2024 were 179.52 tCO<sub>2</sub>eq, with major contributors being commuting (52.22 tCO<sub>2</sub>eq) and homeworking (64.19 tCO<sub>2</sub>eq).</p> <p><i>For detailed information pertaining to our Net Zero strategy, including our targets, methodologies, and progress, stakeholders are encouraged to refer to our dedicated report available at <a href="#">Ethos Website</a></i></p>



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Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
<b>GHG emissions intensity.</b>	GRI 305-4 GHG emissions intensity	No direct equivalent.	Not Included	<p>We did not explicitly state as intensity per output or per employee, energy consumption per person decreased by 21% in 2024 due to energy efficiency improvements via real-time monitoring and optimization technology.</p> <p><i>For detailed information pertaining to our Net Zero strategy, including our targets, methodologies, and progress, stakeholders are encouraged to refer to our dedicated report available at <a href="#">Ethos Website</a></i></p>	
<b>Reduction of GHG emissions.</b>	GRI 305- Reduction of GHG emissions	Basic Module: B3 – Energy use (MWh) and GHG emissions (Scope 1 and Scope 2 in tCO <sub>2</sub> e).	Included		<p>From the 2019 baseline to 2024, Scope 1 emissions reduced from 18.14 to 9.75 tCO<sub>2</sub>eq, Scope 2 slightly decreased from 20.24 to 18.48 tCO<sub>2</sub>eq, and Scope 3 varied but improved in accuracy with a 179.52 tCO<sub>2</sub>eq total. Ethos commits to a 46.2% absolute reduction by 2030 for Scopes 1 and 2, and at least 27.5% for Scope 3, aiming for net zero by 2050.</p> <p><i>For detailed information pertaining to our Net Zero strategy, including our targets, methodologies, and progress, stakeholders are encouraged to refer to our dedicated report available at <a href="#">Ethos Website</a></i></p>
<b>Emissions of ozone-depleting substances (ODS).</b>	GRI 305-6 Emissions of ozone-depleting substances (ODS)	Basic Module: B4 – Pollutants to air, water, or soil (if legally required).	Not Included	Ethos Engineering's 2024 carbon footprint report highlights our commitment to transparency and reduction across Scopes 1–3 emissions. While we've made progress in tracking GHG emissions (CO <sub>2</sub> eq), our reporting currently not include ozone-depleting substances (ODS) and conventional air pollutants (NO <sub>x</sub> , SO <sub>x</sub> ). We prioritize alignment with GHG Protocol standards and will expand monitoring as methodologies evolve.	
<b>Nitrogen oxides (NO<sub>x</sub>), sulfur oxides (SO<sub>x</sub>), and other significant air emissions.</b>	GRI 305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	Basic Module: B4 – Pollutants to air, water, or soil (if legally required).	Not Included		

# 11. About this report

## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
<b>Waste generation and significant waste-related impacts.</b>	GRI 306-1 Waste generation and significant waste-related impacts	Basic Module: B7 – Resource use, circular economy, and waste management. <i>VSME B7 requires disclosure of total annual generation of waste by type (non-hazardous/hazardous)</i>	N/A	As a consultancy firm with no manufacturing, our waste generation is limited to office-generated waste streams.	
<b>Management of significant waste-related impacts.</b>	GRI 306-2 Management of significant waste-related impacts	Basic Module: B7 – Resource use, circular economy, and waste management. <i>VSME B7 requires disclosure of circular economy principles and, if applied, how they are implemented</i>	Included		Our waste management focuses on recycling, reuse, and responsible disposal, with ongoing efforts to improve resource efficiency and circularity.
<b>Waste generated.</b>	GRI 306-3 Waste generated	Basic Module: B7 – Resource use, circular economy, and waste management. <i>VSME B7 requires disclosure of total annual generation of waste by type (non-hazardous/hazardous)</i>	Included		From 1 January to 31 December 2024, our office is estimated to have generated 1,115.4 kg of non-hazardous waste, mainly paper, plastics, organic waste, glass, and metals.
<b>Waste diverted from disposal.</b>	GRI 308-1 New suppliers that were screened using environmental criteria	Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy ; Comprehensive Module: C2 – Extended policies and governance accountability	N/A	New suppliers screened using environmental criteria does not apply to Ethos's core scope due to their consultancy business model and limited direct supplier involvement.	

# 11. About this report

## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
<b>Waste directed to disposal.</b>	GRI 306-5 Waste directed to disposal	No direct equivalent.	Included		Estimated waste directed to disposal included 90.6 kg of paper, 23.4 kg of plastics, 48.4 kg of organic waste, 4.7 kg of glass, and 7.8 kg of metals, managed responsibly.
<b>New suppliers that were screened using environmental criteria.</b>	GRI 308-1 New suppliers that were screened using environmental criteria	Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy ; Comprehensive Module: C2 – Extended policies and governance accountability	N/A	New suppliers screened using environmental criteria does not apply to Ethos's core scope due to their consultancy business model and limited direct supplier involvement.	
<b>Negative environmental impacts in the supply chain and actions taken.</b>	GRI 308-2 Negative environmental impacts in the supply chain and actions taken	Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy ; Comprehensive Module: C2 – Extended policies and governance accountability	Included		In the reporting year, there were no negative environmental impacts in the supply chain, and proactive actions were taken.
<b>New employee hires and employee turnover.</b>	GRI 401-1 New employee hires and employee turnover	Basic Module: B8 – Workforce characteristics (gender, contract type, location).	Included		In 2024, Ethos Engineering experienced an employee turnover rate of 25.72%, with 40 departures and a net increase in headcount from 154 to 157 employees.

# 11. About this report

## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
Benefits provided to full-time employees that are not provided to temporary or part-time employees.	GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Basic Module: B10 – Remuneration, collective bargaining, and training hours.	Included		<p><b>Employee Engagement Examples:</b> In 2024, Ethos continued its commitment to employee engagement and well-being. The company has conducted employee satisfaction surveys twice yearly via the BambooHR platform, encouraging anonymous feedback from all employees regardless of role or location. The June 2024 survey results were largely positive, with high satisfaction expressed in organisational culture and work-life balance, highlighting ongoing efforts to promote an inclusive and supportive workplace. While specific new policy consultations akin to 2022's flexible working policy are not explicitly mentioned, Ethos maintains active engagement processes including working groups and surveys, particularly focusing on important workforce aspects.</p> <p><b>Employee Satisfaction Survey:</b> The biannual survey conducted in June 2024 delivered positive feedback, particularly regarding organisational culture and work-life balance, which reflect the company's dedication to creating a people-first, inclusive workplace. Although 2023 data highlighted satisfaction in pay and career development, the 2024 report emphasizes culture and work-life balance as especially strong areas.</p> <p><b>Actions on Material Impacts on Own Workforce:</b> Ethos recognises material impacts such as employee well-being and job satisfaction as strategic priorities and continues to develop actions and programmes to mitigate risks and enhance workforce experience. While specific new targets or detailed measures are not yet reported, commitments are evident through ongoing training initiatives, health and safety programmes, and wellness support.</p> <p><b>Characteristics of the Workforce:</b> As of December 2024, Ethos employed 211 people, stable compared to the previous year (no mention of a 10% increase as in 2023). The workforce is predominantly based in Ireland (approximately 76%), with others located internationally. Employment status includes 156 full-time employees (around 74%), 1 part-time, 2 fixed-term, 1 intern, and 51 contractors, representing 24% of the total workforce. The workforce continues to be primarily male (81%) with 19% female employees, showing a slight decrease in female representation compared to 18% in 2023. Age distribution remains broad with most employees in the 25–34 and 35–44 brackets.</p> <p><b>Characteristics of Non-Employee Workers:</b> Ethos engages 51 contractors supporting diverse roles such as design engineering and sustainability, spread over multiple countries. This is a slight increase from 44 contractors reported previously. Contractors comprise 24% of the workforce, and their geographic spread includes India, South Africa, Poland, the Philippines, UK, and others, reflecting Ethos's international operations and collaboration.</p>



# 11. About this report

## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
Parental leave.	GRI 401-3 Parental leave	No direct equivalent.	Included		
Minimum notice periods regarding operational changes.	GRI 402-1 Minimum notice periods regarding operational changes	Basic Module: B10 – Remuneration, collective bargaining, and training hours.			
Occupational health and safety management system.	GRI 403-1 Occupational health and safety management system	Basic Module: B9 – Health and safety (accidents, fatalities) ; Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy ; Comprehensive Module: C2 – Extended policies and governance accountability	Included		Ethos operates a certified ISO 45001:2018 Occupational Health and Safety Management System covering all employees.
Hazard identification, risk assessment, and incident investigation.	GRI 403-2 Hazard identification, risk assessment, and incident investigation	Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy ; Comprehensive Module: C2 – Extended policies and governance accountability	Included		Workplace hazards are assessed regularly; no incidents were reported or investigated in 2024.
Occupational health services.	GRI 403-3 Occupational health services	No direct equivalent.	Included		Employees have access to occupational health services, including 24/7 mental wellbeing support and ergonomic assessments.

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## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
<b>Worker participation, consultation, and communication on occupational health and safety.</b>	GRI 403-4 Worker participation, consultation, and communication on occupational health and safety	No direct equivalent.	Included		OHS matters are addressed through ongoing employee consultation via committees, working groups, and surveys.
<b>Worker training on occupational health and safety.</b>	GRI 403- 5 Worker training on occupational health and safety	Basic Module: B10 – Remuneration, collective bargaining, and training hours.	Included		All relevant staff receive OHS training, including Safe Pass certification and site safety awareness.
<b>Promotion of worker health.</b>	GRI 403-6 Promotion of worker health	No direct equivalent.	Included		Ethos promotes employee health through a wellness programme, mental health support, and subsidised insurance.
<b>Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.</b>	GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy ; Comprehensive Module: C2 – Extended policies and governance accountability	Included		OHS risks linked to business relationships are managed through internal procedures and alignment with client safety standards.
<b>Workers covered by an occupational health and safety management system.</b>	GRI 403- 8 Workers covered by an occupational health and safety management system	Basic Module: B9 – Health and safety (accidents, fatalities).	Included		100% of employees and site-visiting engineers are covered by the OHS management system.
<b>Work-related injuries.</b>	GRI 403-9 Work-related injuries	Basic Module: B9 – Health and safety (accidents, fatalities).	Included		No work-related injuries were reported in 2024.

# 11. About this report

## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
<b>Work-related ill health.</b>	GRI 403-10 Work-related ill health	No direct equivalent.	Included		No cases of work-related ill health were reported in 2024.
<b>Average hours of training per year per employee.</b>	GRI 404-1 Average hours of training per year per employee	Basic Module: B10 – Remuneration, collective bargaining, and training hours.	Included		<p>DC Academy: 58 hours (9 female, 62 male)            CPDs (Engineers): 35 hours (15 female, 140 male)            LinkedIn Learning: 391 hours (37 female, 110 male)            Graduate Programme: 12 hours (12 female, 3 male)            UCD Academy: Leadership and Management (36h), Change Management (18h), Project Management (36h), plus technical (36h) and AI (12h) courses, with balanced gender participation.</p> <p>Annual training hours per employee by gender:</p> <ul style="list-style-type: none"> <li>• Male employees: 3.71 hours</li> <li>• Female employees: 15.85 hours</li> </ul>
<b>Programs for upgrading employee skills and transition assistance programs.</b>	GRI 404-2 Programs for upgrading employee skills and transition assistance programs	No direct equivalent.	Partially	Transition assistance programmes support employees during career changes, though specific details are not provided in this report.	Ethos offers diverse learning opportunities through platforms like LinkedIn Learning, DC Academy, and CPD courses. Specialised training is provided through the Graduate Programme
<b>Percentage of employees receiving regular performance and career development reviews.</b>	GRI 404-3 Percentage of employees receiving regular performance and career development reviews	No direct equivalent.	Not Included	Specific data on the percentage of employees who received regular performance and career development reviews during the 2024 reporting period is not available. However, we recognise the importance of these reviews in supporting employee growth and remain committed to including this information in future reports to provide a more complete view of our workforce development efforts.	

# 11. About this report

## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
<b>Diversity of governance bodies and employees.</b>	GRI 405-1 Diversity of governance bodies and employees	Basic Module: B8 – Workforce characteristics (gender, contract type, location) ; Comprehensive Module: C – Gender diversity at management level ; Comprehensive Module: Cg – Gender diversity ratio in governance body	Included		<p>At the end of the reporting period, Ethos Engineering's governance body comprised 1 female and 5 male members, resulting in a gender diversity ratio of 0.2.</p> <p>At the management level (from Associates to Executive roles), 31 male and 9 female employees hold leadership positions.</p>
<b>Ratio of basic salary and remuneration of women to men.</b>	GRI 405-2 Ratio of basic salary and remuneration of women to men	Basic Module: B10 – Remuneration, collective bargaining, and training hours.	Included		In 2024, Ethos reported a 14.4% mean gender pay gap (official Gender Pay Gap Information Act 2021 methodology) and a 23.27% gap under the VSME standard methodology (€28.02 male vs. €21.50 female hourly pay). No employees are covered by collective bargaining agreements.
<b>Incidents of discrimination and corrective actions taken.</b>	GRI 406-1 Incidents of discrimination and corrective actions taken	Comprehensive Module: C7 – Confirmed human rights incidents.	Included		During the reporting period, Ethos did not register any cases of discrimination, reflecting our commitment to fostering an inclusive workplace. Our robust policy ensures fair treatment for all employees, irrespective of protected characteristics. Incidents are thoroughly investigated, with corrective measures implemented as necessary. The outcomes are regularly evaluated to prevent recurrence. This underscores our dedication to equality and diversity, ensuring a respectful work environment for all.
<b>Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk.</b>	GRI 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Basic Module: B10 – Remuneration, collective bargaining, and training hours.	N/A	Ethos does not have operations or suppliers in which the right to freedom of association and collective bargaining may be at risk, as we do not engage in activities or partnerships that pose such risks.	

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## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
Operations and suppliers at significant risk for incidents of child labor.	GRI 408-1 Operations and suppliers at significant risk for incidents of child labor	Comprehensive Module: C6 – Human rights policies and processes ; Comprehensive Module: C7 – Confirmed human rights incidents	N/A	Ethos does not have suppliers or external entities providing services to the organisation. Therefore, the disclosure requirement regarding operations and suppliers with a significant risk of child labour does not apply to Ethos."	
Operations and suppliers at significant risk for incidents of forced or compulsory labor.	GRI 405-2 Ratio of basic salary and remuneration of women to men	Basic Module: B10 – Remuneration, collective bargaining, and training hours.	Included		In 2024, Ethos reported a 14.4% mean gender pay gap (official Gender Pay Gap Information Act 2021 methodology) and a 23.27% gap under the VSME standard methodology (€28.02 male vs. €21.50 female hourly pay). No employees are covered by collective bargaining agreements.
Incidents of discrimination and corrective actions taken.	GRI 406-1 Incidents of discrimination and corrective actions taken	Comprehensive Module: C7 – Confirmed human rights incidents.	Included		During the reporting period, Ethos did not register any cases of discrimination, reflecting our commitment to fostering an inclusive workplace. Our robust policy ensures fair treatment for all employees, irrespective of protected characteristics. Incidents are thoroughly investigated, with corrective measures implemented as necessary. The outcomes are regularly evaluated to prevent recurrence. This underscores our dedication to equality and diversity, ensuring a respectful work environment for all.
Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk.	GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Comprehensive Module: C6 – Human rights policies and processes ; Comprehensive Module: C7 – Confirmed human rights incidents	Partially included	During the reporting period, Ethos did not have quantitative data specifically related to operations or suppliers presenting significant risks of forced or slave-like labour.	Ethos addresses this issue through internal policies such as the Modern Slavery Policy and the Dignity at Work Policy and Procedure. These policies outline Ethos' commitment to eradicating all forms of forced or slave-like labour and provide guidelines for identifying, addressing, and preventing such practices within the organisation.
Security personnel trained in human rights policies or procedures.	GRI 410-1 Security personnel trained in human rights policies or procedures	Comprehensive Module: C6 – Human rights policies and processes.	Not Included	During the reporting period, Ethos did not have quantitative data specifically related to security personnel trained in human rights policies or procedures.	



# 11. About this report

## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
<b>Incidents of violations involving rights of indigenous peoples.</b>	GRI 411-1 Incidents of violations involving rights of indigenous peoples	Comprehensive Module: C7 – Confirmed human rights incidents.	Included		Ethos does not have incidents of violations involving the rights of indigenous peoples as it does not operate in areas where indigenous communities are present.
<b>Operations with local community engagement, impact assessments, and development programs.</b>	GRI 413-1 Operations with local community engagement, impact assessments, and development programs	No direct equivalent.	Not Included	Ethos Engineering provides mechanical and electrical design consultancy services; however, the choice of project location is made by our clients. As such, we do not control or select the sites for our operations. Consequently, we do not directly engage with local communities nor conduct impact assessments or development programmes related to them. Our role is limited to design execution in accordance with client requirements, and therefore, relevant information for these disclosures is not applicable in our context.	
<b>Operations with significant actual and potential negative impacts on local communities.</b>	GRI 413-2 Operations with significant actual and potential negative impacts on local communities	No direct equivalent.			
<b>New suppliers that were screened using social criteria.</b>	GRI 414-1 New suppliers that were screened using social criteria	Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy ; Comprehensive Module: C2 – Extended policies and governance accountability	N/A	Due to the nature of our consultancy services and the limited use of direct suppliers, comprehensive data on new suppliers screened using social criteria and negative social impacts in the supply chain is currently unavailable. Ethos remains committed to ethical sourcing and will enhance disclosures as these practices evolve.	

## 11. About this report

### 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
<b>Negative social impacts in the supply chain and actions taken.</b>	GRI 414-2 Negative social impacts in the supply chain and actions taken	Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy ; Comprehensive Module: C2 – Extended policies and governance accountability	N/A		
<b>Political contributions.</b>	GRI 415-1 Political contributions	No direct equivalent.	Included		No donations are made to political parties.
<b>Assessment of the health and safety impacts of product and service categories.</b>	GRI 416-1 Assessment of the health and safety impacts of product and service categories	Basic Module: B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy ; Comprehensive Module: C2 – Extended policies and governance accountability	Not Included	As a consultancy operating in mechanical and electrical design for construction projects, Ethos' services primarily revolve around ensuring compliance with regulatory standards tailored to each project's requirements. Given our focus on technical and regulatory compliance, we do not conduct evaluations specifically related to health and safety impacts. Consequently, the percentage of significant product and service categories assessed for health and safety improvements is not applicable to our operations.	
<b>Incidents of non-compliance concerning the health and safety impacts of products and services.</b>	GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No direct equivalent.	Included		In relation to the services offered by Ethos, there have been no cases of non-compliance regarding the impacts on health and safety caused by products and services.

# 11. About this report

## 11.6 GRI and VSME context index

Description	GRI Standard and Disclosure	Corresponding VSME Module(s) and Disclosure(s)	Status	Omission Reason	Comment
Requirements for product and service information and labeling.	GRI 417-1 Requirements for product and service information and labeling	No direct equivalent.	Included		<p><b>Service Information and Labelling:</b> Ethos Engineering uses reliable data sources and project-specific standards to guide its consultancy services. While not all projects include formal sustainability certifications, our sustainability team supports those that do. We maintain strict client confidentiality and apply sustainable practices in our office operations.</p> <p><b>Incidents of Non-compliance in Marketing Communications:</b> During the reporting period, Ethos did not violate marketing communication regulations or voluntary codes, resulting in no fines, penalties, warnings, or voluntary code violations.</p> <p><b>Incidents of Non-compliance in Product and Service Information and Labelling:</b> Ethos encountered no incidents of non-compliance with regulations or voluntary codes regarding product and service information and labelling during the reporting period, resulting in no fines, penalties, warnings, or breaches of voluntary codes.</p>
Incidents of non-compliance concerning product and service information and labeling.	GRI 417-2 Incidents of non-compliance concerning product and service information and labeling	No direct equivalent.	Included		
Incidents of non-compliance concerning marketing communications.	GRI 417-3 Incidents of non-compliance concerning marketing communications	No direct equivalent.	Included		
Substantiated complaints concerning breaches of customer privacy and losses of customer data.	GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No direct equivalent.	Included		<p>Complaints concerning Breaches of Customer Privacy and Losses of Customer Data: Throughout the reporting period, Ethos did not identify any proven complaints regarding violations of customer privacy, nor did the company experience any instances of data leaks, thefts, or losses involving customer data.</p>

# ETHOS

Engineering Wow

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