Enterprise Ireland

Sustainability Report

2024

Contents

2024 Progress Against Strategic Priorities

Climate Action	**Quality Employment and Equal Opportunity**	**Sustainable Growth**
59% reduction from the baseline achieved in Enterprise Ireland's domestic carbon emissions (Scope 1 and 2) in 2024	Ongoing focus by Enterprise Ireland on achieving equity, diversity and inclusion, and wellbeing benchmarks	**30%** of Enterprise Ireland clients had a sustainability plan in 2024
21% reduction from the baseline achieved in Enterprise Ireland client emissions (ETS Client Emissions*) in 2024	**234,454 jobs** in Enterprise Ireland supported companies in 2024	**10%** of clients measuring emissions in 2024

* **Sources:** Union Registry - Climate Action - European Commission | Verified Emissions for 2024

Letter from CEO and Chairman

Enterprise Ireland is committed to supporting Irish businesses to start, compete, scale and connect, and to grow in global markets. We support our client companies to create high quality jobs in Ireland, while making a significant contribution to the national economy and helping to create sustainable communities across the country.

We want to accelerate the sustainable growth of Irish business, and our ambition is for exporting Irish companies to become the primary driver of the economy, while also delivering positive environmental and social impacts. Enterprise Ireland supported companies employed 234,454 people in towns and villages around the country in 2024, and exports reached €36.75 billion - both record levels for our client base. These companies also spent €42 billion in the local economy last year, expenditure that has real impact.

We now find ourselves at a pivotal point on this journey, as global supply chains are being reconfigured, costs continue to increase, markets are unpredictable, climate challenges are accelerating, technology continues to disrupt at pace and geopolitical uncertainty is ongoing.

But amid this volatility is Irish enterprise's great advantage - agility bolstered by experience, innovation and a renowned global reputation for excellence.

Our ambition for our client base is high, and it is critical for us that we lead by example. Enterprise Ireland published its first Sustainability Plan earlier this year, which outlined our vision to grow the impact, resilience, and reputation of Enterprise Ireland and our client base. And we are committed to doing this by supporting our client base to deliver on climate action, creating and sustaining quality employment and equal opportunity, while achieving sustainable growth.

Sustainability remains a core competitiveness factor for our clients in major markets, including the Eurozone and the UK. Beyond regulatory compliance, sustainability will continue to have positive bottom-line impacts, as a point of differentiation with customers, investors and employees. We are therefore committed to supporting our clients to trade sustainably by strengthening their environmental, social, and governance credentials.

We have approved over €60 million in funding to support the decarbonisation and sustainable transition of Irish businesses since 2022, under the Environmental Aid Scheme and Green Transition Fund.

Irish enterprise has many of the solutions required to address the broad spectrum of shared global challenges, and we are supporting them to be the drivers of change, to push boundaries through innovation and collaboration, and to help shape the future.

Our first Sustainability Report provides an update on the progress of this plan, and is measured against key sustainability metrics, as well as outlining the issues, risks and opportunities our organisation and client base have encountered on this journey, and the actions taken to address them.

In publishing this report, Enterprise Ireland aims to set a strong example by demonstrating transparency and accountability regarding the commitments set out in our Sustainability Plan. We are also taking this opportunity to highlight the achievements of some of our clients who are showing leadership in sustainable practices and investments.

Climate Action

Cutting carbon emissions within our own operations and within Enterprise Ireland supported companies and promoting leading edge enterprise decarbonisation projects.

Progress includes:

- Enterprise Ireland has approved over €60 million in funding to support the decarbonisation and sustainable transition of Irish businesses since 2022, benefitting more than 500 Irish companies. This directly resulted in these companies reducing CO_2 emissions by an estimated 130,000 tonnes since then.

- A range of energy efficiency and waste management measures have been implemented at Enterprise Ireland, including lighting and printing efficiency improvements, the automation of food waste monitoring and measurement through our partnership with client company Positive Carbon, and the achievement of European Cyclists' Federation Gold Cycle-Friendly Employer certification at our Eastpoint HQ.

Quality Employment and Equal Opportunity

Creating new, quality jobs across Ireland and focusing on skills development, equity, diversity, and inclusion within our organisation and within the entrepreneurship and enterprise base.

Progress includes:

- Enterprise Ireland's ongoing promotion of equity, diversity and inclusion, including awareness raising activities and our ongoing partnership with organisations such as the Open Doors Initiative.

- Enterprise Ireland supported companies employed 234,454 people throughout Ireland in 2024, with 15,741 new jobs created that year and 66% of these were located outside Dublin.

- Enterprise Ireland is working to better understand the challenges faced by under-represented groups in setting up new businesses, and to improve engagement with this cohort.

Sustainable Growth

Supporting Irish companies to trade sustainably and growing our sustainability and climate-tech portfolio.

Progress includes:

- Enterprise Ireland's Sustainability Summit in November 2024 attracted an attendance of over 500 industry leaders, policymakers, and sustainability experts. The Summit focused on how Irish companies can integrate sustainability into their core strategies and enhance competitiveness, through sustainable and climate-resilient products and services.

- Enterprise Ireland's ongoing delivery of sustainable enterprise webinars covering a broad range of sustainability topics, providing key insights to SMEs and large companies on the evolving sustainability landscape.

- Continuing support for client companies through a range of sustainability grants, training and capability supports, including the Kickstarter workshops and the Sustainability Leaders Programme, delivered in conjunction with Skillnet Ireland and the Skillnet Climate Ready Academy.

We have made significant progress towards realising our sustainability vision over the past year, and we remain committed to deepening our impact, as we develop and implement new initiatives in the coming year.

It is an important step in further embedding sustainable growth into our practices, ensuring we achieve steady progress against our targets, while working steadfast in partnership with our clients, Government, and other colleagues and stakeholders from across the ecosystem.

Jenny Melia
Chief Executive Officer

Jim Woulfe
Interim Chairman

Enterprise Ireland's Business Structure and Scope

Enterprise Ireland is Ireland's state agency responsible for the development and growth of Irish enterprises in world markets.

Our core mandate is to enhance the enterprise environment, by accelerating Irish business to start, compete, scale, and connect nationally and globally. We support Irish companies to grow jobs and exports, and nurture innovative start-ups to be the global successes of the future. In 2024, the agency supported over 4,000 innovative Irish-owned companies, which collectively employed more than 234,000 people. These businesses are vital to Ireland's economy, contributing significantly to job creation and regional development, with 66% of employment located outside Dublin.

The agency's work spans several strategic areas. We invest in start-ups, with over 4,000 direct investments, and €76 million invested through Venture Capital and Direct Equity in 2024 alone. Enterprise Ireland also promotes sustainability through funding and programs like the Climate Action Voucher and the Sustainability Leaders Programme.

Innovation is another key focus, with €1.6 billion invested by clients into R&D spending, with Enterprise Ireland delivering support to allow for collaboration through Technology Centres, Irish Universities and EU programs. Additionally, the agency helps Irish companies expand globally via a network of 10 Irish offices and 42 international offices, and it strengthens regional enterprise through partnerships with Local Enterprise Offices and regional clusters.

Leadership development is also central to Enterprise Ireland's strategy. In 2024, the organisation delivered tailored programmes to over 800 participants, aiming to build strategic capabilities and foster sustainable growth. Through our comprehensive support system — ranging from funding and innovation to global expansion and leadership training — Enterprise Ireland plays a crucial role in shaping a resilient, competitive, and future-ready Irish enterprise sector.

Our Corporate Strategy and Sustainability Plan

Our core purpose as an organisation is to accelerate sustainable Irish business, enabling Irish enterprise to start, compete, scale, and connect globally. We want Irish businesses to thrive, in turn creating jobs and an economic return for Ireland and its people.

Our sustainability focus and our economic development mandate are inextricably linked. High quality employment and environmental stewardship enhance public trust in Irish enterprise as well as in Enterprise Ireland and pave the way for sustainable, long-term job creation and economic value generation.

Strategic Focus

Enterprise Ireland's five-year Corporate Strategy *'Delivering for Ireland, Leading Globally'* to 2029, sets out how we aim to achieve our ambition for exporting Irish companies to become the primary driver of the Irish economy, by supporting them to *Start, Compete, Scale* and *Connect.* Our goal over the next five years is to support Irish businesses to make an even greater contribution to the Irish economy through international growth and employment creation here at home. We will achieve that by boosting the pipeline of innovative start-ups, supporting companies to become more productive and sustainable, increasing the number of world-leading Irish companies, and fostering a competitive and interconnected enterprise ecosystem.

Key Commitments under the Sustainability Plan:

Our vision is to increase the sustainable impact, resilience and reputation of Enterprise Ireland and of the companies we support.

Through our work, we commit to maximising:

- Our positive impacts on the environment and society through the generation of high-quality employment and export growth whilst reducing enterprise emissions and promoting responsible production and environmental stewardship.

- The resilience of our investment portfolio by supporting our client companies to develop sustainable business practices and growth opportunities, while diligently managing sustainability risks across our portfolio of grants and investments.

- The reputation of Enterprise Ireland, our clients, and our people as sustainability leaders — demonstrating leadership and securing trust with the public, investors, and the wider stakeholder ecosystem through our sustainability actions and accountability.

Delivering for Ireland, Leading Globally: Strategy 2025-2029

Accelerate Sustainable Irish Business to

Start

Compete

Scale

Connect

using key levers of

Funding Ambition

Strengthening Skills & Talent

Igniting Innovation

Maximising Global Opportunity

Embracing Sustainability

Driving Performance

delivered through

Our People & Culture

Service Excellence

Our Partnerships

with success measured against

275,000 jobs in supported companies in 2029

35% CO_2 emission reductions in Irish companies by 2030

3% increase in annual average **productivity** 2025 - 2029

€50bn exports by supported companies in 2029

€55bn spend by supported companies in **Irish economy** in 2029

1,000 start-ups supported 2025 - 2029

1,700 additional **Irish-owned exporters** by 2029

150 large Irish exporting companies by 2029

€2.2bn RD&I spend by companies in 2029

+70 Net Promoter Score in 2029

Our key commitments outlined under the Sustainability Plan (2025-2029) are:

Climate Action

Quality Employment and Equal Opportunity

Sustainable Growth

75% reduction in Enterprise Ireland's own carbon emissions (Scope 1 and 2) by 2030

Enterprise Ireland to achieve Inclusio and Healthy Place to Work benchmarks by 2027

Drive carbon neutral, responsible investment and grant support

35% reduction of CO_2 emissions from Enterprise Ireland supported companies (ETS clients) by 2030

275,000 jobs in Enterprise Ireland supported companies in 2029

80% of Enterprise Ireland supported companies to have sustainability plans, and to measure emissions in 2029

Sustainability Governance

Strong governance around sustainability is crucial to achieve these commitments. It ensures that environmental, social and economic factors are considered and implemented during policy formation and decision-making processes, allowing the organisation to build trust, act responsibly and transparently, mitigate risk and create long term value for both Enterprise Ireland and its clients.

Jenny Melia, Enterprise Ireland's CEO, serves as the executive sponsor for the climate and sustainability activity of Enterprise Ireland. A range of teams across the organisation have responsibility for delivering actions under the Sustainability Plan, with the Sustainability Programme Team reporting progress to the executive sponsor on a monthly basis.

The Executive Committee and Board are ultimately responsible for decisions around key sustainability initiatives and for monitoring progress under the Sustainability Plan.

Enterprise Ireland's Impacts and Risks – Double Materiality Assessment

In preparing its Sustainability Plan, Enterprise Ireland conducted its first materiality assessment in 2024. Materiality assessments help organisations analyse and prioritise impacts and risks across a wide range of environmental, social, and governance topics.

Enterprise Ireland's materiality assessment followed the Corporate Sustainability Reporting Directive (CSRD) methodology for double materiality. Extensive consultations with external and internal stakeholders were conducted to align our priorities effectively.

A Materiality Matrix was developed based on the findings of the Materiality Assessment (Figure 1). All the topics in the matrix were identified as important by Enterprise Ireland colleagues and stakeholders.

Topics are ranked from high to highest importance and those identified as being in the "highest importance" category are reported in our material sustainability disclosures. (See Appendix 1 for the definition of each topic identified and a list of stakeholders consulted). A number of those topics were deemed to be of strategic relevance to the organisation and therefore given priority focus in our 2025-29 Sustainability Plan.

These are:

- Emissions Reduction – the core focus of the Climate Action Pillar of the Sustainability Plan

- Promoting Client Sustainability and Responsible Investment and Support – informed the Portfolio Sustainability Pillar of the Plan

- Quality Employment and Equal Treatment and Opportunity – informed the Quality Employment and Equal Opportunity Pillar of the Plan

In addition, Ethics and Compliance and Cyber and Data Security are essential governance requirements for Enterprise Ireland. They are covered in our material disclosures alongside the priority topics highlighted above.

The following topics relate to both Enterprise Ireland and its clients:

- Emissions reduction
- Quality employment
- Equal treatment and opportunities
- Climate adaptation
- Responsible supply chain management
- Circularity
- Water management
- Biodiversity

The following remaining topics relate specifically to Enterprise Ireland's activities:

- Promoting client sustainability
- Responsible investment and support
- Ethics and compliance
- Cyber and data security

The Sustainability Plan in Action

The following sections of the report outline the sustainability challenges, risks, and opportunities for Enterprise Ireland and its clients in the priority areas identified in the Materiality Assessment. Also covered are current and future key strategic initiatives and performance metrics in relation to each priority area (note that performance metrics are not tracked for Responsible Investment, Business Conduct, Ethics and Compliance; Cyber and Data Security, where the focus is on our governance approach).

Figure 1: Enterprise Ireland's Materiality Matrix

Environmental Topic

Social Topic

Governance Topic

Cross-cutting Topic
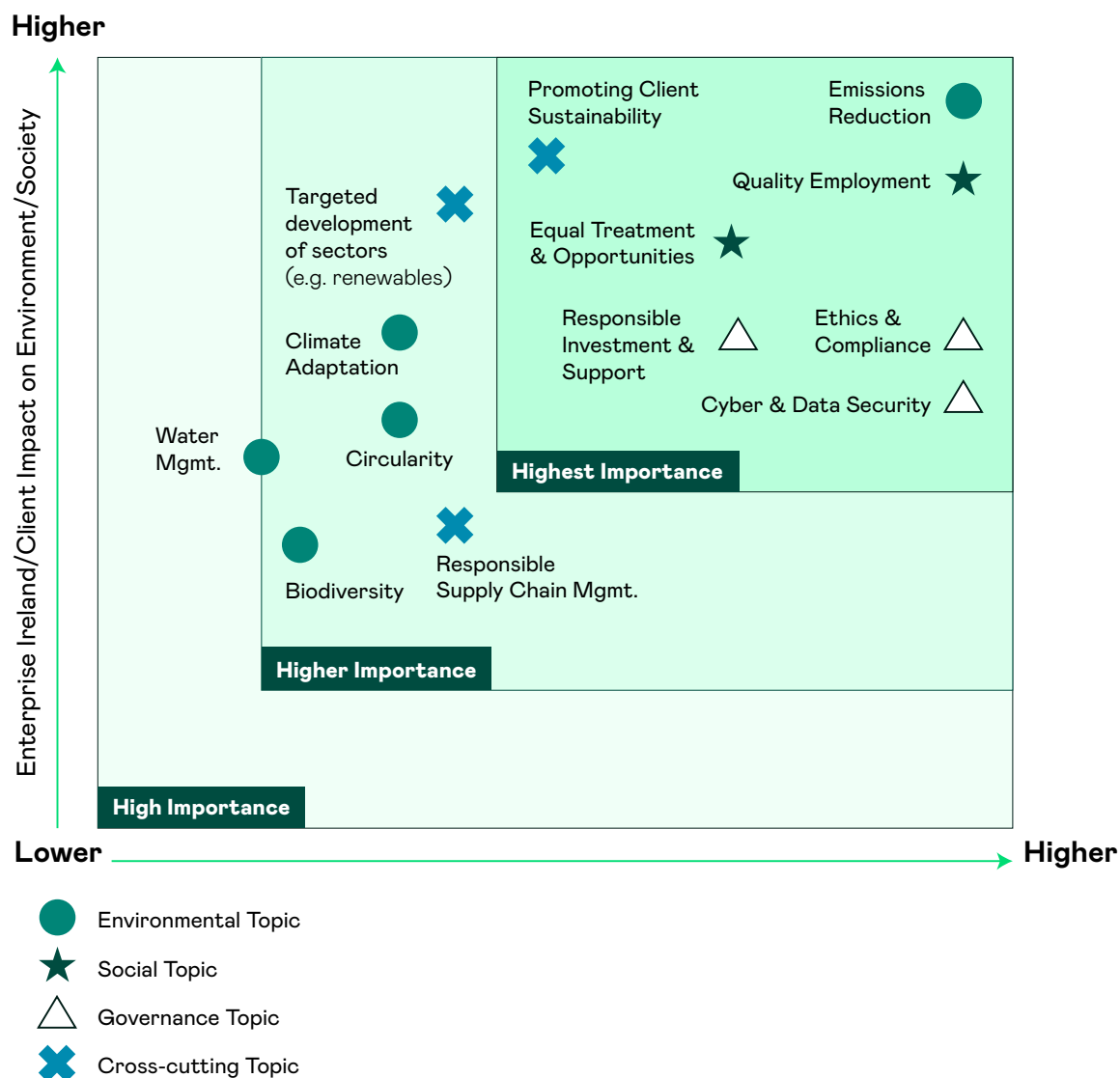
Sustainability in Enterprise Ireland Operations

Climate Action

Achieving the national goal of a 51% reduction in CO_2 emissions by 2030 requires swift action and the Irish public sector has an important role to play in that. Enterprise Ireland is committed to cutting its own emissions to meet national Scope 1 and 2 targets as well as to achieving significant energy efficiency improvements.

We will also seek to understand our international emissions profile across Scopes 1, 2 and 3 to find ways to reduce carbon emissions in our international offices, travel and waste management.

Enterprise Ireland currently has emissions reduction targets for its operations in Ireland. These targets cover thermal and electricity emissions. Enterprise Ireland aims to reduce these emissions by 75% by 2030 (from 1,392 tonnes in 2016-2018 to 353 tonnes by 2030), improve energy efficiency by 50% by 2030, and reduce fossil fuel emissions by over 50% (from 201 tonnes in 2016-2018 to 98 tonnes by 2030).

Enterprise Ireland submits its energy and emissions data to the Sustainable Energy Authority of Ireland (SEAI) for tracking and validation. According to the latest data from the SEAI's Monitoring and Reporting System (M&R), Enterprise Ireland successfully reduced its annual total CO_2 emissions to 572.4 tonnes in 2024, a 59% reduction from the baseline. Fossil fuel emissions were recorded at 136 tonnes in 2024, 32% below the baseline.

Emissions

Annual total CO_2 emissions reduced to

572.4 tonnes

in 2024, a

59% reduction

from the baseline

Fossil fuel emissions were recorded at

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the baseline

Enterprise Ireland performance against key targets and metrics related to climate action

Material Topic	Type	KPI	Target for 2029	Baseline	2022 Result	2023 Result	2024 Result	Trend (Year on Year)
Climate Action – Enterprise Ireland	Target	Enterprise Ireland national GHG emissions Scope 1 and 2	On track to achieve 74% reduction (to 353 tonnes CO_2) by 2030; Close to net zero by 2050	1392.4 tonnes CO_2 (2016-18 average)	824.5tCO_2	602.5tCO_2	572.4tCO_2	🟢
Climate Action – Enterprise Ireland	Target	Enterprise Ireland national energy efficiency (Energy Performance Indicator – energy usage/square foot)	Improve energy efficiency by 50% (EnPI of 315) by 2030	EnPI of 629 in 2009	EnPI of 252	EnPI of 201	EnPI of 197	🟢
Climate Action – Enterprise Ireland	Tracking & reporting	Domestic fossil fuel emissions	98.5 tonnes (2030)	200.9 tonnes (2016-2018 average)	152.9 tonnes	129.6 tonnes	136.1 tonnes	🔴
Climate Action – Enterprise Ireland	Tracking & reporting	Business flight emissions	Tracking & reporting	2455 tonnes (2023)	N/A	2455 tonnes	2847 tonnes	🔴

Key: 🟢 Positive   🟡 Neutral   🔴 Negative

Governance and Management of Enterprise Ireland Climate Action

Ireland's Climate Action and Low Carbon Development (Amendment) Act 2021 sets ambitious, legally binding targets: a 51% reduction in greenhouse gas (GHG) emissions by 2030 and achieving net-zero by 2050. To meet these goals, the Government prepares annual Climate Action Plans, detailing the steps needed to hit these targets.

The Public Sector Climate Action Mandate stems from these plans, requiring public sector bodies to show leadership in climate action. This involves setting and reporting on specific climate targets. In response, Enterprise Ireland has established a climate action leadership structure known as the Green Team to drive sustainability efforts across the organisation. The team, which includes members from various strategic and operational functions, reports to the Department Manager for People Services who also serves as the Chair.

The Green Team's actions are guided by a Climate Action Roadmap, a document outlining how Enterprise Ireland plans to meet the Mandate's requirements and achieve its 2030 carbon and energy efficiency targets. This roadmap is updated annually and approved by the Board of Enterprise Ireland before being submitted to the Department of Enterprise, Tourism and Employment and the Sustainable Energy Authority of Ireland (SEAI).

Ongoing and upcoming initiatives include:

- **Emissions Reduction:** We have increased renewable electricity use. We are currently reviewing our national property stock to identify further emissions reduction opportunities and improve energy efficiency, whilst making cost-effective energy efficiency changes, including LED upgrades to our offices and reducing our reliance on printing.

- **Resource Use and Waste Reduction:** We have mapped food and paper waste, eliminated single-use coffee and water cups, and reduced paper consumption through digitalisation. We are in the process of baselining water use and paper use. Additionally, we have partnered with Positive Carbon and Aramark to roll out a new food waste tracking system in our Eastpoint Operations.

- **Green Procurement:** Training is ongoing for staff on green procurement and integrating these criteria into our tenders and evaluations.

- **Travel Policy:** We are developing a staff travel policy to reduce our carbon footprint while maintaining necessary national and international connectivity. This includes promoting cycling, car-pooling, and public transport, and providing electric vehicle charge points.

- **Global Emissions Mapping:** From 2027, we will begin work to map our global emissions footprint across Scopes 1 to 3.

- **Energy Management:** We intend to achieve ISO 50001 Energy Management Certification for our national operations.

CASE STUDY

Automation of Enterprise Ireland's Food Waste Management System with Positive Carbon and Aramark

In 2025, Enterprise Ireland partnered with Positive Carbon and Aramark to improve its food waste monitoring processes, rolling out Positive Carbon's automated food waste monitoring system, known as FoodSight, in the kitchen of our Eastpoint headquarters. The FoodSight AI-enabled system allows the onsite catering team to identify food waste with precision analytics, with active recommendations for waste reduction approaches.

Impact

Partnering with client company Positive Carbon and Aramark will allow us to better understand our food waste patterns as an organisation, in line with the national Food Waste Measurement Protocol, and to develop steps to reduce food waste. This will help us further lower our carbon footprint, whilst making more efficient use of resources.

Quality Employment and Equal Opportunity

Enterprise Ireland supports equity, diversity and inclusion (ED&I) as a key driver of culture, talent attraction and development. Our People Strategy focuses on developing a diverse, skilled, and future-ready global team to support a culture of innovation, trust, and sustainable performance.

Our ED&I policies and practices are core to how we work. Our 'Le Chéile' value specifically references inclusivity as a behaviour, and we promote practices that foster an inclusive culture where everyone feels welcome, respected, and represented. This in turn supports a culture of excellence and sustainable performance.

Beyond meeting our obligations as a good employer, embracing diversity ensures the organisation can provide an inclusive environment across all of its offices around the world to support employee attraction and retention. It also ensures we attract colleagues with the right backgrounds to better understand our clients and help them serve diverse markets, both domestically and internationally.

ED&I principles have been incorporated across the full recruitment lifecycle, including gender diversity on all interview panels and the provision of accommodations for any candidates requiring supports during the interview process.

In addition, Enterprise Ireland colleagues are provided with strong career development and upskilling opportunities. This helps us to meet the evolving needs of our clients.

Dedicated ED&I, wellbeing, and organisational development leads are responsible for delivering on our commitment to quality employment and equal opportunity within Enterprise Ireland.

Our ED&I engagement is based on four pillars: ongoing data collection to understand our workforce; policy development; stakeholder engagement with the wider ecosystem, such as SOLAS, Skillnet Ireland, the Higher Education Authority and the Irish Universities Association; and community engagement events, both internally and externally.

CASE STUDY

Open Doors Partnership

Project Objectives

In 2023, Enterprise Ireland joined the Open Doors Initiative (ODI) as a partner, to support marginalised individuals on their journeys towards employment and entrepreneurship. Recognising the barriers faced by communities such as migrants, refugees, asylum seekers, people with disabilities, and members of the LGBTQIA+ community, Enterprise Ireland collaborated with ODI to support participants with individual guidance and mentorship.

Since then, Enterprise Ireland has provided 18 mentors, offering 1-1 guidance to 21 mentees through a structured series of sessions, held over a period of 3 to 6 months. Participants engaged in six personalised meetings, setting clear goals at the outset and working consistently toward their achievement.

Impact

All participants who completed the programme reported achieving at least one of their initial employment or entrepreneurship goals, benefitting from the senior expertise of Enterprise Ireland mentors with a diverse range of educational, entrepreneurial and professional experience.

"I met an amazing person — my mentor — during the program. They gave me full support, shared their experience, explained some specifics of the local working culture and helped me plan my steps in employment. Thanks to their help, I was able to get my first job in Ireland and set goals for the future."

Open Doors programme participant

Under the Public Sector Human Rights Duty[1], we have identified a number of ED&I areas which require ongoing attention. These cover hiring, learning and development practices, governance and leadership, and accessibility of physical and online infrastructure. Opportunities to promote our client supports to diverse members of the public were also identified.

In addition, under the Public Sector Human Rights Duty, Enterprise Ireland has considered barriers, challenges and issues that may be experienced by protected groups under the Equal Status Act and has built accommodations for inclusion and for protected groups into its facilities, communications, digital platforms, diversity and inclusion and unconscious bias training as well as into recruitment and onboarding practices.

A survey of sensory, social and physical experiences of the working environment in our Eastpoint Offices was undertaken as part of the AsIAm Training and Accreditation Programme 2024/25. Recommendations from the survey are currently being implemented.

1. Since 2014, the Public Sector Equality and Human Rights Duty (also known as the Public Sector Duty) has been part of the legislative framework governing human rights and equality in Ireland. Section 42 (1) of the Irish Human Rights and Equality Commission Act 2014 states that: "A public body shall, in the performance of its functions, have regard to the need to: Eliminate discrimination; Promote equality of opportunity and treatment of its staff and the persons to whom it provides services; protect the human rights of its members, staff, and the persons to whom it provides services.

Enterprise Ireland has also completed the annual disability census, which is championed by the National Disability Authority, and the current reported disability percentage is 5% of our total workforce in Ireland as of 1st May 2025. This exceeds the current minimum statutory employment target in the public service for persons with disabilities of 4.5%.

Enterprise Ireland has partnered with two benchmarking organisations to assess and improve levels of inclusion, health and wellbeing across the organisation. Our target is to achieve benchmarks for ED&I under the Inclusio Framework[2] and health and wellbeing under the Healthy Place to Work[3] platform by 2027. In addition, we survey our workforce regularly under the Healthy Place to Work Programme with planning underway for the 2026 full survey.

Additionally, to support a commitment to equal opportunities and quality employment, Enterprise Ireland operates a number of policies and programmes that provide staff with options to meet their career and personal needs. These include educational programmes and study leave; reduced working hours and blended working; carer's leave; dignity at work; and career break policies.

Initiatives include:

- Mental health and wellness initiatives for the entire Enterprise Ireland workforce, including employee resource groups to support awareness raising across the organisation. ED&I and wellness events are held every eight weeks, and are open to all Enterprise Ireland colleagues to attend, to help raise awareness with staff. Employee Resource Groups run events for staff, including the CSR group, the Green Team, the Innovation Network and the running club.

- Ongoing promotion of important national events such as Pride and International Women's Day for staff and promotional activities including through panels, newsletters, staff articles, quizzes etc.

- The ongoing implementation of a gender equality plan, published in 2023, which seeks to address gender imbalances, particularly in senior positions, through among other initiatives, inclusive leadership training and development programmes.

- Sponsorship of eight female leaders and aspiring leaders on the DCU Let's Lead programme each year as well as up to eight participants on the IMI 30% club mentoring programme, alongside company memberships of the Professional Women's Network.

- Ongoing career development and management training for staff at all levels.

- Promoting inclusive career development and entrepreneurship opportunities with Open Doors, Job Care, and St. Michael's House.

- Ongoing review of the full suite of HR policies to ensure current ED&I best practices are incorporated.

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2. Inclusio's Culture Inclusion Model tracks and benchmark's organisational performance across five dimensions — belonging, trust, psychological safety, wellbeing, and job support.

3. The Healthy Place to Work model tracks our teams' health and wellbeing across a wide range of dimensions — connection, mental resilience, purpose, and physical health.

Enterprise Ireland performance against key targets and metrics related to equal opportunities and quality employment

Material Topic	Type	KPI	Target for 2029	Baseline	Result 2022	Result 2023	Result 2024	Trend (Year on Year)
Equal Opportunity – Enterprise Ireland	Target	Achieving and maintaining global inclusion benchmark standard* to 2029	73% in 2029	71%	N/A	71%	71%	🟡
Equal Opportunity – Enterprise Ireland	Tracking & reporting	Enterprise Ireland Gender Pay Gap	N/A	17% in 2023	18%	17%	15%	🟢
Quality Employment – Enterprise Ireland	Strategic	Achieving and maintaining the Healthy Place to Work benchmark	70% in 2029	65%	N/A	65%	**	🟡

Key: 🟢 Positive 🟡 Neutral 🔴 Negative

*Currently using Inclusio, with contract in place to 2027.

**The next full Healthy Place to Work benchmarking survey will take place in 2026.

Responsible Investment

Driving the resilience of Enterprise Ireland's direct and indirect investments requires the ongoing application of responsible investment principles and practices. Practice in this field continues to evolve as investors and public funding entities, including the EU, apply increased scrutiny to environmental, social and governance aspects of investments and funding.

A risk Enterprise Ireland needs to manage on an ongoing basis is the potential for its investments (grant and equity) to generate significant reputational or actual harm to the organisation, State, environment, or society. Additionally, long-term value creation (jobs, exports) will be at risk, where clients do not respond to competitive and regulatory sustainability requirements or climate-related risks.

The overriding principle, when it comes to updating Enterprise Ireland's responsible investment and supports policies and processes, will be to take a supportive, consultative role with client companies. Enterprise Ireland's core focus will be on driving accelerated international sustainable growth and improved sustainability for Irish enterprise.

Enterprise Ireland has had a long-standing responsible investment policy in place, with a focus on sectors it deems to be ineligible for engagement and funding. The Enterprise Ireland Investment Committee considers the sustainability and emissions trajectory of clients when assessing funding and investment proposals, with an emphasis on driving the portfolio's long-term sustainability. Additionally, under Green Transition funding programmes, Enterprise Ireland clients complete a Do No Significant Harm declaration.

Key Upcoming Policy Changes:

- Updating Enterprise Ireland's Responsible Investment policy, processes, and for direct, indirect and grant investments, incorporate relevant elements of best practice frameworks.

- Reviewing how climate risk assessments are conducted for major investments.

Business Conduct, Ethics and Compliance

Enterprise Ireland's license to operate is built on trust and credibility with key stakeholders, including its clients, Government, and the Irish public. A consistent focus for Enterprise Ireland is, therefore, its adherence to the highest standards of ethics and compliance, including with the Standards in Public Office Act, the Code of Practice for State Bodies and the agency's statutory framework.

Governance and Management of Business Conduct, Ethics and Compliance

Enterprise Ireland is a corporate body established by the Industrial Development (Enterprise Ireland) Act 1998. The agency operates in accordance with the provisions of the Industrial Development Acts 1986–2019, the Science and Technology Act, and under the aegis of the Minister for the Department of Enterprise, Tourism and Employment, who is empowered to provide funds to the agency to enable it to discharge its obligations; to issue general policy directives; and to seek information on the agency's activities.

In addition to its own governing legislation, the agency is also required to comply with a range of other statutory (national and EU) and administrative requirements. The Annual Report covers the organisation's corporate governance in full, with procedures in place to ensure compliance with the following specific requirements:

- Governance
- Financial Management
- Workplace Health and Safety
- Equality and Inclusion
- Language and Communication

Cyber and Data Security

In today's digital landscape, cyber and data risks present significant challenges and opportunities for all organisations. Potential impacts of cyber attacks include data breaches, financial loss, reputational damage, and operational disruptions.

To mitigate these risks, Enterprise Ireland has a dedicated Cyber and Information Security team which is responsible for overseeing the implementation of robust cybersecurity measures, such as advanced encryption, regular security audits, and comprehensive employee training programs.

Having strong cybersecurity governance, infrastructure, policies and processes ensures data and system security, and builds trust with stakeholders. Enterprise Ireland strives consistently to ensure we proactively address cyber and data risks while capitalising on the benefits of a secure digital environment.

The team has developed a three-year Cyber and Information Security strategy structured around the National Institute of Standards and Technology Cybersecurity Framework. This strategy is focused on the ongoing evolution of the existing cyber security programme and supports the secure transition of new cloud platforms.

Enterprise Ireland's IT Security Policy is the foundation for strong cyber security and information security governance in the organisation. It is a mandatory policy, which covers the safe use of IT resources to access and share Enterprise Ireland corporate and client information. It is supported by a suite of policies and procedures which are centrally managed by the Business Process Improvement and IT Department and reviewed at agreed regular intervals.

Supporting Sustainability in Irish Enterprise

Climate Action

Businesses which make the transition to cleaner production will be rewarded through improved market opportunities from buyers seeking green credentials, enhanced brand reputation, increased energy security and reduced carbon taxation.

The accelerating energy, materials, and climate transition will require the deployment and validation of new technologies, processes, and cross-sectoral integration not seen before on the island. This offers an outsized opportunity for industrial projects that demonstrate novel solutions and aid other actors to reach their sustainability goals.

In this context, Enterprise Ireland's core sustainability challenge, and opportunity, is to help Irish enterprise achieve an ambitious increase in exports while simultaneously reducing carbon emissions by 35% by 2030, as outlined in the Government's Climate Action Plan and the White Paper on Enterprise.

Enterprise Ireland clients accounted for an estimated CO_2 footprint of 4.05 $MtCO_2$ in 2018, primarily from the manufacturing sector and process emissions from the production of cement which accounted for 2.9 $MtCO_2$ on its own.

Progress against our target is measured based on emissions from our largest clients which operate within the EU's Emissions Trading Scheme (ETS). This small number of companies accounts for over 85% of overall Enterprise Ireland client emissions.

Progress to date has been very significant with a 21% emissions reduction achieved in 2024 against the 2018 baseline level. While this relates to that small number of businesses covered by the ETS, Enterprise Ireland has also set a target of having 80% of client companies, regardless of size, measuring Scope 1 and 2 emissions by 2030. That number increased to 10% in 2024 from 7% the previous year.

CASE STUDY

Decarbonisation at St. James's Gate Brewery

DIAGEO

Project Objectives

In 2020, Diageo launched the Spirit of Progress ESG Plan, setting ambitious goals to achieve net zero emissions across its direct operations and value chain by 2050 or sooner. A key initiative under the Plan, supported by Enterprise Ireland, is the transformation of the historic St. James's Gate Brewery.

The project aims to phase out fossil fuels in brewing operations and reduce Scope 1 and 2 greenhouse gas emissions by over 90%, adhering to Science Based Target initiatives. Additionally, it will support a new water recovery facility, designed to improve water use efficiency, reducing the water required to brew Guinness by 30%.

Implementation and Support

The transformation of St. James's Gate Brewery is a significant undertaking, supported by Enterprise Ireland and backed by the Irish Government. The brewery, which has been an iconic location for over 260 years, is set to become a model of sustainable brewing practices.

Enterprise Ireland is committed to supporting businesses in the transition towards a low-carbon future, and have engaged and supported Diageo throughout this process, providing 1-to-1 engagement, expertise and advice, and capital support through the Environmental Aid Scheme, to ensure they can achieve these targets and decarbonise the historic site, to become one of the most efficient breweries in the world.

Diageo – Home of Guinness, to accelerate to net zero carbon goal with planned €100 million investment by Diageo at St James's Gate.

Notwithstanding this progress, a key issue for companies is the extent of capital spend needed to decarbonise in what is already a high-cost environment. Enterprise Ireland is therefore committed to funding ambitious carbon abatement projects at pace as well as to working with large, expanding enterprises to ensure that their growth trajectory is either carbon neutral or carbon negative. Enterprise Ireland is uniquely placed within the innovation and enterprise ecosystem to achieve this objective.

Investment will also be required in pilots and demonstration projects in areas such as e-fuels prior to commercial deployment as new sustainability-related market niches emerge.

In addition to our decarbonisation activities, opportunities also exist to help large clients to optimise operations in areas such as water and resource consumption, waste reduction and waste circularity. However, we continue to support companies of all sizes at every step of the decarbonisation and sustainability journey.

The changing and challenging external trading environment could pose challenges to client investments in this space. This is something Enterprise Ireland is closely monitoring and engaging on with clients.

Performance against key targets and metrics related to supporting client climate action

Material Topic	Type	KPI	Target for 2029	Baseline	Result 2022	Result 2023	Result 2024	Trend (Year on Year)
Climate Action – Clients	Target	35% industry CO_2 emission reductions by 2030 (ETS Client Emissions)	35% reduction by 2030	4.05 $MtCO_2$ (2018)	3.9$MtCO_2$	3.7$MtCO_2$	3.2$MtCO_2$	🟢
Climate Action – Clients	Target	# of clients measuring Scope 1 and 2 emissions	80% by 2029	7% in 2023	10%	7%	10%	🟢

Key: 🟢 Positive   🟡 Neutral   🔴 Negative

Governance and Management of Client Climate Action Supports

EU and national decarbonisation policies and regulations continue to evolve and shape our emissions reduction approach and that of our clients. Alongside EU Green Deal initiatives, such as Fit for 55, changes to the Emissions Trading Regime, and the Net Zero Industries and Critical Raw Materials Acts, a range of national policies will play a role in driving decarbonisation. These policies include the Enterprise White Paper 2022-2030 which includes carbon abatement as an objective of equal importance to employment and value-add, the Climate Action Plan, the National Offshore Wind Strategy, the Roadmap for the Decarbonisation of Industrial Heat, National Biogas Strategy, and the new green procurement requirement for low carbon cement.

A dedicated team has been in place within Enterprise Ireland since 2021 to manage client decarbonisation solutions scoping and support proposals and approvals. Key policies underpinning our climate action focus include identifying the emissions profile of expansion projects and the requirement for a "Do No Significant Harm" declaration in our own green and digital transition and regional funding grants.

CASE STUDY

Decarbonising the Cement Sector

MANNOK

Project Objectives

Mannok Cement has set a target to reduce its GHG emissions by 35% by 2030 and Net Zero by 2050. Enterprise Ireland has engaged with Mannok Cement, supporting a first-of-a-kind project to enable carbon sequestration, develop novel technology to concentrate and capture carbon, and to assess a circular economy solution by creating value add products from product waste streams.

The cement sector is one of the primary sources of Ireland's industrial emissions. The project is significant as it demonstrates GHG emissions reduction through the decarbonisation of its operations and aligns to supporting economic impact in the company with increasing jobs, exports, and productivity.

Implementation and Support

Enterprise Ireland's Green Transition Fund and R&D supports enabled Mannok Cement to build their capabilities to scope a full CCUS project and evaluate competing higher TRL technologies aligning to their GHG emission reductions goals. In late 2024, Environmental Aid and R&D funding was awarded to Mannok Cement for a larger project to enable the carbon capture technologies and processes to capture significant tCO_2 and to create new value streams.

CASE STUDY

Decarbonisation at iSupply

iSUPPLY

Enterprise Ireland Support

iSupply, a printing solutions company, came to Enterprise Ireland looking for support to make the company more sustainable. Utilising Green Transition supports, iSupply were able to develop an environmental policy in line with the principles of Sustainable Development, establish a monitoring process for waste management, and resource and energy efficiency. They also undertook training through the Enterprise Ireland Kickstarter Programme and Sustainability Leaders Programme, to develop the capability to implement ISO 14001 Environmental Management System, and to align the company goals and objectives with the UN SDGs.

Impact

iSupply are now positioned as one of Ireland's premier sustainable printing partners. They have been awarded and have fully embedded the ISO14001 Environmental Management System in the company.

They have reduced both Scope 1 (21%) and Scope 2 (44%) GHG emissions, transitioning to 100% renewable energy, and achieved an 86% recycling rate, while also establishing circular waste pathways. iSupply have received national recognition for their efforts at the 2024 Green Awards, 2025 PwC Sustainable Business Awards, and the 2025 Green Awards.

Ongoing and upcoming initiatives include:

Enterprise Ireland has been working with Irish companies to meet industrial decarbonisation targets, including funding of major decarbonisation projects.

- Enterprise Ireland has approved over €60 million in funding to support the decarbonisation and sustainable transition of Irish businesses. Approved under the Environmental Aid scheme and Green Transition Fund, the funding has benefitted more than 500 Irish companies since June 2022, directly reducing CO_2 emissions by an estimated 130,000 tonnes. The Department of Enterprise, Trade and Employment also allocated €300 million in June 2024 under the Environmental Aid scheme to support Enterprise Ireland's broader commitment to advancing sustainable growth among Irish companies.

- Enterprise Ireland recognises that flexibility and agility is required as we roll out funding, given that different projects will offer diverse benefits and incur different costs, linked to their scale, novelty, commercial stage, technologies deployed, and their wider systemic impacts. To this end, the Shared Island Fund was launched in early 2025 between InterTradeIreland, Invest Northern Ireland and Enterprise Ireland. The grant, valued at €20 million in total (circa £18 million), with €10 million available in each region, will help businesses from both Ireland and Northern Ireland decarbonise their sites using novel and innovative solutions.

- A new policy is to be developed in 2026 to outline how Enterprise Ireland will further evaluate climate risks in its major grant and equity investments.

Sustainability Solutions

Sustainability Solutions stand at Enterprise Ireland's International Markets Week 2025.

Supporting Sustainable Growth in Irish Enterprise

The ability to trade sustainably is now core to enterprise competitiveness. To avail of market opportunities and meet procurement and regulatory requirements, businesses must demonstrate their sustainability credentials across a range of environmental, social and governance areas including emissions, water, biodiversity, resource use, circular economy and supply chain issues. They need to be capable of leveraging technologies and innovation to pivot to new more sustainable business models, products, and services.

The market opportunity is coupled with a compliance imperative. Regulatory requirements have grown for Irish companies in a range of key markets in recent years. The EU, for example, has introduced wide-ranging regulations in areas such as reporting, supply chain due diligence, greenwashing, eco-design, as well as updates to its emissions trading schemes.

While there are EU proposals to reduce the number of companies in scope for Corporate Sustainability Reporting Directive (CSRD) and reduce the obligations for firms under the Corporate Sustainability Due Diligence Directive (CSDDD), companies selling into firms within their scope will need to be able to support their compliance efforts through the provision of verifiable sustainability data. Outside of the EU, sustainability reporting requirements for larger firms are increasing in markets from the UK to Japan and China.

Ireland has committed to implementing Green Public Procurement (GPP), a process aimed at reducing the environmental impact of goods, services and works procured by public authorities. Since January 2025, all tenders for goods and services over €50,000 in value (and €200,000 for works) must include sustainability and environmental technical specifications and selection and award criteria. Other countries are implementing similar green public procurement criteria.

It is therefore imperative that Enterprise Ireland maintains its focus on supporting companies to achieve competitive advantage through superior sustainability performance. Enterprise Ireland's Client Sustainability Solutions team supports client sustainability awareness raising, capability development and transformation. The team also works with clients on sustainability planning and reporting.

Among the key targets is to see 80% of Enterprise Ireland clients having a sustainability plan in place by 2029. Progress is being achieved with 30% of clients having such a plan in 2024, up from 24% in 2023. That increased commitment on the part of our clients was matched by a growth in the number of companies drawing down sustainability funding*, up from 84 in 2023 to 110 in 2024.

Enterprise Ireland also seeks to leverage growth opportunities through engagement with businesses which offer sustainable products and services, including in the offshore wind, climate tech and social enterprise sectors. These include the growing sub-set of Irish climate tech companies competing globally to address key sustainability challenges in water, energy, waste and infrastructure. One example of support for companies in this area was the launch by Enterprise Ireland of the Gael Offshore network with a view to exploring global market opportunities for the offshore wind industry.

*Green Transition Fund, launched 16th June 2022

CASE STUDY

Portwest – Advancing ESG in Global Workwear

PORTWEST®
PEAK PROTECTION

Portwest is a family-owned business and is the fastest growing workwear company in the world specialising in flame-resistant and high-visibility workwear, hand and foot protection, PPE and wearable technology. Portwest's mission is to be the most trusted and requested workwear organisation, and its sustainability and decarbonisation strategy play a pivotal role in achieving this.

Implementation and Support

Portwest engaged with Enterprise Ireland, receiving guidance and grant funding under GreenPlus to build internal capabilities to calculate and monitor its carbon emissions on an ongoing basis, develop a decarbonisation plan and sustainability strategy and manage environmental and other sustainability issues with relevant performance measures, KPIs and targets across its operations and supply chain using internationally recognised methodologies and frameworks.

Impact

Portwest established a baseline for their carbon footprint and created an ambitious, but achievable sustainability strategy including a carbon reduction plan and targets. Customers are increasingly requesting environmental credentials, and demanding transparency of environmental impacts when considering what suppliers to work with.

The company developed a Sustainability Programme known as Portwest Planet, with clearly defined sustainability goals across Environmental, Social and Governance (ESG), such as introducing eco-friendly materials like recycled polyester and organic cotton; optimising logistics to cut emissions; strengthening ethical sourcing policies; supporting local employment and community initiatives and aligning with EU ESG frameworks to strengthen governance and transparency. This has helped Portwest improve brand reputation and stakeholder trust, maintaining global competitiveness while embedding sustainability into core operations. Portwest have also achieved the EcoVadis silver sustainability rating and have been winners at the Business & Finance ESG Awards.

CASE STUDY

Nutritics – Automating Environmental Impact with Foodprint

NUTRITICS

Nutritics is a software-as-a-service (SaaS) company helping food businesses manage recipes, ensure food safety, reduce costs, and monitor environmental impact. Their mission is to connect the global food supply chain through trusted food data, delivering insights that enable better-informed decisions.

Project Objectives

Nutritics undertook an RD&I project with Enterprise Ireland to integrate environmental impact food and drink data into its platform. The aim was to help businesses track, reformulate, and report their environmental footprint to consumers, investors, and in tender processes - addressing the growing demand for transparency and sustainability in the food sector.

Impact

Nutritics developed Foodprint, a tool that automates carbon and water footprint calculations for foods, recipes, and menus. The RD&I support enabled integration of UK and Ireland-specific data, digital menu publishing, and advanced emissions dashboards, allowing businesses to track performance, reformulate dishes, and communicate impact to clients and consumers. Foodprint has been rolled out by a number of customers, including Aramark and BaxterStorey, and Nutritics was awarded a global tender to support COP28 in Dubai.

As Foodprint adoption grows, so does its environmental impact. Based on existing case studies, for every 1,000 locations deploying Foodprint, 58,000 tonnes of CO_2 annually can be removed – equivalent to taking 13,600 petrol cars off the road each year (based on EPA average emissions of 4.26 tonnes per vehicle per year).

Performance against key targets and metrics related to the sustainable growth of Enterprise Ireland's portfolio

Material Topic	Type	KPI	Target for 2029	Baseline	Result 2022	Result 2023	Result 2024	Trend (Year on Year)
Sustainable Growth – Clients	Strategic	% client portfolio with plan in place	40% in 2025 and 80% 2029	24% in 2023	31%	24%	30%	🟢
Sustainable Growth – Clients	Strategic	# of companies drawing down sustainability funding*	Tracking & reporting	84 in 2023	5	84	110	🟢

Key: 🟢 Positive 🟡 Neutral 🔴 Negative

Initiatives and actions taken to support Irish Enterprise

Enterprise Ireland is working with a wide range of its clients to prepare them to trade sustainably, enhancing their competitiveness while addressing environmental and social impacts at the same time.

These initiatives include:

- Green Transition Fund – Support companies to prepare for a lower carbon, more sustainable future. The fund supports activities ranging from initial planning and capability building to investment, research and innovation to develop lower carbon, more sustainable products, processes, and business models. The fund also supports companies to meet the objectives of various Government initiatives, including Ireland's Climate Action Plan, the National Biodiversity Action Plan, the Bioeconomy Action Plan, and Circular Economy targets.

*Green Transition Fund, launched 16th June 2022

- Establishing a growing portfolio of companies across cleantech and other sustainability related areas.

- Sustainable Enterprise Webinars provide key sustainability insights to businesses on the evolving sustainability landscape.

- Sustainable Enterprise Podcasts tell the stories of Irish companies and how they've prioritised sustainability within their businesses.

- Sustainability Kickstarter Workshops help SME business leaders to understand the importance of sustainability and ESG and equip them with the practical skills to incorporate these principles into their business plans.

- Sustainability Leaders Programme, in partnership with Skillnet Ireland and the Skillnet Climate Ready Academy, provides Irish businesses with practical support and guidance to develop sustainability action plans for their sites.

- A guide to buyer sustainability requirements in key international markets.

- Enterprise Ireland held its inaugural Sustainability Summit in 2024 with over 500 industry leaders, policymakers, and sustainability experts in attendance. The summit highlighted how Irish companies can integrate sustainability into their core strategies, thereby enhancing competitiveness while addressing the global demand for greener, climate-resilient products and services.

- Launched in 2025, the Enterprise Ireland Sustain-FIT Programme (2025-2029) is a transformative initiative designed to strengthen Ireland's sustainability and digitalisation research capabilities while addressing the urgent need for climate action. Co-funded by Enterprise Ireland and the European Union under Horizon Europe, the approximately €15 million programme will recruit 50 postdoctoral researchers from across the world to collaborate with Irish companies on innovative sustainability-focused research projects.

CASE STUDY

xWave Technologies wins key NHS contracts in the UK

XWAVE
TECHNOLOGIES

Project Objectives

Since 2022, xWave have engaged with Enterprise Ireland's sustainability team, utilising Green Transition Fund supports to develop a sustainability action plan and policies, to calculate their carbon footprint and to create a Carbon Reduction Roadmap.

Impact

Receiving support from Enterprise Ireland allowed xWave to establish an actionable plan with impact, achieve a 39% reduction in organisational GHG emissions and to gain entry into a new market. Having a credible sustainability plan in place meant the company scored higher on public sector tenders and as a result won new contracts with the NHS UK, supporting their expansion plans.

Supporting Quality Employment and Equal Opportunity in Irish Enterprise

The generation of quality employment is Enterprise Ireland's core social purpose. An expanded homegrown employment base strengthens communities and bolsters Ireland's economic foundations in an increasingly challenging and unpredictable international environment. Supporting Irish enterprise to provide inclusive, diverse and fair employment opportunities will in turn contribute to a more competitive and resilient economy. This is integral to everything we do.

Enterprise Ireland companies now employ 234,454 people, with 66% of these jobs located outside Dublin. Enterprise Ireland clients play a vital role in the Irish economy, making an enormous contribution to the social fabric and local economies of cities, towns, and villages throughout the country. Illustrating the scale of this contribution, Enterprise Ireland client companies spent €42.65 billion in the Irish economy in 2024.

Digitalisation, notably AI and automation, and the green transition present a range of risks and opportunities for Irish employers and employees. As decarbonisation and digitalisation accelerate, the downside is that certain roles may be displaced.

Recent Government research has, for example, estimated that occupations accounting for 63% of employment are exposed to AI and that 30% of employment is in occupations where there is a risk that AI could substitute labour.

Enterprise Ireland is committed to supporting a just, twin transition, through its support for companies delivering quality employment and its engagement with clients and skills providers on upskilling needs and responses.

Opportunities also exist in the entrepreneurship space to drive increased participation from under-represented groups in the Irish workforce, building on our experience and the strong progress made through our Women in Business Strategy. We will broaden our reach into groups via our entrepreneurship programmes, acknowledging that a wider set of diverse founders will serve to strengthen our existing client portfolio. Linked to this are opportunities to engage local communities, and to make them aware of our programmes and our mission, embedding the organisation and our colleagues further into those communities, including in disadvantaged areas.

In tracking progress against our objectives in this critically important area we will look beyond job numbers and pay rates and track other key metrics including the number of client companies with women members, senior management teams and boards.

Ongoing Initiatives and Actions Taken to support Irish Enterprise

Current practices and upcoming initiatives that the organisation is undertaking to support equal opportunity and quality employment in the Irish enterprise base include:

- Engaging with under-represented groups and assessing our programmes' ability to support a more diverse entrepreneurship base.

- Engaging Irish businesses on leadership and skills for a digital and sustainable transition through our own programmes such as Spotlight on Skills and through partnerships with SOLAS and Skillnet Ireland, amongst others.

- Promoting innovative skills initiatives aligned to industry needs to client companies, such as the MicroCredential project with IUA for Green and Digital Innovation.

- Delivering job and investment targets, including regional targets, under Enterprise Ireland's Corporate Strategy 2025-2029.

Performance through supported clients, against key targets and metrics related to equal opportunities and quality employment

Material Topic	Type	KPI	Target for 2029	Baseline	Result 2022	Result 2023	Result 2024	Trend (Year on Year)
Equal Opportunity – Clients	Tracking & reporting	% with a female in the management team (at least 1)	N/A	78% in 2023	76%	78%	80%	🟢
Equal Opportunity – Clients	Tracking & reporting	% of employees on management teams that are female	N/A	31% in 2023	31%	31%	30%	🔴
Equal Opportunity – Clients	Tracking & reporting	% of companies with a Board with at least one female	N/A	56% in 2023	54%	56%	59%	🟢
Equal Opportunity – Clients	Tracking & reporting	% female CEO	N/A	12% in 2023	11%	12%	14%	🟢
Quality Employment – Clients	Strategic	# participants client leadership training	Tracking & reporting	440 in 2023	891	440	617	🟢
Quality Employment – Clients	Strategic	Client salary/employee	Tracking & reporting	€61,000 in 2023	€58K	€61K	€66K	🟢
Quality Employment – Clients	Strategic	Client jobs	275,000 in 2029	225,495 in 2023	218,178	225,495	234,454	🟢

Key: 🟢 Positive 🟡 Neutral 🔴 Negative

CASE STUDY

Talent and Skills Engagement to Support a Just Digital and Green Transition

To support the just transition of Irish enterprise, Enterprise Ireland has collaborated with national education and training bodies on various digital and green skills development initiatives. One such collaboration is with SOLAS through the Skills to Advance programme, which promotes green and digital skills via micro-qualifications.

Enterprise Ireland has also partnered with Skillnet Ireland and the Skillnet Climate Ready Academy to deliver the Sustainability Leaders Programme, which is co-funded by the Government of Ireland and the European Union, helping businesses to embed ESG principles into their strategies and operations.

Enterprise Ireland supports the Irish Universities Association's MicroCreds project, which offers accredited micro-credentials in the university system, including furthering their commitment to green and digital innovation. These short courses align with industry needs and cover topics such as climate leadership, sustainable finance, nature-based entrepreneurship, and digital transformation for sustainability.

Enterprise Ireland's Spotlight on Skills programme helps senior business leaders identify and address critical skills gaps within their organisations, aligning workforce capabilities with growth objectives in sustainability, leadership, and digital transformation. The Attracting & Retaining Talent programme, delivered with Conscia, supports businesses in developing robust talent strategies, including guidance on recruitment and retention and a webinar series on Equality, Diversity, and Inclusion (EDI). Finally, the Talent First collaboration with IDA Ireland and Skillnet Ireland empowers businesses to build resilient, agile workforces through practical innovation tools, addressing key challenges in talent attraction, retention, and development.

Skillnet Ireland and Enterprise Ireland have partnered to roll out a Sustainability Leaders Programme, delivered by Skillnet Climate Ready Academy, for Irish businesses. Pictured: Maria Kelly, Director of Skillnet Climate Ready Academy, pictured with the CEO of Skillnet Ireland, Mark Jordan.

Appendix 1

Materiality – Methodology

The Methodology used for Enterprise Ireland's materiality assessment was based on the Corporate Sustainability Reporting Directive (CSRD) methodology for double materiality – assessing how Enterprise Ireland's impacts on people and the environment, as well as how sustainability issues might create risks for Enterprise Ireland.

The following steps were taken:

- A short-list of relevant sustainability topics was identified in consultation with colleagues from Enterprise Ireland's internal Sustainability Working Group (see Table 1). The list was developed using topics defined under European Sustainability Reporting Standards (ESRS). The ESRS topics have been developed to assist organisations complying or aligning with the CSRD.

- Engagement with the leadership team, colleagues and with external stakeholders (via survey and 1-1 interviews) and Enterprise Ireland's Board was undertaken to understand:
  - » Enterprise Ireland's impact on Sustainability (ESG) topics
  - » Enterprise Ireland clients' impacts on Sustainability (ESG) topics
  - » Sustainability risks to Enterprise Ireland's performance

- Through our engagements, associated impacts/risks/opportunities within the topic areas were mapped, some topics were refined or merged, and some further topics of relevance were identified.

- The results of the stakeholder engagement were distilled to inform a proposed materiality matrix for Board validation/feedback.

- The matrix highlights the highest priority topics for the organisation based on stakeholder inputs. The full short-list of topics is not included on the matrix.

Short-list of relevant Sustainability topics

Environment	Social	Governance
• Energy use and emissions	• Equal treatment and opportunities for all	• Corporate governance
• Climate adaptation	• Quality employment	• Ethics and compliance
• Water consumption and water discharge	• Data privacy and cyber-security	
• Biodiversity management		
• Responsible Supply Chain Management (incl. procurement)		
• Waste management and circularity		

Cross Cutting Topics

• Development of sustainability sectors (e.g. net zero industries, circular economy)

• Promoting client sustainability

Materiality and Stakeholders Definitions

The below set out in further detail the definitions of material topics captured under Enterprise Ireland's materiality matrix.

• **Emissions reduction –** Enterprise Ireland/our clients' emissions response, including carbon emissions reduction, energy demand reduction, and renewable energy generation.

• **Promoting client sustainability –** Enterprise Ireland's support to clients to improve sustainability commitments and commercial propositions, including awareness, planning, reporting, regulatory compliance, and business transformation.

• **Quality employment –** Enterprise Ireland/our clients' social impact through the delivery of high-quality employment for Irish and global workers.

• **Equal treatment and opportunities –** Enterprise Ireland/our clients' focus on equity, diversity and inclusion and the inclusivity of Enterprise Ireland's supports for under-represented groups.

• **Responsible investment and support** – Enterprise Ireland's consideration of environmental, social and governance (ESG) issues when making grant support and investment decisions and its engagement to support positive ESG impact across its grant-aided, direct, and indirect investment portfolios.

• **Cyber and data security –** Enterprise Ireland's management of the confidentiality, integrity, and availability of the data and information of Enterprise Ireland clients and employees through safe and secure data management the protection of Enterprise Ireland's technology infrastructure against unauthorised access.

• **Ethics and compliance –** Enterprise Ireland's compliance with applicable regulatory requirements and Government, and internal corporate governance and ethics policies.

- **Responsible supply chain management –** Enterprise Ireland/our clients' responsible supply chain management engaging with suppliers internationally and nationally on their impact to the environment, respect for human rights and promotion of high labour standards.

- **Circularity –** Enterprise Ireland/our clients' and their suppliers' management, recycling, and reuse of waste.

- **Climate adaptation –** Enterprise Ireland/our clients' climate adaptation response, including managing the potential impact of climate change on business operations and risks and opportunities arising from transition to a low-carbon economy.

- **Biodiversity –** Enterprise Ireland/our clients' management of biodiversity including protecting and promoting species and habitats across on client site and within supply chains.

- **Water management –** Enterprise Ireland/our clients' approach to water management including water consumption and water waste management.

List of Stakeholders Consulted

Stakeholder engagement was undertaken to identify which sustainability areas are most material to Enterprise Ireland. The following approach was taken, and stakeholders consulted:

Internal:

- Materiality Survey rolled out to leadership team (55 responses) and colleagues (53 responses).

- 2x workshops held with the internal Sustainability Working Group and Senior Leadership Team.

External:

- 1-1- meetings held with the following organisations:
  » Department of Enterprise Tourism and Employment (DETE)
  » Department of Rural and Community Development and the Gaeltacht (DRCD)
  » Department of Climate Energy and the Environment (DCEE)
  » Department of Foreign Affairs and Trade (DFAT)
  » Industrial Development Authority (IDA)
  » Research Ireland

» Sustainable Energy Authority of Ireland (SEAI)

» Irish Strategic Investment Fund (ISIF)

» European Investment Fund (EIF)

» Bord Bia

» Higher Education Authority

» Irish Business Employers Confederation (IBEC)

» Dublin Chambers

» Technological Higher Education Association

» Scale Ireland

» Irish Venture Capital Association

- Client inputs received via regional client consultation fora

- Survey inputs received from:
  » SOLAS
  » Skillnet Ireland
  » CREDIT Energy Technology Gateway
  » Dairy Processing Technology Centre
  » Pharma Manufacturing Technology Centre
  » European Commission (DG Grow).

Appendix 2

## Sustainability Frameworks and Reporting Obligations

This inaugural Sustainability Report is informed by best practice sustainability frameworks along with Enterprise Ireland's national reporting obligations.

Sustainability Frameworks:

Enterprise Ireland has utilised two internationally recognised sustainability frameworks in shaping its Sustainability Plan: the UN Sustainable Development Goals (SDGs) and the EU's Corporate Sustainability Reporting Directive (CSRD).

The UN SDGs provide a blueprint to governments and other actors to drive a more sustainable future for all. Enterprise Ireland's Sustainability Plan supports key SDGs which align directly with its mandate.

The priority SDGs for the agency, and their alignment with our mandate, are set out below:
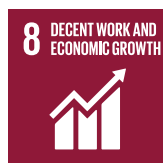
8 DECENT WORK AND ECONOMIC GROWTH — SDG 8 – Decent Work and Economic Growth

"Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all"

Enterprise Ireland is committed to creating high-quality jobs, exports, and promoting investment in the Irish economy. In addition, it places a strong emphasis on talent and skills development, leadership, and fostering an inclusive, diverse, and open culture within its own workforce.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE — SDG 9 – Industry, Innovation, and Infrastructure

"Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation"

Enterprise Ireland champions industrial innovation by enabling businesses to enhance their in-house research skills. It also facilitates collaboration between ambitious businesses and Ireland's research and innovation ecosystem. Our dispersed research and innovation infrastructure – technology centres and gateways, incubation centres and enterprise hubs and centres – play a key role in enterprise development across the regions.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION — SDG 12 – Responsible Production and Consumption

"Ensure sustainable consumption and production patterns"

Enterprise Ireland assists businesses to trade sustainably, supporting client companies to address their key environmental, social, and governance impacts, with a principal focus on driving decarbonisation among our largest emitters, while promoting responsible water consumption, waste reduction and circularity.

13 CLIMATE ACTION

SDG 13 – Climate Action

"Take urgent action to combat climate change and its impacts"

Enterprise Ireland supports decarbonisation and net zero expansion with a focus on large emitting enterprises. Furthermore, Enterprise Ireland is actively working to reduce its own carbon footprint by continually identifying new areas for improvement. The CSRD is an EU law requiring companies to disclose information on their key social and environmental impacts, risks, and opportunities as well as initiatives to address these areas.

While Enterprise Ireland is not required to comply with this legislation directly, the organisation is required to report on sustainability topics, including climate action, under the Public Sector Climate Action Mandate (see below for our sustainability reporting obligations). However, CSRD is an important tool which enables us to understand sustainability risks, opportunities and impacts under a common framework.

CSRD is also the reporting framework that our client companies need to align to directly or indirectly as part of larger companies' value chains. Enterprise Ireland has based its materiality approach and reporting structure on CSRD.

National Sustainability Reporting Obligations:

Enterprise Ireland is required to report under several national policies and pieces of legislation, notably:

- **Public Sector Climate Action Mandate** – the mandate has been developed to ensure that public bodies comply with the Climate Action and Low Carbon Act 2021. The mandate is published as part of the Climate Action Plan and aligns with the broader goals of the European Union's sustainability directives. As a public sector organisation, Enterprise Ireland must disclose greenhouse gas emissions, energy consumption, and actions taken to improve our energy efficiency and reduce our carbon footprint.

- **Green Public Procurement Strategy –** aims to drive the implementation of green and circular procurement practices across the public sector.

- **Public Sector Human Rights and Equality Duty –** ensuring that the organisation has regard for the need to eliminate discrimination, promote equality of opportunity and protect human rights to those we service and to our staff.

- **Gender Pay Gap Information Act 2021 –** requires the organisation to publish information in relation to remuneration of staff, broken down by gender, and identify and report on gaps in remuneration.

- **National Biodiversity Action Plan –** requires public bodies to have regard to the objectives and targets of the National Biodiversity Action Plan (NBAP) and report on measures adopted and progress made towards objectives.

Appendix 3

Full Summary Enterprise Ireland Sustainability Metrics

Material Topic	Type	KPI	Target for 2029	Baseline	Result 2022	Result 2023	Result 2024	Trend (Year on Year)
Climate Action – Enterprise Ireland	Target	Enterprise Ireland national GHG emissions Scope 1 and 2	On track to achieve 74% reduction (to 367 tonnes CO_2) by 2030; Close to net zero by 2050	1392.4 tonnes CO_2 (2016-18 average)	824.5tCO_2	602.5tCO_2	572.4tCO_2	🟢
Climate Action – Enterprise Ireland	Target	Enterprise Ireland national Energy efficiency (Energy Performance Indicator – energy usage/square foot)	Improve energy efficiency by 50% (EnPI of 315) by 2030	EnPI of 629 in 2009	EnPI of 252	EnPI of 201	EnPI of 197	🟢
Climate Action – Enterprise Ireland	Tracking & reporting	Domestic fossil fuel emissions	98.5 tonnes (2030)	200.9 tonnes (2016-2018 average)	152.9 tonnes	129.6 tonnes	136.1 tonnes	🔴
Climate Action – Enterprise Ireland	Tracking & reporting	Business flight emissions	Tracking & reporting	2455 tonnes (2023)	N/A	2455 tonnes	2847 tonnes	🔴
Equal Opportunity – Enterprise Ireland	Target	Achieving and maintaining global inclusion benchmark standard* to 2029	73% in 2029	71%	N/A	71%	71%	🟠
Equal Opportunity – Enterprise Ireland	Tracking & reporting	Enterprise Ireland gender pay gap	N/A	17% in 2023	18%	17%	15%	🟢

Material Topic	Type	KPI	Target for 2029	Baseline	Result 2022	Result 2023	Result 2024	Trend (Year on Year)
Quality Employment – Enterprise Ireland	Strategic	Achieving and maintaining the Healthy Place to Work benchmark	70% in 2029	65%	N/A	65%	**	🟡
Climate Action – Clients	Target	35% industry CO_2 emission reductions by 2030 (ETS Client Emissions)	35% reduction by 2030	4.05 $MtCO_2$ (2018)	3.9$MtCO_2$	3.7$MtCO_2$	3.2$MtCO_2$	🟡
Climate Action – Clients	Target	# of clients measuring Scope 1 and 2 emissions	80% by 2029	7% in 2023	10%	7%	10%	🟢
Equal Opportunity – Clients	Tracking & reporting	% with a female in the management team (at least 1)	N/A	78% in 2023	76%	78%	80%	🟢
Equal Opportunity – Clients	Tracking & reporting	% of employees on management teams that are female	N/A	31% in 2023	31%	31%	30%	🔴
Equal Opportunity – Clients	Tracking & reporting	% of companies with a Board with at least one female	N/A	56% in 2023	54%	56%	59%	🟢
Equal Opportunity – Clients	Tracking & reporting	% female CEO	N/A	12% in 2023	11%	12%	14%	🟢

Material Topic	Type	KPI	Target for 2029	Baseline	Result 2022	Result 2023	Result 2024	Trend (Year on Year)
Quality Employment – Clients	Strategic	# participants client leadership training	Tracking & reporting	440 in 2023	891	440	617	🟢
Quality Employment – Clients	Strategic	Client salary/ employee	Tracking & reporting	€61,000 in 2023	€58K	€61K	€66K	🟢
Quality Employment – Clients	Strategic	Client jobs	275,000 in 2029	225,495 in 2023	218,178	225,495	234,454	🟢
Sustainable Growth – Clients	Strategic	% client portfolio with plan in place	40% in 2025 and 80% 2029	24% in 2023	31%	24%	30%	🟢
Sustainable Growth – Clients	Strategic	# of companies drawing down sustainability funding***	Tracking & reporting	84 in 2023	5	84	110	🟢

Key: 🟢 Positive 🟡 Neutral 🔴 Negative

*Currently using Inclusio, with contract in place to 2027.

**The next full Healthy Place to Work benchmarking survey will take place by Q1 2026.

***Green Transition Fund, launched 16th June 2022

Enterprise Ireland

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