

Sustainability Report 2025



Proudly Powering The Nation

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Foreword from the Chair of the Board

The need to accelerate Ireland’s transition to a low-carbon economy has never been clearer, nor the role of renewable energy in delivering secure, and affordable power more central. We saw that urgency written across the country in January, as Storm Éowyn shook the country, leaving hundreds of thousands of homes without power. The increasing frequency and intensity of such extreme weather events is a stark reminder of what is at stake, and of why the work we do carries such consequence for the generations who will follow us.

Continued geopolitical volatility and Ireland’s dependence on imported fossil fuels have repeatedly shown that energy security and independence are inseparable from decarbonisation. When global markets are disrupted by geopolitical events, it is homes and businesses here that feel the shock in their bills and their competitiveness. Every megawatt of indigenous, renewable capacity we deliver reduces that exposure and insulates the economy.

In 2025, Irish wind farms displaced more than €840 million worth of gas. This demonstrates that the energy transition is not simply an environmental undertaking but a strategic national approach for economic stability, industrial competitiveness and energy independence.

Realising that ambition depends on the timely delivery of enabling infrastructure. A modern, well-invested electricity grid is the foundation on which both energy and economic security are built as the State heads into the next phase of electrification. The regulator’s approval of up to €18.9 billion for electricity infrastructure, together with the Government’s commitment of equity investment to help its delivery, is a welcome and necessary signal of intent.

It was disappointing to see a retreat at European level on sustainability reporting, a rollback which sits uneasily with the growing need for more sustainable, transparent and accountable economic growth. At FuturEnergy Ireland, we remain firmly committed to leading by example, holding ourselves to high standards of transparency regardless of the regulatory minimum. Indeed, 2025 was a year of continued growth for the Company, as our portfolio, our team and our capabilities all advanced and we matured further into a delivery-focused organisation.

The development of our first Sustainability Strategy was a defining milestone, providing a framework that embeds sustainability across our business and allows us to measure progress year on year.

Finally, I would like to thank our shareholders, Coillte and ESB, our CEO Peter Lynch and the entire FuturEnergy Ireland team, and the partners and communities who work alongside us. Your commitment makes our progress possible. I look forward to what we will achieve together as we continue to build a more secure, sustainable and resilient energy future.

A handwritten signature in black ink, appearing to read 'Barry Gavin'. The signature is stylized with a large, sweeping 'B' and a long, horizontal stroke at the end.

Barry Gavin, Chair of the Board
FuturEnergy Ireland



A Message from our CEO

In 2025, FuturEnergy Ireland's ambition began, quite literally, to take shape on the ground. As we mark our fourth year, the Company has reached a pivotal point, our portfolio is beginning to move from development into delivery, and projects we have carefully guided through the planning system are taking shape as real infrastructure that will power homes and businesses right across Ireland.

This transition to delivery is also reshaping our Company. To support infrastructure delivery and prepare for the next phase of our pipeline, we welcomed 10 colleagues over the course of the year, which deepened our expertise across delivery, development and enabling functions. Our team grew to over 50 employees by year-end and continues to scale in step with our portfolio.

A landmark moment in 2025 was starting construction on Drumnahough Wind Farm, near Letterkenny, with our co-development partner SSE. We also continued to prove the quality of our planning approach. Ballyfasy Wind Farm in Co. Kilkenny, a co-development with ART Generation, was our first planning application lodged to An Coimisiún Pleanála under the new RED III regime.

This European Directive places greater emphasis than ever on the robust nature and strong evidence base of an application, an area in which we are determined to lead. Alongside this, we secured planning consent for c.150 MW of new capacity — a powerful endorsement of the diligence our teams bring to every project, and of the growing pipeline that will bolster Ireland's energy security in the years ahead.

Underpinning all of this, 2025 saw the approval of our first Sustainability Strategy and the start of its implementation process. Built around three pillars - People, Planet and Prosperity – Sustainability Strategy is supported by a suite of new policies and clear KPIs. The Strategy also embeds sustainability into everyday decision-making across the Company and gives us a robust framework to measure our impact.

Finally, my sincere thanks to our people, our shareholders Coillte and ESB, our supply chain and funding partners and, most importantly, the dozens of communities we work with across Ireland. We are excited to continue this journey as we deliver a portfolio that supports a cleaner, resilient and energy independent future for Ireland.

Peter Lynch, CEO, FuturEnergy Ireland



Introduction

About the Report

Welcome to FuturEnergy Ireland’s Sustainability Report 2025, which outlines sustainability and ESG activities undertaken during the reporting period of January to December 2025. This report builds on the foundations established in previous years and reflects our continued commitment to transparency, accountability and continuous improvement across all aspects of our business.

In 2025, FuturEnergy Ireland reached an important milestone with the creation of a Sustainability Strategy, the highlights of which are set out in this report. As such, this year represents a benchmark in our sustainability journey, establishing a clear baseline against which future performance will be measured. It also marks a transition in our reporting approach, as we begin to align our disclosures more closely with defined targets, key performance indicators, and the strategic priorities that will shape our activities in the years ahead.

As we look forward, reporting will continue to evolve in line with the implementation of the Sustainability Strategy 2026-2028, with incremental targets that enhance performance tracking and provide greater clarity on our impact and contribution to long-term sustainable value creation.

Company Overview

FuturEnergy Ireland is a joint venture Company owned on a 50:50 basis by Coillte and ESB. As a leading renewable energy developer, we are supporting the transition to clean, reliable, more affordable energy in Ireland.

We are a specialist team of dedicated energy professionals who are passionate about harnessing Ireland’s natural resources and using them to make a positive, long-lasting difference in the fight against climate change. The clean energy we generate will power the nation’s homes and businesses while improving Ireland’s energy security and reducing energy costs.

By using our passion, knowledge and expertise, we aim to actively drive the development of the highest quality, locally supported renewable energy projects in Ireland. We want to achieve this in a way that is both good for society and for local communities, and to allow us to share the economic benefit afforded by our projects.

Mission, Vision & Values

Our Mission

Combining the State’s strongest assets and expertise in renewable energy development, FuturEnergy Ireland’s mission is to maximise the potential of our unique wind and land resources and accelerate Ireland’s transformation to a low carbon energy economy.

Our Vision

Our ambition is to develop more than 1GW of renewable energy capacity by 2030 and make a significant contribution to Ireland’s commitment to produce 80% of electricity from renewable sources by the end of the decade.



Our Values

These Company values shape our culture and guide us through all our business interactions. Our values create and embody:

Trust	Resilience	Teamwork	Energy
 ● We do as we say. ● We are transparent, honest and respectful. ● We are accountable for all our actions.	 ● We are committed to delivering projects safely and sustainably. ● We have the determination to overcome adversity. ● We view every challenge as an opportunity to develop skills and strengths.	 ● We have a strong team ethos and inclusive culture. ● We are empowered to grow personally and professionally. ● We build strong relationships with local communities.	 ● We work hard together to achieve success. ● We maintain a high-performance working environment. ● We are driven to make a positive climate impact for future generations.

The FuturEnergy Ireland Portfolio



As of December 2025, the FuturEnergy Ireland portfolio comprised 20 wind energy projects and 1 LDES project at various stages of development

-  3 in pre-planning
-  9 in the planning system
-  3 planning decisions
-  5 pre-construction
-  1 construction

The FuturEnergy Ireland Sustainability Journey

Sustainability is integral to our business as a renewable energy developer. Every project we bring forward contributes directly to Ireland’s decarbonisation, economic resilience and energy independence.

The responsibility we carry, however, extends well beyond electricity generation. How we approach development, who we partner with and the way we treat our people are all part of the value we create, and all part of how we define sustainability at FuturEnergy Ireland.

The year 2025 has been pivotal in that journey. After two years of preparatory work, the Senior Management Team approved the Company’s first Sustainability Strategy.

The Strategy translates our purpose into clear commitments, measurable targets and a defined governance structure, moving us from a programme of individual initiatives towards a co-ordinated, accountable and transparent approach that runs through every part of the business.

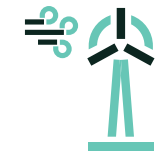
A double materiality assessment was carried out to inform the Sustainability Strategy (the Strategy), which allowed us to identify the ESG-related issues that are most significant to the business and our stakeholders, and prioritise them accordingly.

“A double materiality assessment evaluates sustainability topics from both a business impact and societal/environmental impact perspective”

A policy review and gap analysis ensured that the actions required to build a strong sustainability governance framework were clearly set out in our strategic roadmap.

The Strategy hinges around three pillars – People, Planet and Prosperity – each supported by KPIs and targets linked to the ESG topics that are most material to our business. The Strategy aligns with the United Nations Sustainable Development Goals, the Ten Principles of the UN Global Compact and the direction of travel set by the Corporate Sustainability Reporting Directive (CSRD). It is a live framework intended to be reviewed annually and refreshed in line with the growth of the Company and the wider energy transition.

Our Development Principles



Fighting the Climate Crisis



Stakeholder Engagement



Protecting the Environment

Our Commitment to the United Nations Global Compact

FuturEnergy Ireland is a member of the United Nations Global Compact, the world’s largest corporate sustainability initiative with more than 25,000 members in over 160 countries. Our membership commits us to aligning our strategies, operations and culture with the Ten Principles spanning human rights, labour, the environment and anti-corruption.

The UN Sustainable Development Goals

The 17 Sustainable Development Goals continue to provide the global blueprint against which we measure the broader contribution of our work. The graphic (right) provides a snapshot of the SDGs to which the Company is actively contributing, each of which are mapped to one or more KPIs within the Sustainability Strategy.

Over time, this alignment will allow readers of our annual report to track real progress against the goals that matter most to our business and the communities we work with.

Recognition for Sustainable Practices

In 2025, FuturEnergy Ireland was named Green Small Organisation of the Year at the Green Awards. The award recognised the Company’s commitment to embedding sustainability, praising its innovative project development practices and community-focused initiatives such as Generation Change.

The Company received further recognition for its sustainable working practices with three additional nominations at the Irish Renewable Energy Awards.



The Sustainability Impacts of a FuturEnergy Ireland Wind Farm

3: Good Health and Wellbeing Support health and wellbeing in the workplace	4: Quality Education Offer our education programme on climate action to schools and community groups	5: Gender Equality Provide equal opportunities in the workplace	7: Affordable & Clean Energy Generate renewable energy that will increase energy security and independence, thus lowering fuel bills	8: Decent Work & Economic Growth Provide robust policies and reporting channels	9: Innovation, Industry and Infrastructure Continuously innovate to find new solutions to the climate crisis
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11: Sustainable Cities and Communities Power Ireland with renewable energy. Offer Community Benefit Funds to boost sustainability initiatives	12: Responsible Consumption and Production Adhere to our green procurement policy for the supply chains	13: Climate Action Reduce carbon emissions by generating green energy	15: Life on Land Design and deliver projects by putting the environment first	16: Peace, Justice and Strong Institutions Promote transparent, accountable and ethical business practices across its operations.	17: Partnerships for the Goals Collaborate with partners to accelerate the green energy transition
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Governance

Governance Structure

With the Company now in the fifth year of operation, its governance standards and procedures are all fully in place, operational, and the subject of periodic review. While the core commercial model and Company mandate remain unchanged, these are assessed as part of each annual budgetary cycle and the formal annual review of the Company’s strategic plan out to 2030.

Governance Policies and Practices

The Board is made up of seven members: three appointees from each shareholder Company and an independent chairman. The Board is responsible for the overall governance of the Company.

The Board has overseen the establishment of a robust Control Framework that sets out Company guidelines regarding control and sign-off for decision-making and expenditure. This is accompanied by a series of governance policies and procedures implemented under the direction of the Board.

During 2025, FuturEnergy Ireland continued to enhance its sustainability governance framework as part of the implementation of its Sustainability Strategy. Significant progress was made in the development and review of a broad suite of sustainability-related policies, with particular focus on areas such as sustainable procurement, biodiversity and sustainable travel, supporting alignment with evolving legislation, stakeholder expectations and recognised best practice.

Implementation is being undertaken on a phased basis, enabling policies to be embedded effectively within governance processes and operational activities. This approach reflects the Company’s long-term commitment to integrating sustainability across all aspects of the business and fostering a culture of continuous improvement.

Work also continued to strengthen the Company’s approach to procurement by further embedding ESG considerations into tendering, supplier engagement and contract documentation. This supports more consistent decision-making, greater transparency and a stronger focus on long-term value creation across the supply chain. The Audit and Risk Committee (ARC), a sub-committee of the Board, is responsible for ensuring that robust and compliant internal risk management and governance processes are in place. The ARC is responsible for providing updates to the Board in respect of the following:



Financial reporting



Internal controls, compliance and risk management systems



Protected disclosures and fraud



Internal and external audits

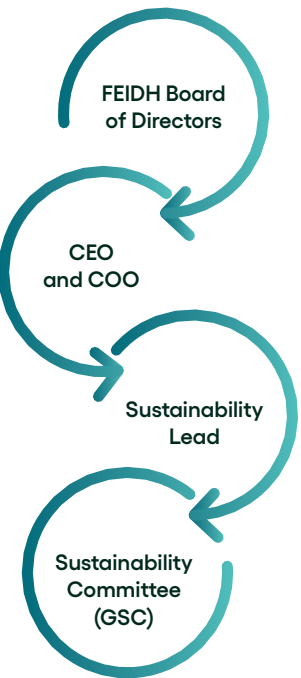
FuturEnergy Ireland also has an internal audit function in place, which is delivered by an external accounting firm.

The Company conducted three internal audits in 2025, which covered portfolio and project management, cybersecurity and financial controls. Recommendations from these audits have been incorporated into our governance and Company policy frameworks.

Governance of Sustainability

During 2025, FuturEnergy Ireland’s sustainability governance structure matured into a clearly tiered framework providing oversight, accountability and support for implementation of the sustainability strategy (see graphic below).

Key actions to further refine and strengthen this structure have been identified and will be progressed as part of the Strategy.



- Considers climate and sustainability in investment decisions
- Leads the implementation of sustainability strategy and sustainability reporting
- Reports bi-annually to Board
- Ensures delivery of sustainability strategy
- Responsible for overall sustainability reporting
- Oversees and supports the development and implementation of the Sustainability Strategy
- Monitors and manages performance

Transparency and Accountability

FuturEnergy Ireland provides accurate information to its Shareholders, Board of Management and Employees on business performance in the interests of transparency and accountability.

Ethics and Compliance

As per our Company values, we conduct all activities in accordance with the highest standards of honesty, loyalty, fairness and discretion, and comply with all applicable legal and regulatory requirements. We have a zero-tolerance policy in relation to bribery, corruption, fraud and other wrongdoing.

A culture of transparency and accountability is led by a series of robust policies that apply to all board members, employees, contractors, casual workers and agency workers.

FuturEnergy Ireland expects everybody working on its behalf to maintain the highest standards of ethics and compliance. FuturEnergy Ireland also encourages and expects employees and others to report concerns they may have and facilitates for reports of wrongdoing in line with the Protected Disclosures Act 2022.

Safety, Health and the Environment

At FuturEnergy Ireland, we foster a proactive safety culture that places safety as a fundamental value which is central to everything we do. We also recognise that maintaining a high level of safety performance is a key enabler for our success.

Our Safety Statement, which we update regularly as the business evolves, sets out our policy and approach for managing critical elements of health, safety and the environment for the team and is implemented in full, day-to-day within the Company.

The Safety Health Environment (SHE) function is also responsible for ensuring that the FuturEnergy Ireland team receive the necessary training to be able to successfully implement the requirements set out in our Safety Statement. All new employees receive introductory SHE training as part of onboarding and further training takes place at every Company event held through-out the year. In 2025, employees also completed training in First Aid including Remote Emergency Care (42%) and Display Screen Equipment (94%).

SHE performance and statistics are reported to the Board of Directors at each Board meeting via our SHE Dashboard. Specific SHE focus sessions are held with the Board at different stages during the year.

In 2025, the Company published its Incident Management Standard, which aims to standardise our response to SHE incidents when they occur. In 2025, the Company recorded five Near Miss events and one Hazard Observation.

Implementing the Incident Management Standard will also serve to improve incident reporting culture in future years, ensuring that all incidents, however small, are reported, which in turn allows hazards to be removed, providing a safer workplace for all.

In 2025 the SaferFutur Network was established. The function of this dedicated internal SHE consultation group is to ensure that all SHE policies and tools, processes and procedures are developed in line with the needs of the business. The SaferFutur Network ensures that when delivered, these SHE supports for the team are fit for purpose and improve the way we work.



Team completes first aid training in Annamoe, Co. Wicklow.



Greenhouse Gas Emissions

In 2025, the Company’s carbon footprint was calculated in line with the Greenhouse Gas Protocol for Scope 1, Scope 2 and Scope 3 emissions. Emissions for 2025 are set out below and compared with 2024 emissions.

Scope	tCO ₂ e*
Scope 1	0.00
Scope 2	1.50
Scope 3	57.44
Total carbon Footprint	58.94

*Carbon dioxide equivalent

In 2025 our total carbon emissions (tCO2e) amounted to 58.94 tonnes, which represents a 9.8 % decrease from 2024. This decrease is driven by a reduction in emissions from buildings, road travel (and other travel), and employee commuting. These reductions have been offset slightly by increases in emissions associated with air travel and employee home working, which can be attributed to the addition of ten employees to the team.

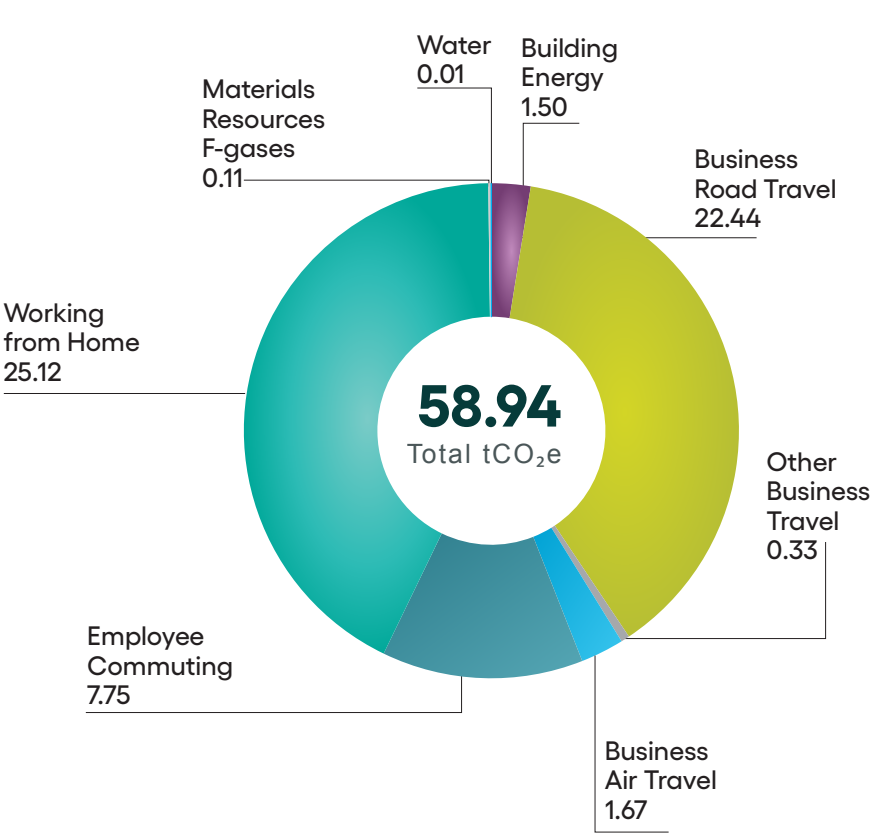
In 2025, FuturEnergy Ireland did not consume primary fuels in its buildings or operate Company vehicles, which resulted in zero Scope 1 emissions for this reporting year as per previous years.

Our Scope 2 emissions were also minimal, primarily resulting from low electricity use, and influenced by current work-from-home arrangements. Emissions associated with remote working are captured in our Scope 3 numbers.

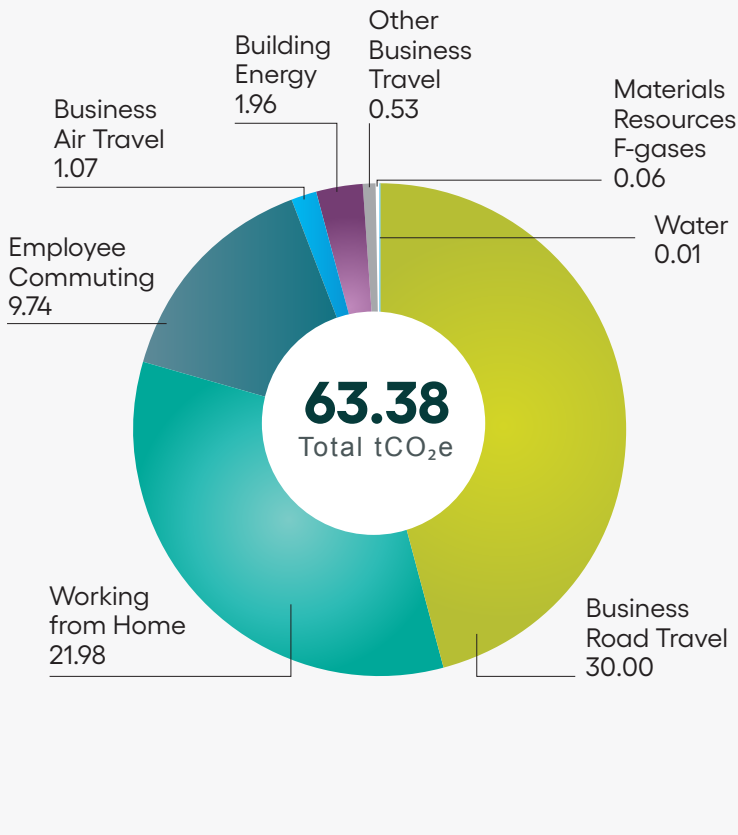
Our Scope 3 emissions include business travel, employee commuting, employee home working, water consumption and waste. It is important to note that Scope 3 emissions associated with our sole operational asset (Lenalea Wind Farm, 50% net share) were accounted for in their entirety by the operator in 2025 and, as such, are not captured here.

Looking to 2026 and beyond, we anticipate an increase in the Company’s carbon footprint as our portfolio starts to enter the delivery phase, with construction activities beginning in earnest. As part of this shift, efforts will continue to focus on supply chain engagement to identify and implement low carbon solutions where possible.

2025 Carbon Footprint



2024 Carbon Footprint



Waste Management and Recycling

At FuturEnergy Ireland, we are committed to preventing waste, increasing recycling and recovery, and minimising disposal in line with the principles of the Waste Hierarchy. By applying circular economy principles across our offices and development activities, we aim to reduce waste generation and make better use of resources.

During 2025, FuturEnergy Ireland produced 179.1kg of office waste. Of this, 55.1kg was dry mixed recycling and 17.5kg was glass recycling, resulting in a combined recycling rate of 41%. While total office waste increased compared with 2023, it decreased significantly from 240.6kg in 2024 to 179.1kg in 2025. The recycling rate also improved from 36% in 2024 to 41% in 2025, returning to the level achieved in 2023.

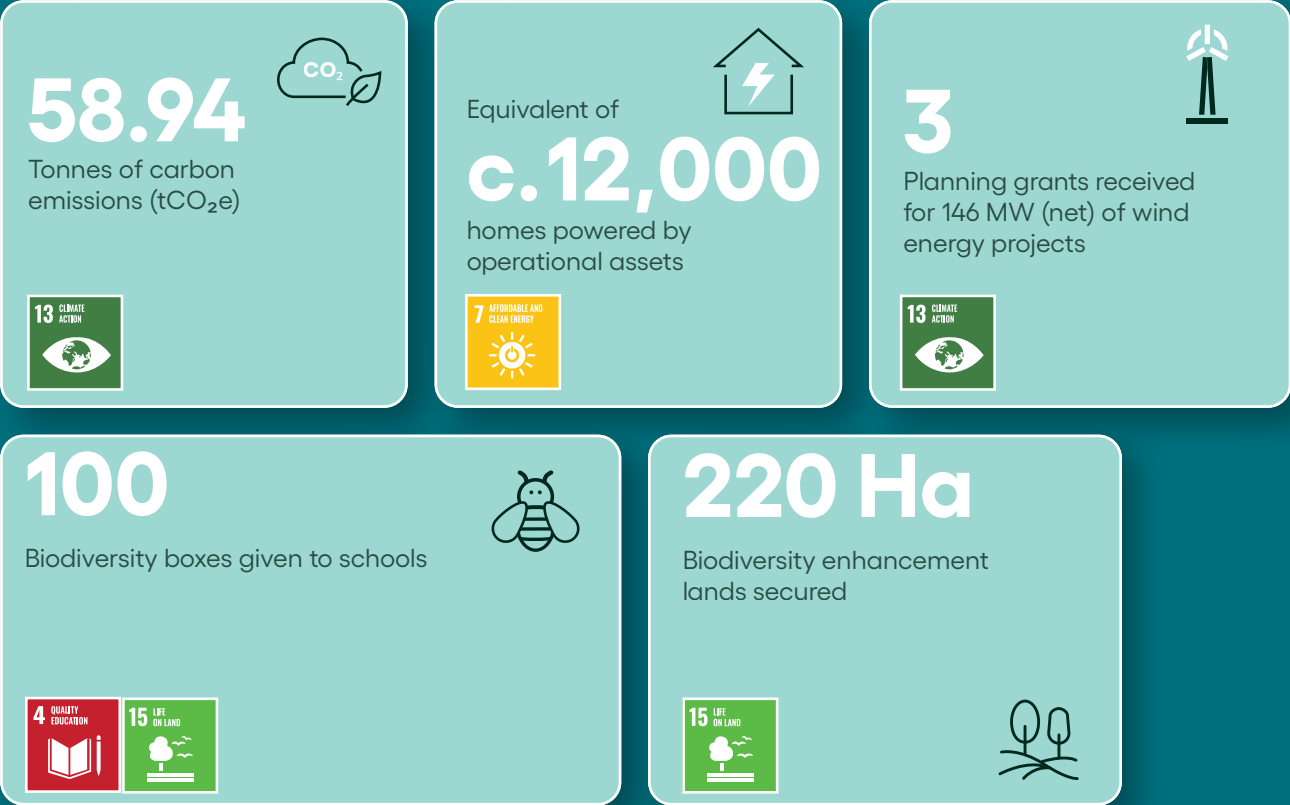
The improvement reflects increased awareness of waste segregation and the continued availability of glass recycling facilities in the office. However, there remains further opportunity to reduce general waste and increase the proportion of recyclable materials captured.

In 2026, we will continue to improve recycling education, signage and waste segregation practices in the office. We will also implement our Waste Management Policy, which will provide a structured framework for waste prevention, segregation, recycling and responsible disposal, helping to embed consistent waste management practices across the business.



Company Highlights 2025

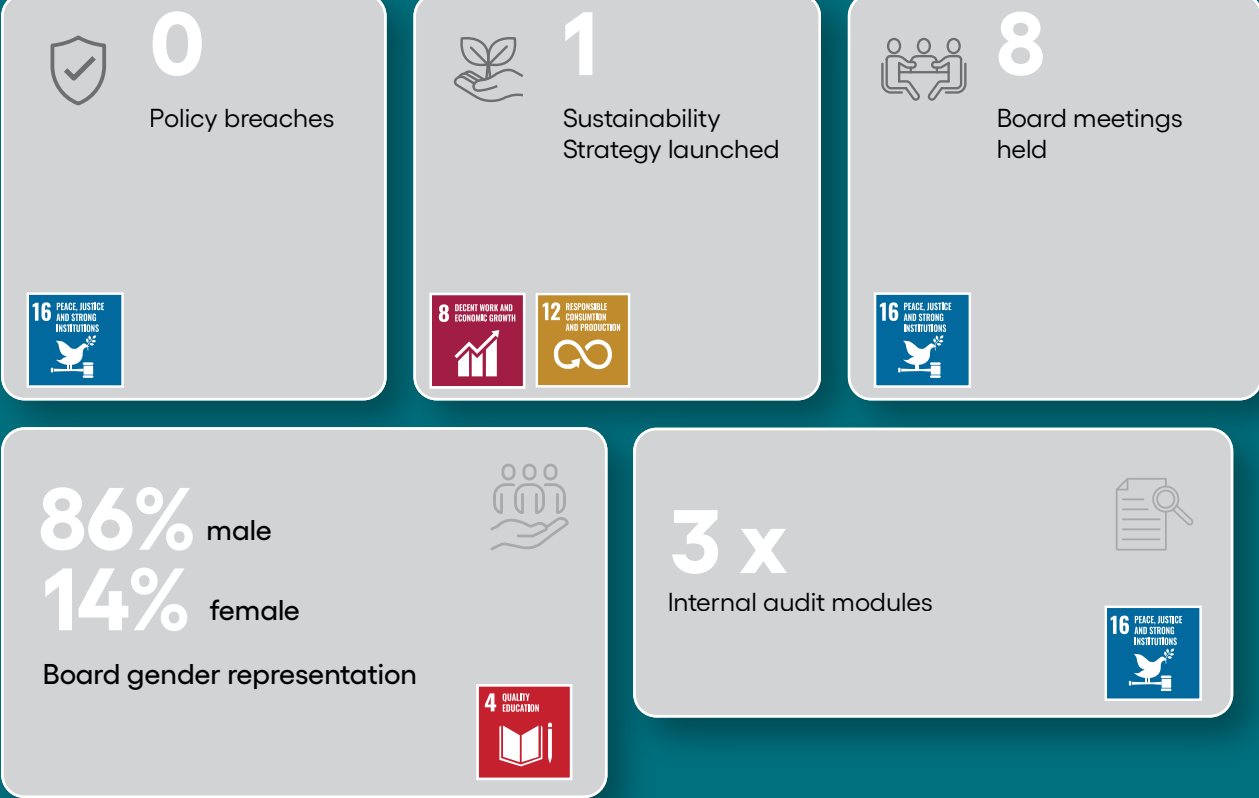
Environmental – Planet



Social – People



Governance – Prosperity



Company Sustainability Strategy 2026-2028

Our Sustainability Strategy sets out how we will embed sustainability across our business over the next three years. Building on our 2025 baseline year, it provides a clear framework to measure progress, strengthen accountability and drive continuous improvement.

The Strategy is structured around three pillars – People, Planet and Prosperity – which reflect the areas where we can have the greatest impact.

People – Planet – Prosperity

We will turn our principles into action, by setting goals and commitments in three key areas: People, Planet & Prosperity.



PEOPLE

We support our people by promoting a working environment that is characterised by strong health and safety, inclusion and development policies. We support communities through meaningful engagement, education and collaboration.



PLANET

We develop renewable energy projects that support Ireland’s transition to a low-carbon future, while also working to reduce environmental impacts, protect biodiversity and embed sustainability into the way we operate.



PROSPERITY

We create long-term value through responsible procurement, strong governance and ethical business practices. By working collaboratively with our supply chain and stakeholders, we support sustainable growth and resilient project delivery.

Recognising the importance of establishing a clear baseline, 2025 was designated as a benchmark year for the Sustainability Strategy. During this period, the Committee focused on identifying priority areas, gathering relevant data, and developing measures that will enable us to demonstrate impact over time.

Therefore, the Strategy sets out incremental KPIs for 2026, 2027 and 2028 with 2025 as a baseline to track progress. The tables following set out the goals, commitments and KPIs for each pillar, as well as providing details on progress in 2025 and targets for 2026.



PEOPLE

Supporting colleagues, communities and worker rights.



Goal	Commitment	KPI	2025 Baseline	2026 Target	Status
 Support colleagues	Create healthy, safe, diverse, equitable & inclusive workplaces				
	Encourage and help colleagues to develop their skills and fulfil their potential	Employee satisfaction scores	no surveys using external-facilitator	70%	Needs attention
	Create environments and practices of working that allow colleagues to achieve a better work-life balance				
 Support communities	Support colleagues in achieving improved physical and mental well-being	No. of health & wellbeing initiatives p/a	2	4	In progress
	Engage positively with local communities and stakeholders	No. of annual community engagement reach-outs	15	20	In progress
	Engage community members of all ages in quality education for sustainable development	No. of individuals engaged	2,000	2,000	On track
 Protect worker rights	Ensure that the rights of workers in our supply chain are respected and maintain zero tolerance of exploitation	No. of instances of policy breaches	Policy under review	Zero	In progress

● On track ● In progress ● Needs attention

Baseline year 2025 · Targets for 2026



The Ballyfasy Wind Farm project team at the community clinic

Case study 1



Community engagement clinics

Our wind project teams hold local in-person clinics as part of the community engagement programme. In 2025, we held two community engagement clinics: one in August for Cahermurphy West Wind Farm in Kilmihil, Co Clare, and another in November for Ballyfasy Wind Farm in Waterford Port, Co Kilkenny. These clinics are an opportunity for the community to meet the full team, ask their questions and view all project information, including photomontages and a series of maps showing turbine layout, grid connection and turbine delivery route.

Feedback gathered revealed that an additional information evening, soon after project launch, might benefit communities near our wind farm projects. In December, we launched a new project, Carker FuturEnergy Park. Two weeks later, as a pilot, we held an Information Evening at a local venue, which was attended by more than 40 people and involved discussions on topics such as biodiversity, noise and construction. An in-house evaluation and local feedback indicated that this event built a strong relationship with the community at an earlier stage of project development and will be included as a standard offering across our 100%-owned wind energy projects.



Case study 2



Company culture: staying connected

The FuturEnergy Ireland team is made up of professionals with specialist skills who are united by a shared passion for renewable energy. Together, the team is committed to tackling climate change by working hard to increase renewable energy generation.

The unity and resilience of our team is underpinned by a strong culture that promotes our Company values. An important part of maintaining this culture, especially due to a hybrid work structure, is our four annual Company events. These gatherings, organised by our Events Committee, bring together all team members, with a focus on knowledge sharing, strategy, innovation, ongoing improvements and of course, team bonding! In 2025, the team met in counties Leitrim, Meath, Dublin and Westmeath.

The team also came together to raise money for the Company charity of the year, Neurodiversity Ireland. This took the form of two activities: a team-based version of our Steps Challenge, in which 24 employees racked up 8,814,620 steps during the month of May, and the Kerry Way Ultra Relay Race, which saw the FuturEnergy Ireland Trailblazers take on the gruelling 200km course, climbing almost 5,500 metres over 34 hours.

These challenges not only raised €4,100 in vital funds for a worthy cause – they also reflect the teamwork, resilience and shared values that define our Company culture.



Company gatherings often involve a fun activity, above; the Trailblazers finish the 200km Kerry Ultra Relay Race, below





Case study 3



The 'Whole of Community' Education Programme

Education plays a key role in helping communities understand the importance of the transition to a low carbon economy. Following a review in 2024, we implemented our new 'Whole of Community' approach to education, with a focus not just on formal education but also non-formal workshops in youth sector environments and community groups.

This approach, which involved an increase in Transition Year workshops, youth work and a new biodiversity offering, has broadened and increased our engagement to 2,480 participants, up 22% on 2024 figures. This illustrates the wider range of demographics reached, which included community organisations, across our project areas.



From top left: the winning artwork from Scoil Fhionnbarra, Béal Átha 'n Ghaorthaidh; Community Liaison Officers Brendan Twomey and John Lyons; Community Engagement Manager Niall Barrett runs a workshop; and French students learn about renewable energy and climate change

Education highlights



This year's education reach included a visit to Down Syndrome Ireland Tipperary, where community engagement manager Niall Barrett ran a 'Renewable Energy and Me' workshop for a group of young adults in Thurles.

New in 2025, FuturEnergy Ireland partnered with Biodiversity in Schools to offer Bosca Dúlra (biodiversity boxes) to primary schools. Our Community Liaison Officers delivered 100 of these innovative, fun nature toolkits to schools near our project sites.

In June, FuturEnergy Ireland welcomed 20 French students for a presentation on renewable energy and climate change. The discussion ranged from project finance and the potential for dams in Ireland to the pros and cons of nuclear energy and the Celtic Connector.

Our youth advocacy programme, Generation Change, ran in partnership with Clare Youth Service for 15 young people who explored sustainability, renewable energy and advocacy. The programme culminated in a visit to Galway Wind Park in March 2025.

FuturEnergy Ireland sponsored an art competition in Scoil Fhionnbarra, Béal Átha 'n Ghaorthaidh. Two lucky winners (pictured bottom left) were presented with a Samsung Galaxy tablet each in assembly while six runners up received vouchers to use in Cronin's Cafe in Gougane Barra.

The art competition followed a flower box project in Scoil Fhionnbarra, Béal Átha 'n Ghaorthaidh (pictured below). Pupils had lots of fun decorating and planting the flower boxes, made by Community Liaison Officer Brendan Twomey from recycled pallets, to brighten up the yard.





PLANET

Taking action on climate change and protecting nature.



Goal	Commitment	KPI	2025 Baseline	2026 Target	Status
 Take action on climate change	Pursue technology innovations designed to support decarbonisation of Ireland's power system	No. of technology innovation initiatives	1 innovation application fund: highly commended	3	In progress
	Transform our culture and create a sustainability mindset among our teams by upskilling them so they can think and act sustainably	No. of colleagues trained in sustainability	10%	30%	In progress
 Protect the environment & nature	Reduce waste in our operations by implementing and communicating a waste policy	Recycling of recoverable waste	Policy under review	50%	In progress
	Protect biodiversity	No. of biodiversity projects per year	2	2	On track
	Design renewable energy projects with sustainability at their core	No. of projects submitted to planning p/a	1	2	In progress

● On track ● In progress ● Needs attention

Baseline year 2025 · Targets for 2026

Case study 4



Recognition of our innovative approach

Energy storage is a vital part of Ireland's green energy transition. It is essential for the country to store excess renewable energy during times of high output and provide the renewable power back into the Irish grid system when it is needed most. This relieves grid congestion issues faced by wind and solar projects, reducing the need for new overhead power lines, and provides reliability and resiliency to the electricity system while delivering energy at a lower cost.

FuturEnergy Ireland is progressing with Ballynahone Energy Storage in Co. Donegal, which uses a pioneering iron-air technology that can export energy for up to 100 hours. The project received a planning grant from Donegal County Council and is currently under appeal with An Coimisiún Pleanála. The inherent benefit of 100-hour, multiday storage is its ability to bulk time-shift otherwise lost renewable electricity to times when there is less renewable electricity available. This can increase the penetration of renewables into the electricity system.

In 2025, Ballynahone Energy Storage was awarded a STEP Seal from the European Commission. The Strategic Technologies for Europe Platform (STEP) Seal is an official EU recognition granted to innovative, high-quality, strategically important projects that meet the EU's assessment criteria. Receiving the Seal confirms the strength of the Ballynahone Energy Storage project and enables its pre-qualification for EU-level funding and financing opportunities.



Form Energy and FuturEnergy Ireland brief MEPs on multiday, iron-air battery storage in Brussels in April

FuturEnergy Ireland has partnered with Form Energy to use their innovative battery technology for our energy storage projects





Case study 5

Biodiversity: Hen Harrier Replacement Land Management Scheme

In 2024, FuturEnergy Ireland implemented a first-of-its-kind land management scheme to support and protect hen harrier, applying measures developed under the Hen Harrier European Innovation Partnership.

The scheme has since been rolled out across three wind farms, securing approximately 220 hectares of agricultural land to enhance and protect hen harrier habitat as part of our commitment to biodiversity. The approach will be applied across the FuturEnergy Ireland development portfolio where hen harrier are present, focusing on working together with landowners to create foraging habitats and enhance existing areas within 2km of known nest sites.

The scheme involves entering into option-for-lease agreements with landowners, with a lease term of 35 to 40 years to support long-term habitat development. This approach ensures that habitat management measures are in place ahead of construction and continue over time, allowing ecosystems to establish, mature and thrive.



Each landholding is supported by a tailored Farm Plan, developed in collaboration with landowners. These plans set out practical, site-specific management measures to support biodiversity while allowing existing farming practices, such as cattle grazing, to continue where appropriate. This promotes natural grassland management and contributes to healthier, more resilient ecosystems. Landowners receive annual rental payments in return for delivering these measures, ensuring a fair and sustainable partnership.

This initiative demonstrates how renewable energy development can play a proactive role in protecting species and enhancing biodiversity. By safeguarding hen harrier habitat, FuturEnergy Ireland is supporting the long-term sustainability of rural landscapes and helping to deliver lasting environmental benefits for decades to come.



Case study 6



Caitríona Sheridan, Head of Strategy & Innovation

I joined FuturEnergy Ireland in April 2025 to support the Company in identifying growth opportunities and removing barriers to accelerate the delivery of the portfolio. I do this by leading strategic projects, engaging with policymakers and industry stakeholders and advancing innovation both within and outside the business. This can look like anything from engaging with internal teams on the day-to-day of project development to speaking at industry events on national policy.

Communication is a fundamental part of the job: the ability to translate complex ideas into understandable actions is key. One example is highlighting the importance of long-term energy storage. The strategic placement of long-duration energy storage to allow more renewable generation to connect to the grid is crucial if Ireland is to meet renewable energy targets and increase energy security.

I have an engineering background in electrical power systems and renewables with over a decade in the industry. A core personal value is to help Ireland transition to a low-carbon society. This aligns with the mission and values in FuturEnergy Ireland and was an important factor for me when joining the team.



Caitríona Sheridan regularly speaks at conferences





PROSPERITY

Sourcing sustainably and acting with integrity.



Goal	Commitment	KPI	2025 Baseline	2026 Target	Status
 Source sustainably	Work with suppliers to ensure sourcing standards are in line with our commitments	% of tenders that include sustainability criteria	50%	70%	In progress
	Ensure our sourcing policies address current and emerging sustainability issues	% of suppliers in compliance with policies	To be implemented	40%	Needs attention
	Work with our supply chain partners to drive progress on sustainability	Sustainability engagement with key suppliers per annum	Informal engagement carried out 2025	1	In progress
 Act with integrity	Prevent bribery & corruption by acting transparently and in accordance with our values and the highest ESG standards	Policy compliance reviews by Board p/a	To be implemented	1	Needs attention
	Protect data security and respect the rights of those whose data we manage	No. of data breaches	Zero	Zero	On track

On track In progress Needs attention

Baseline year 2025 · Targets for 2026



Case study 7



Ruairí O’Sullivan, ICT Services Manager

My IT career spans 16 years, beginning in Service Desk support and progressing into cybersecurity consultancy, with a strong focus on proactive support and risk reduction.

I joined FuturEnergy Ireland in July 2025, having worked closely with the organisation since late 2021. During that time, we built a strong and trusted working relationship.

That connection made the decision to join FuturEnergy Ireland as ICT Manager an easy one. From the outside, I could already see the care, commitment and passion within the organisation, and it is a privilege to now be part of this.

Over the past year, we have continued to strengthen our cybersecurity culture by ensuring all staff take part in regular attack simulations, role-specific training and phishing awareness exercises.

To protect the organisation and the team, we will continue to measure the IT infrastructure against high standards. This includes ensuring our teams are aware of the latest threat methods used by cybercriminals, while also maintaining strong cybersecurity solutions to safeguard our staff, systems and data.



Proudly Powering the Nation



Caption: Martin Hogan, Chief Business Officer at Egis, Mary Lynch, Delivery Director at FuturEnergy Ireland and Remco Boersma, Director of Contracting and Construction at Ventolines



Case study 8



Creating long-term value through strategic procurement

In 2025, FuturEnergy Ireland reached a key milestone with the appointment of Ventolines as Owner’s Engineer to Carrownagowan Wind Farm. As the Company’s first wholly owned project to enter the delivery phase, Carrownagowan represents an important step in supporting Ireland’s renewable energy ambitions.

The procurement process focused on securing long-term value, delivery certainty and technical expertise rather than lowest cost alone. By appointing Ventolines in partnership with Egis, FuturEnergy Ireland combined international renewable energy experience with strong local capability, creating a delivery model that supports supply chain resilience, local participation and best-practice project governance.

The appointment shows how sustainable procurement can contribute to better project outcomes, stronger partnerships and the successful delivery of renewable energy infrastructure that will provide long-term environmental and economic benefits.

The progress achieved in 2025 also establishes a repeatable procurement and delivery model for FuturEnergy Ireland’s wider development pipeline. By aligning strategic investment with strong governance and collaborative delivery, the project contributes to sustainable economic growth, supply chain development, and long-term prosperity within Ireland’s renewable energy sector.



Case study 9



Lenalea Community Benefit Fund

In 2025, Lenalea Wind Farm Community Benefit Fund distributed €30,000 in grants to local community groups as part of its initial round of funding, and invited applications for a further fund of €92,000. The 30MW wind farm, which was co-developed by FuturEnergy Ireland and SSE, is situated in the rural upland setting of central Donegal, approximately 13km southwest of Letterkenny. The Community Benefit Fund linked to the wind farm supports initiatives that bring social, environmental and economic improvements to the local area.

Following community consultation, a Community Benefit Committee comprising local representatives was established to develop and agree the funding strategy for the Lenalea fund. In September, 14 community groups, social enterprises, charities and sports clubs within 10km of the site received their grants. These projects included an outdoor gym, a native pollinator-friendly garden, electrical upgrades for Donegal Mountain Rescue’s Incident Control Unit and a rugby programme for local schools.

In October, applications opened for a further €92,000. This marked the first full year of funding for the Lenalea Community Benefit Fund, with awardees announced in May 2026. FuturEnergy Ireland sold its 50% share of the wind farm to SSE in November 2025.



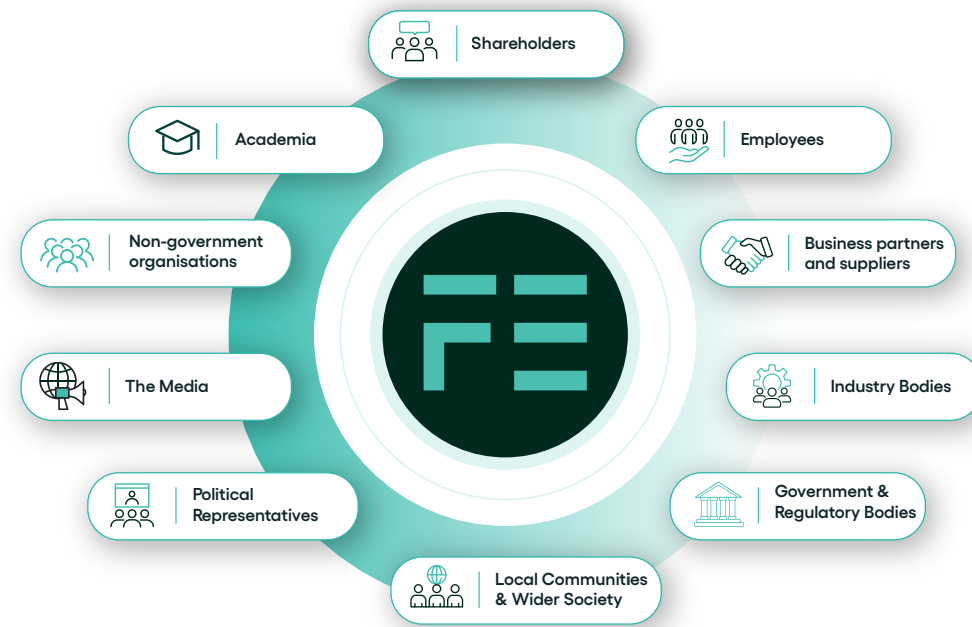
The Lenalea Community Benefit Fund supported Donegal Mountain Rescue



Community Liaison Officers at work

Stakeholder Engagement

FuturEnergy Ireland operates in a multi-stakeholder environment where early and meaningful engagement is critical to project delivery. Our approach is designed to build trust, reduce risk and ensure that our developments consider local priorities as well as addressing national energy needs and decarbonisation targets.



Engagement with Shareholders

The team engages with our shareholders, Coillte and ESB, on a weekly basis, which helps to ensure alignment on Company strategies, project priorities and sustainability objectives. Our robust governance and reporting framework underpins this engagement and supports informed decision-making.

Collaboration with industry and business partners

Strong collaboration across the energy sector plays a key role in decarbonising Ireland's energy matrix. We work closely with our co-development partners, suppliers, consultants and contractors to address common obstacles that are slowing down this increasingly important transition. We also look to share knowledge and best practices at industry events, such as the annual Wind Energy Ireland Conference.

In 2025, four representatives from FuturEnergy Ireland spoke at industry events, covering topics such as biodiversity replacement lands, the importance of innovation, Carrownagowan Wind Farm's development journey and how to overcome key industry obstacles.

Stephen McGrath, Land Manager, spoke at the annual Wind Energy Ireland Conference in January 2025

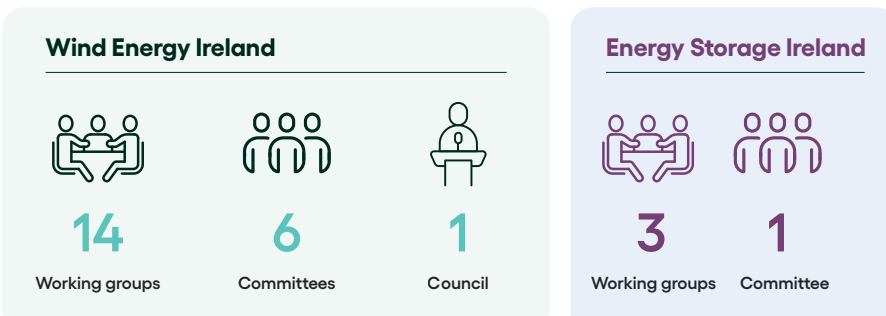


Engagement with industry bodies

FuturEnergy Ireland is an active participant in two industry bodies, Wind Energy Ireland and Energy Storage Ireland. These bodies bring together their respective industries: Wind Energy Ireland has a membership of more than 200 and Energy Storage Ireland has more than 80 members. These organisations hold the collective voice of industry working together with the Government, the EU, local communities and policymakers.

FuturEnergy Ireland team members participate in working groups ranging from energy market design to planning, grid connection policy and community engagement. We contributed to 12 industry consultation responses across both bodies and provided input to the Wind Energy Ireland “Protecting Consumers – Our Onshore Wind Energy Opportunity” report published in April 2025.

FuturEnergy Ireland participation in industry bodies



Supporting education and research

We recognise the important role that education, research and innovation play in supporting the energy transition. Through collaboration with academic institutions, internship programmes, sponsorship initiatives and knowledge-sharing opportunities, we seek to support the development of future talent and contribute to the advancement of renewable energy expertise.

In 2025, the Company welcomed one summer intern from Trinity College Dublin, providing practical experience and helping to develop the next generation of renewable energy professionals. FuturEnergy Ireland’s Senior Management Team also supported the Masters in Sustainable Finance run by Smurfit Business School, appearing as guest speakers and acting as adjudicators for the class projects.

FuturEnergy Ireland also sponsored the UCC Law & the Environment Conference, the Mary Robinson Climate & Nature Conference and the Irish Planning Institute Conference in 2025, all of which attract large numbers of students and industry professionals alike.



FuturEnergy Ireland team at the Mary Robinson Conference in Ballina, Co. Mayo

Spotlight on Community Engagement

Communities that live close to our projects are a key stakeholder group for FuturEnergy Ireland. Engagement and information sharing with local communities takes many forms, including project newsletters, door knocks, one-to-one meetings, emails, phone calls, updates to our project websites, community clinics and other in-person events.

Their feedback is highly valued and can directly inform project design. With this in mind, we have designed a structured Community Engagement Programme based on the code of conduct (overleaf). This approach is supported by dedicated Project Managers, Community Engagement Managers and Community Liaison Officers across all of our projects.

One of the key objectives of this programme is to ensure that communities receive the benefits from renewable energy development in their area. This is why we look to contribute to local initiatives that are aligned with our values and contribute to the UN SDGs both through early-stage discretionary funds and also through the well-established Community Benefit Fund scheme. In 2025, we supported 35 local initiatives through early development stage investment.



Carrownagowan Wind Farm sponsored flower boxes in Bodyke and Tuamgraney in partnership with Tidy Towns

The FuturEnergy Ireland Approach to Community Engagement

In 2025, we strengthened our commitment to communities by issuing the following code of conduct that we pledge to uphold across all our projects.





Proactive engagement

We take a proactive approach to engagement, with dedicated Community Liaison Officers (CLOs) assigned to each project, which makes us accessible and easy to contact.



User-friendly, relevant and up-to-date information

We ensure that the local community is kept updated, informed and has access to project information, as soon as it is available, in a user-friendly format.



Constructive conversation

Open, honest engagement is key to our approach. We listen to feedback, seek to understand any concerns raised and address these to the extent possible during the pre-planning process. This engagement continues throughout the lifetime of the wind farm.



Building relationships

The project team is committed to strengthening partnerships with local communities now and into the future.





Case study 10

John Lyons, Community Liaison Officer

After retiring in 2017 from a career in Coillte, I was asked if I'd be interested in working as a Community Liaison Officer for a wind farm project near Macroom, where I live. My farming background and a state forestry career, combined with an interest in energy and my work for Tidy Towns, meant I felt ready for the challenge. I saw this as a way of helping the local community.

It is important to engage with the community early when developing a renewable energy project. Noise, shadow flicker, visuals and proximity to homes are all common worries. We listen to concerns, seek to understand and then discuss them rationally. Honest, straightforward conversations and empathy can really strengthen relationships. In the past five years, public perception towards wind farms has changed due to climate change, which is satisfying.

This year I also became a Climate Ambassador and I received an Overall Individual Award from An Taisce for my work. I now mentor a young Climate Ambassador, which is inspiring and rewarding.

My work as a CLO, as a Climate Ambassador and as a community activist are inseparable. For example, I have always engaged with local schools as part of Tidy Towns and now give presentations on climate and renewables on behalf of FuturEnergy Ireland. My Climate Ambassador work also focused on sustainability education.

Ireland is struggling with the clean energy transition, but I see a time when we will export electricity from our increasing wind and solar power. This energy independence and revenue will be a major benefit and a positive step in addressing climate change. I believe that the younger generation is ready and willing to be part of this transition and this excites me.



At a glance – 2025 highlights

**12**
Community Liaison Officers (CLOs)

**16**
Projects with dedicated FuturEnergy Ireland CLOs

**3**
Community clinics/information evenings held

**1,440**
newsletters, brochures and letters delivered

**13** CLIMATE ACTION

“*Honest, straightforward conversations and empathy can really strengthen relationships.*”

John Lyons

45



Future Outlook, Goals & Tracking

Long-term Vision

FuturEnergy Ireland is targeting the development of 1 GW of onshore wind projects by 2030. This goal supports the fight against climate change by powering the nation’s homes and businesses with clean electricity. We are also creating a dependable, affordable Irish-based energy source that supports the green economy and lowers energy bills while reducing reliance on expensive, imported carbon-intensive fossil fuels.

To this end, we are supporting Government targets, reiterated in the Climate Action Plan (2025), which aim to:

- **Increase Renewable Energy Contribution** from around 40% of electricity needs up to 80% by 2030.
- **Grow Onshore Wind Energy Capacity** from 5GW in 2024 to 9GW by 2030.
- **Lower Carbon Emissions** by displacing approximately 1,122,156 tonnes of CO₂e each year from 2030 onwards.

Actions for 2026

As we move into 2026, the priorities identified through our Sustainability Strategy have helped shape the actions outlined opposite. These actions are designed to build on the progress made to date and support continued improvement across our People, Planet and Prosperity pillars.



People

We value our people, support the communities we work with and create opportunities for everyone to thrive.

- Partner with an external HR provider to measure employee satisfaction and wellbeing.
- Draft a new tranche of policies as part of our sustainability framework.
- Include an additional in-person event in our Community Engagement Programme.
- Increase the reach of the 'Whole of Community' Education Programme to include wind farm visits and exhibiting at career fairs.
- Strengthen our approach to protecting workers' rights by reviewing procurement T&Cs and implementing ethical trading and anti-slavery policies.



Planet

We are committed to protecting the environment and accelerating the clean energy transition.

- Monitor the Company's carbon footprint as we move into construction.
- Implement Company Waste and Energy Management Policies and aim to reduce travel-related emissions.
- Continue to advance long-duration energy storage, energy park and co-location opportunities.
- Introduce a new Sustainability and ESG Policy.
- Expand sustainability training, including dedicated training for Board members.
- Deepen support for biodiversity enhancement initiatives.
- Prioritise the integration of sustainability into project design and development.



Prosperity

We deliver long-term value through responsible growth, innovation and strong governance.

- Work more closely with suppliers to advance sustainable solutions.
- Strengthen sustainable procurement by expanding ESG criteria in tendering, incorporating sustainability requirements into processes and contracts.
- Monitor supplier performance and compliance to support continuous improvement.
- Maintain high standards of governance through anti-bribery, data protection and compliance measures.
- Implement a Company Data Protection Policy, strengthen GDPR governance and review policy compliance.

Conclusion

Since the Company launched in 2021, FuturEnergy Ireland has become an industry leader in renewable energy development, helping to support Ireland's transition to a low-carbon future.

This report clearly shows that 2025 was a milestone year for sustainability within the Company. The approval of the Sustainability Strategy and the progress made on refining our sustainability governance framework and suite of policies marked an important step in formalising how we manage, measure and improve our sustainability performance. These initiatives have established a strong foundation that will support the continued growth and maturity of our sustainability programme in the years ahead.

There have been two key factors that have helped us to drive sustainability forward within the business: our team and our two parent companies, Coillte and ESB. Our team embodies a culture that is rooted in a strong set of values, demonstrating a proactive commitment to doing things the right way, and our parent companies provide a long-term vision for sustainability, ensuring that our commitment endures well beyond trends or shifting public discourse on climate action.

As we look ahead, we remain committed to embedding sustainability across every aspect of the business, delivering on the commitments set out in our Sustainability Strategy, and creating lasting value for our people, communities, stakeholders and the environment.

We welcome your feedback on this report. If you would like to get in touch, please email us at sustainability@futureenergyireland.ie

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A Coillte and ESB joint venture Company

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