

Responsible Business Report

2025

Engineering for a
Greener Tomorrow, **Today.**



WayForward
ESG Framework



Jones
Engineering

“130+ Year history,
rooted in innovation
& excellence, grounded
by our people”



Jones Engineering
Collinstown Office

1.	Introduction
	About This Report Welcome From Our CEO 2025 Highlights
2.	About Jones Engineering
	Our Business Responsible Business Framework & Materiality Progress Update on WayForward Strategy Management systems, Governance & Stakeholders
3.	2025 Responsible Business Update
	Our People Employee Wellbeing Equality, Diversity & Inclusion Learning & Development Apprentices & Training Health & Safety
	Our Planet Climate Change Energy and Waste
	Our Products & Services Responsible Sourcing Sustainable Site Set Up Circular Economy
	Our Community Community Programme Education & Innovation Charitable Causes Community Sports
4.	VSME Aligned Report
5.	2025 Sustainability Key Performance Indicators

We’ve made this report interactive with a menu bar at the top for easy navigation. Check for quick chapter links, and look for underlined, coloured text throughout for easy navigation.



About This Report

Our fourth annual Responsible Business Report reaffirms our commitment to sustainability, outlines our preparation for upcoming legislative reporting requirements, and highlights the progress we made on our sustainability programme in 2025. We launched our Responsible Business Framework in 2022. Since then, our sustainability ambition continues to evolve as we deliver major projects and work with key stakeholders on initiatives, under our WayForward Strategy.

This report outlines the updates and progress we have made across our four Responsible Business Pillars: Our People, Our Planet, Our Products & Services, and Our Community, reporting KPIs

from fiscal year 2025 (unless otherwise stated).

Basis for Preparation

We are committed to reporting progress against our material ESG topics transparently and on an annual basis. This report has been prepared with reference to international sustainability standards, including the Greenhouse Gas Protocol and the United Nations Sustainable Development Goals.

In advance of publishing our first Corporate Sustainability Reporting Directive (CSRD) report in 2028, we are using the European Finance Reporting Advisory Group's Voluntary Sustainability

Reporting Standard for non-listed SMEs (VSME) to publicly report our 2025 sustainability data. A reporting table for VSME can be found at the back of this report. The scope of this report encompasses all of Jones Engineering's activities worldwide, consolidating operations across all underlying entities.

The data in this report is historical from 1st January 2025 to 31st December 2025. Where primary data is not yet available, estimates are used. Greenhouse Gas (GHG) emissions are externally assured by a third party, TÜV SÜD. We have a data improvement plan in place and continuously strive to improve the quality and granularity of key sustainability disclosures.

To our stakeholders, we welcome feedback and questions.
Please contact: sustainability@joneseng.com





Stephen McCabe,
Chief Executive Officer,
Jones Engineering.

Welcome From Our CEO

I am pleased to introduce the 2025 Jones Engineering Responsible Business Report. In 2025, our business continued to go from strength to strength. With a workforce of over 2,901 direct employees, encompassing over 59 different nationalities, we are proud to report increased revenues surpassing €1.6bn.

We are conscious that Jones Engineering’s operations can have a sizeable impact on the environment, society, and communities that we work in. We are committed to continuously improving our sustainability performance and understand the lasting value that this will have on retaining our people, winning work, and delivering long-term value for our clients.

Our “WayForward” Responsible Business Strategy was developed by our sustainability committee with the goal of mitigating the impacts caused by our operations, across our four sustainability pillars; Our People, Our Planet, Our Products & Services, and Our Community. We include our value chain in this initiative and ensure that they also recognise the impact of their activities.

In 2025, our key sustainability achievements included:

Championing Diversity & Inclusion:

Jones Engineering is committed to being a safe workplace for all, building a culture of open and responsive communication, that is respectful to all cultures and communities. In 2025, we received the Silver accreditation from the Irish Centre for Diversity. We also continued our

partnerships with TrailblazHer, the DCU Access Programme, and iWish, which allows us to provide diverse groups with the necessary encouragement and support to access the workplace and facilitate a career in the engineering industry. We were thrilled to launch a new partnership with the Trinity Centre for People with Intellectual Disabilities, expanding our support for greater access and representation.

Strengthening Climate Action:

We continued our efforts in implementing meaningful climate action initiatives. Jones Engineering installed Solar PV at a number of our office locations, improved energy efficiency measures, and rolled out the use of alternative fuels across our Irish operations. These alternative fuels now account for 34% of all our fuel usage in Ireland across our main vendors. Our actions were acknowledged with a B Score from the CDP, showcasing our good management practices.

Engaging with our Supply Chain:

We actively engaged with our supply chain, ensuring they understood Jones Engineering’s sustainability journey and goals. With the aim of educating and collaborating with our suppliers, we hosted multiple in-person workshops at our Head Office, with more than 40 of our supplier and subcontracting partners in attendance.

We established a supplier audit programme to undertake due diligence on ESG topics, ensuring our supply chain meets our sustainability standards and industry principles.

Supporting our Communities:

We continue to invest in community initiatives, focusing on education and innovation, health and sports, diversity and inclusion, and environmental issues. In 2025, we supported over 97 community initiatives across Ireland and overseas.

These achievements would not have been possible without the dedication of both our people and our partners. Our Board, senior leadership team, and sustainability committee work together cohesively, amplifying our environmental and social performance to all stakeholders. In 2025, we reflected on the ongoing changes to the Corporate Sustainability Reporting Directive by the EU Omnibus package. We continue to recognise the importance of continued preparation for sustainability compliance and focused on improving our existing policies and systems to reflect industry standards.

In 2026, our people and partners will continue to support us through the delivery of our WayForward Strategy, growing towards a more sustainable future for all, together.

Stephen McCabe,
Chief Executive Officer,
Jones Engineering.

Our Highlights

People



2,901+

Direct Employees from 59 countries

300+ Students

in the Apprentice Training Academy



11% Female

Increase Gender Diversity



18,801

Professional development training hours



Engineers Ireland CPD Accreditation



SILVER

Products & Services



CDP Supplier Engagement Assessment A Score maintained for 2025



EcoVadis Silver achieved in the 90th Percentile

100+



Suppliers attended our Sustainability Workshops since 2023

71%



of all active projects across Jones Engineering were audited by the Sustainability Team

Planet

Use of HVO reduced GHG emissions by 532 tCO2e



14.19%

Reduction in Scope 1 & 2 emissions compared to our base year

70 kW & 130 kW

Solar energy systems installed at our Damastown & Carlow locations





Now installed across five of our Irish offices



Measure Visualise Analyse Control

Community



6

Sponsorships with TUD Dublin





Launched new partnership with TCPID





Launched Gävle Training Facility

90

Sports team Sponsorships across our regions



BUSINESS IN THE COMMUNITY IRELAND

5

We deploy over 4,500 people globally and directly employ 2,901 people from over 59 different nationalities across 15 countries.

4,500+

People

1.6bn+

Turnover

15

Countries

80%

Repeat Business

Our Business

Established in 1890, Jones Engineering has worked across all sectors of the construction industry. We have offices across Ireland, Europe, and the Middle East, and deliver engineering excellence to all our clients, including both public and private sectors. We deliver end-to-end engineering solutions across all major sectors of the construction industry. Our expertise spans mechanical, electrical, fire protection and instrumentation, supported by BIM, modular construction, and off-site manufacturing. Our integrated approach ensures certainty, safety and quality on every project. We primarily service the data centre, semi-conductor, pharmaceutical and life sciences, food and beverage, energy, healthcare, and commercial office fit-out sectors.

Everything we do is underpinned by teams and leaders who are deeply embedded in these sectors, as well as the systems and structures, off-site manufacturing included, that enable us to deliver the most complex projects for clients, in Ireland and internationally. Our core value is delivering engineering through people. The breadth of our team is unrivalled. We focus on recruiting and developing the best talent, resulting in repeat work with existing clients, which forms 80% of our business. This is why we are the contractor of choice for our clients.

Our Values

We believe in “Engineering Through People”. Our core values of safety, challenging design, innovation, delivery, and relationships, are fundamental to our operations. We prioritise recruiting, nurturing, and developing the best people, which has been the cornerstone of Jones Engineering’s growth. By fostering a safety-first culture, driving sustainable and innovative designs, ensuring efficient project delivery, and building strong relationships with our stakeholders, we align our work with the highest environmental, social, and governance (ESG) standards. As a people-driven business, we continue to meet challenges and deliver success through the collective strength of our exceptional teams.

Where We Work





United Nations Sustainable Development Goals (SDG's)

SDG 3
Good Health & Wellbeing

SDG 8
Decent Work and Economic Growth

SDG 9
Industry Innovation & Infrastructure

SDG 10
Reduced Inequalities

SDG 11
Sustainable Cities & Communities

SDG 12
Responsible Consumption & Production

SDG 13
Climate Action

Responsible Business Framework

The Jones Engineering ambition is simple: to continue to grow our business in a responsible and sustainable manner, with consideration for the environmental and social impacts of everything we do. We endeavour to create value for all of our stakeholders, including our clients, business partners, employees, and those working within our supply chain, in order to positively impact the communities in which we live and work.

In 2022, we launched our Responsible Business Framework, which supports us in reaching our sustainability ambition. It consists of four pillars: Our People, Our Planet, Our Products & Services, and Our Community; is aligned with the United Nations Sustainable Development Goals (SDGs), and is underpinned by our Responsible Business Policy. While we understand that we have an influence across all 17 SDGs, we have focused on the seven goals where Jones Engineering can make the biggest contribution and impact.

In 2024, we launched our “WayForward” Strategy for the group. This strategy sets the ambition for sustainability at Jones Engineering over the next five years and outlines clear milestones to support our move to becoming an industry leader in sustainability. Our strategy encompasses the four pillars of our Responsible Business Framework. Progress on our WayForward Strategy can be found at the end of each Pillar Chapter in this report.

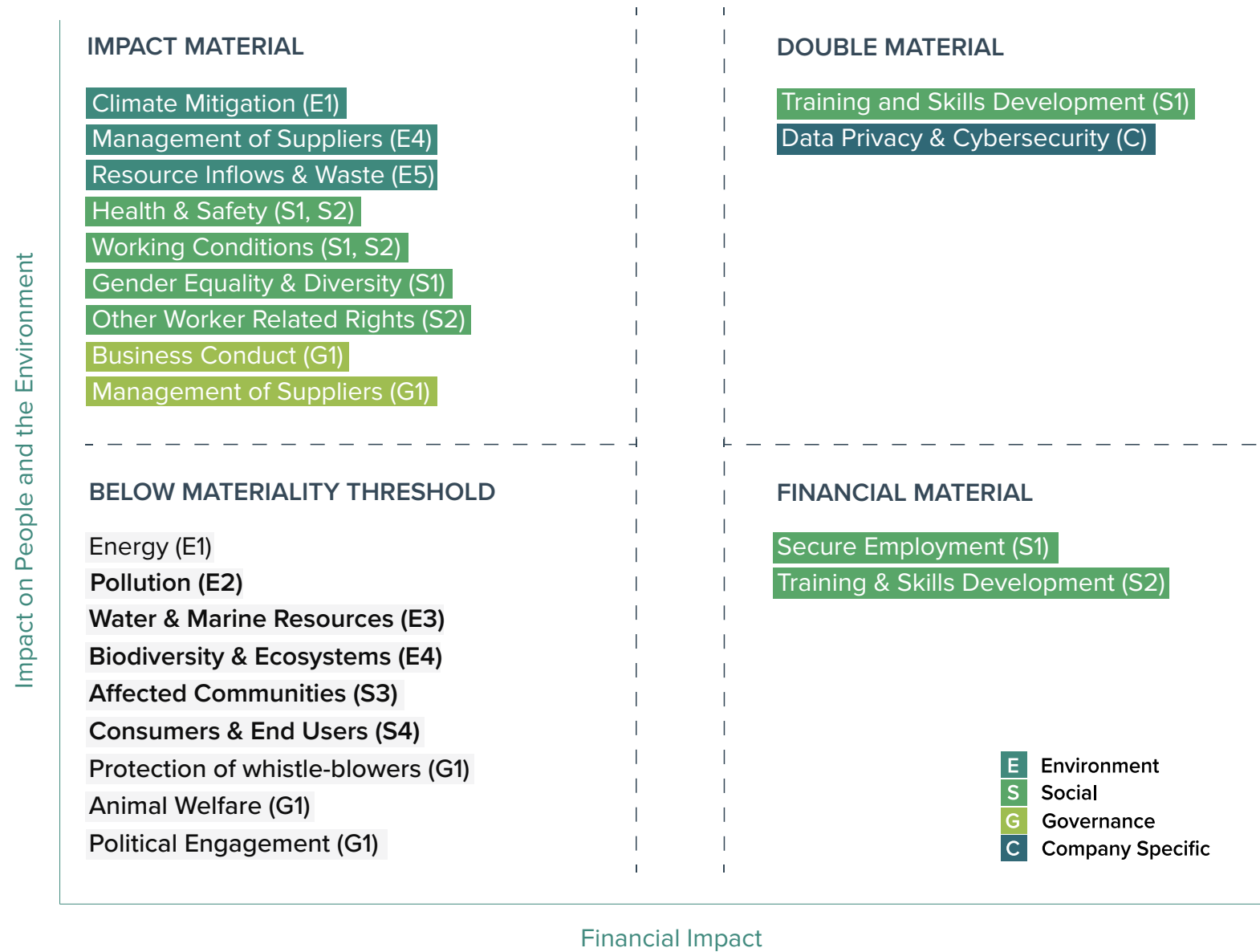
The areas of focus for our Responsible Business Framework and WayForward Strategy are informed by conducting materiality assessments. We completed a Double Materiality Assessment (DMA), in line with the requirements of the Corporate Sustainability Reporting Directive (CSRD), in 2024. Completing a DMA has allowed us to identify the most material topics to our business, which include climate change, waste and resource management, our own workforce, workers in our value chain, and governance. The outcomes of this assessment can be found on page 8.

“In 2025, we continued to make progress on our WayForward Strategy. Collective efforts from our teams and partners has resulted in improved scores from third party sustainability rating frameworks. Our ambition continues to grow as we prepare for CSRD reporting in 2028.”



Aoife O'Donnell
Group Head of Sustainability, Jones Engineering

Double Materiality Assessment



“Coming up to CSRD compliance in 2027, we are focusing on our most material sustainability impacts, risks and opportunities. We continue to work across the business to ensure management practices for material sustainability topics are developed and embedded across the business.”

Stephen Anderson,
Director of ESG, Jones Engineering



In alignment with the evolving requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), Jones Engineering conducted a comprehensive Double Materiality Assessment (DMA) in 2024. This assessment aimed to identify and prioritise the most material ESG topics that impact, or are risks, to Jones Engineering’s business operations, value chain, and stakeholders. Stakeholder engagement was a key part of our DMA development process. We consulted over 200 stakeholders via surveys and interviews.

During the assessment 22 topics were evaluated.

- Two were classified as Double Material (topic material under both impact and financial lenses),
- Nine as Impact Material Only (high external impact but not financially significant),
- Two as Financial Material Only (financially relevant with limited stakeholders impact),
- Nine as Non-Material (low significance on both fronts).

The insights from this DMA serve as a foundational step toward CSRD compliance and future comprehensive reporting under European Sustainability Reporting Standards (ESRS). The DMA provides a robust basis for Jones Engineering’s CSRD disclosures, informs risk management, guides stakeholder communications, and ensures that the company’s sustainability strategy is focused on its most pressing challenges and opportunities.

Continuous Improvement

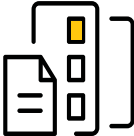
Jones Engineering is following the ongoing regulatory changes to the CSRD from the EU’s Omnibus package closely. Following the simplification of the CSRD, we are still in scope for regulatory reporting in 2028, disclosing fiscal year 2027 data.

As we continue to prepare for the CSRD, in 2026 we will review and update this assessment, reflecting changes within our company, evolving risks and opportunities, and the increasing expectations of our stakeholders. We intend to maintain this disclosure going forward as part of our ongoing commitment to continuous improvement.

While sustainability reports from 2027 onwards will be fully CSRD-aligned, in accordance with the new requirements introduced by the Omnibus Directive, the current reporting cycle follows the Voluntary Sustainability Reporting Standards (VSME). The full report can be found on page 40.

Progress Update WayForward Strategy

In 2024, we launched our near-term “WayForward” sustainability strategy for the group. The strategy sets the ambition for sustainability at Jones Engineering over the next five years and outlines clear milestones to support our move to becoming an industry leader in sustainability. Our strategy encompasses the pillars of our Responsible Business Framework: Our People, Our Planet, Our Products & Services, Our Community, and Governance. Two years on from the publication of our WayForward Strategy, Jones Engineering is proud to report that we are currently meeting and exceeding our plans. Updates on Our People, Our Planet, Our Products & Services, and Our Community Pillars will be presented under each section throughout the report. We recognise that there is still work to be done and are committed to continuing to enhance our strategy and make progress towards creating a sustainable future. Our strategy continues to evolve based on best practices and regulatory changes.

Pillar	Strategy Targets 2023-28	2025 Update	Progress
 Governance Internal Stakeholders: - Board of Directors - CSRD Working Group - Director of ESG - Sustainability Team	CSRD Preparation & Compliance.	Under the CSRD Omnibus changes, Jones Engineering must now report in 2028, on Financial Year 2027 data. Our CSRD Working Group will continue to prepare for the upcoming requirements. In preparation for reporting, we have aligned our 2025 report with the VSME Standard.	On Track
	CBAM Compliance.	We have been reporting on CBAM compliance for the last two years. We have been aligning procurement and supply chain data with CBAM standards, enhancing traceability of embedded emissions, and ensuring that suppliers provide the necessary emissions data.	On Track
	Launch Sustainability Strategy.	Our WayForward sustainability strategy was completed and launched in October 2024. Progress updates are presented quarterly to the Board of Directors.	Complete
	Complete a Double Materiality Assessment.	Jones Engineering conducted a comprehensive Double Materiality Assessment (DMA) in 2024. This assessment aimed to identify and prioritise the most material ESG topics that impact, or are impacted, by our business operations, value chain, and stakeholders. Results are available on page 8. In 2026, Jones Engineering will review and update this assessment, reflecting changes within our company, evolving risks and opportunities, and the increasing expectations of our stakeholders.	Complete
	Introduce a Sustainability Reporting Software.	In 2024, Jones Engineering onboarded the Sweep software solution to have full control and monitoring capabilities over our group-level carbon emissions. Sweep has provided Jones Engineering with a centralised platform for tracking, disclosing, and acting on its carbon data.	Complete

Jones Engineering recognises the importance of accreditations, professional memberships, and third-party endorsements in driving best practice and ensuring accountability on our sustainability journey. They provide credibility, guidance, and compliance support, fostering continuous improvement and offering a market advantage through access to valuable resources. Jones Engineering is committed to joining membership bodies that facilitate responsible business and gaining accreditation where appropriate.

Management Systems



At Jones Engineering we are committed to ensuring our work processes are complimented and aligned with internationally certified management systems. Our certified management systems are audited and ensure a consistent approach across our projects, offices and sites. Information on policies that underpin our management systems are displayed at all our offices and site locations.

We have the following certified management systems in place; ISO 9001 Quality Management Systems, ISO 14001 Environmental Management Systems, ISO 45001 Occupational Health & Safety Management Systems and ISO 22301 Business Continuity Management Systems. We are currently aligned with the following management system certifications; ISO 50001 Energy Management Systems, ISO 20400 Sustainable Procurement Management, ISO 27001 Security Management Systems, and ISO 27701 Privacy Information Management Systems.

Quality Management

Our ISO 9001:2015 accredited Quality Management System (QMS) continues to provide a framework for excellence, embedding quality and responsibility into everything we do. In 2025, we moved from introducing this framework to embedding it fully into daily operations, guided by clear structure and continuous learning:

- **Joined-up governance through CSRM Review:** To keep our management systems dynamic, resilient, and fit for purpose, we aligned our sustainability and responsible business practices with our CSRM (Compliance, Security, Risk Management) Review process. This gives us the context needed to assess risk, maintain compliance, and ensure our QMS evolves alongside company governance.
- **Sustainability QSP in practice:** Since its introduction, the Sustainability Quality System Procedure (QSP) has become embedded across our projects, guiding teams as they turn responsible business principles into everyday project decisions.
- **Front-End Loading (FEL) in action:** “Our Construction-Led, Quality-Verified” approach remains central to delivering projects “Right First Time.” In 2025, we strengthened early-stage planning to reduce risk, align closely with ISO 9001:2015, and ensure predictable, sustainable delivery from the outset.
- **Engaging teams through Quality Conversation Starters (QCS):** Our 2025 QCS Calendar brought quality to life on-site and in our offices, sparking real dialogue and turning high-level standards into practical daily habits. This year’s key themes included Supply Chain Quality, Embedding a Quality Culture, and Recognising and Celebrating Excellence.
- **Doing the Right Thing:** This core value remains central to how we work. In 2025, it meant empowering our teams to follow procedures diligently, uphold rigorous standards, and apply best practice from project start through to handover.

These achievements build on our culture of innovation, collaboration, and continuous improvement. By bringing together technical excellence, strong governance, and sustainability, we create lasting value for our clients, communities, and planet, keeping our company ready for the challenges ahead.

Management Systems

Risk Management

At Jones Engineering, managing risk is core to operational resilience and sustainable commercial delivery. Closely monitored by Executive Management and the Board, our framework addresses everything from immediate field-level risks to broader strategic, climate, and governance challenges.

In 2025, we matured our risk approach by introducing stronger field-level mechanisms, tighter vendor oversight, and closer alignment with our CSRM (Compliance, Security, Risk Management) Review, ensuring our systems remain fit for purpose. Key milestones in 2025 included:

- **Rigorous Supplier ESG Audits:** Recognising that supply chain integrity underpins our resilience, we launched a structured Supplier Audit Scorecard. This framework formally assesses vendors against key sustainability and operational criteria, including environmental, social, and governance responsibilities.
- **Vendor Engagement & Fitness-to-Trade Workshops:** Alongside the new audit framework, we introduced workshops to strengthen vendor engagement. These sessions reinforce our procurement processes and set clear criteria for assessing a supplier's ongoing "fitness to trade" with us, building shared accountability from the outset.
- **Group-Wide Job Opening Risk Assessments:** We strengthened early-stage oversight by overhauling our Job Opening Risk Assessment process across the Group, ensuring strategic, financial, and sustainability risks are rigorously vetted before any project is greenlit.
- **Proactive Risk Identification via FEL & Project Start-Up Meetings:** In line with our Front-End Loading (FEL) methodology, we strengthened Project Start-Up Meetings by mandating deep-dive risk reviews at project inception, ensuring delivery risks, site-specific vulnerabilities, and climate adaptation needs are identified and addressed as early as possible.

Information Security & Privacy

In 2025, information security and data privacy remained as top priorities across our organisation. We are committed to protecting the information of our clients and collaborators.

- **Governance:** We maintain an Information Security Management System (ISMS) and a Privacy Information Management System (PIMS). Both systems are compliant with international standards, including ISO 27001 for information security and ISO 27701 for user privacy. Our primary goal is to ensure maintenance, alignment, and integration of information security and data privacy within our organisation. Our ISMS protects our people, data, and operations. This includes managing risks, securing physical spaces, controlling access to systems, ensuring business continuity, and working closely with suppliers to uphold high security standards.
- **International Standards:** Our PIMS builds on our ISMS by incorporating privacy-specific requirements and controls, including the handling of personal data, data subject rights, and compliance with regulations such as the GDPR. The Information Security and Data Privacy programs achieve regulatory compliance through the ISMS and PIMS systems, maximising risk mitigation for our clients and for our own personal data.
- **Ethical Responsibility:** Information security and data privacy are critical aspects of our ethical business operations. Secure and transparent handling of personal information protects human rights, supports accountability, and is a tenet of good governance.
- **Training:** At Jones Engineering, we run ongoing awareness campaigns and training to help staff across our regions understand and respond to security risks. Employees who work with sensitive or personal data receive mandatory training tailored to their roles.



By combining technical excellence, strong governance and sustainability, we create lasting value for our clients, communities and the planet, while preparing our company for the challenges ahead.

Our Sustainability Governance

Our Sustainability Governance structure reflects our ambition, enables our strategy, and supports our commitments. Our Board of Directors and senior leadership team are committed to communicating and engaging with all relevant stakeholders, on our environmental, social, and governance (ESG) performance.

Board of Directors

Holds ultimate accountability for leadership and oversight of responsible business and ESG issues in Jones Engineering. They are responsible for overseeing Group-level strategic decision-making, risk and opportunity management, performance reviews, and corporate communication and reporting on ESG topics. The Board of Directors are briefed on ESG



CSRD Working Group

Was established in 2024 to support Jones Engineering in preparing for the upcoming reporting requirements under the CSRD. The group is chaired by the CFO. The group comprises operational leads responsible for reporting against the CSRD requirements.



Director of ESG

Supervises the implementation of the Responsible Business Strategy. He makes recommendations to the Board on priorities, commitments and resource requirements, and provides regular updates on progress, performance, and risks.



Sponsorship Committee

Was established in 2024. The committee is responsible for reviewing and approving requests for sponsorship and donations, helping us support initiatives that deliver meaningful impact for our communities and stakeholders. The Committee meets on a monthly basis.



Sustainability Champion

Leads sustainability initiatives on project sites, including collecting data, and ensuring compliance with client sustainability requirements.



Sustainability Team

Headed by the Group Head of Sustainability, is responsible for developing the sustainability strategy within Jones Engineering, leading the development and supporting the implementation of initiatives to deliver our sustainability ambitions, in partnership with all relevant business areas.



ESG Committee

Ensures alignment across all pillar activities, streamlines initiatives and reporting, as well as stakeholder engagement, maintains strong internal communication, and supports the ESG Director and Group Head of Sustainability in making recommendations to the Board of Directors. The ESG Committee meets quarterly.



Our People Pillar



Our Planet Pillar



Our Products & Services Pillar



Our Community Pillar

Each of which has designated leads and are responsible for developing and implementing sustainability initiatives and action plans to meet the organisation's strategic sustainability commitments. Our Pillar teams meet monthly.



Our Business Model

At Jones Engineering, we deliver end-to-end engineering solutions across all major sectors of the construction industry. Our expertise spans mechanical, electrical, fire protection and instrumentation, supported by BIM, modular construction, and off-site manufacturing. The sectors where we work include, semiconductors, data centres, pharma and life sciences, renewables, commercial and offices, healthcare, food and beverages, energy, and industrial.

Jones Engineering typically acts as a sub-contractor to a main contractor on the majority of the jobs we work on. More recently, we have been undertaking General Contractor 2 roles. Undertaking these roles has increased our level of responsibility for project delivery and site sustainability elements.

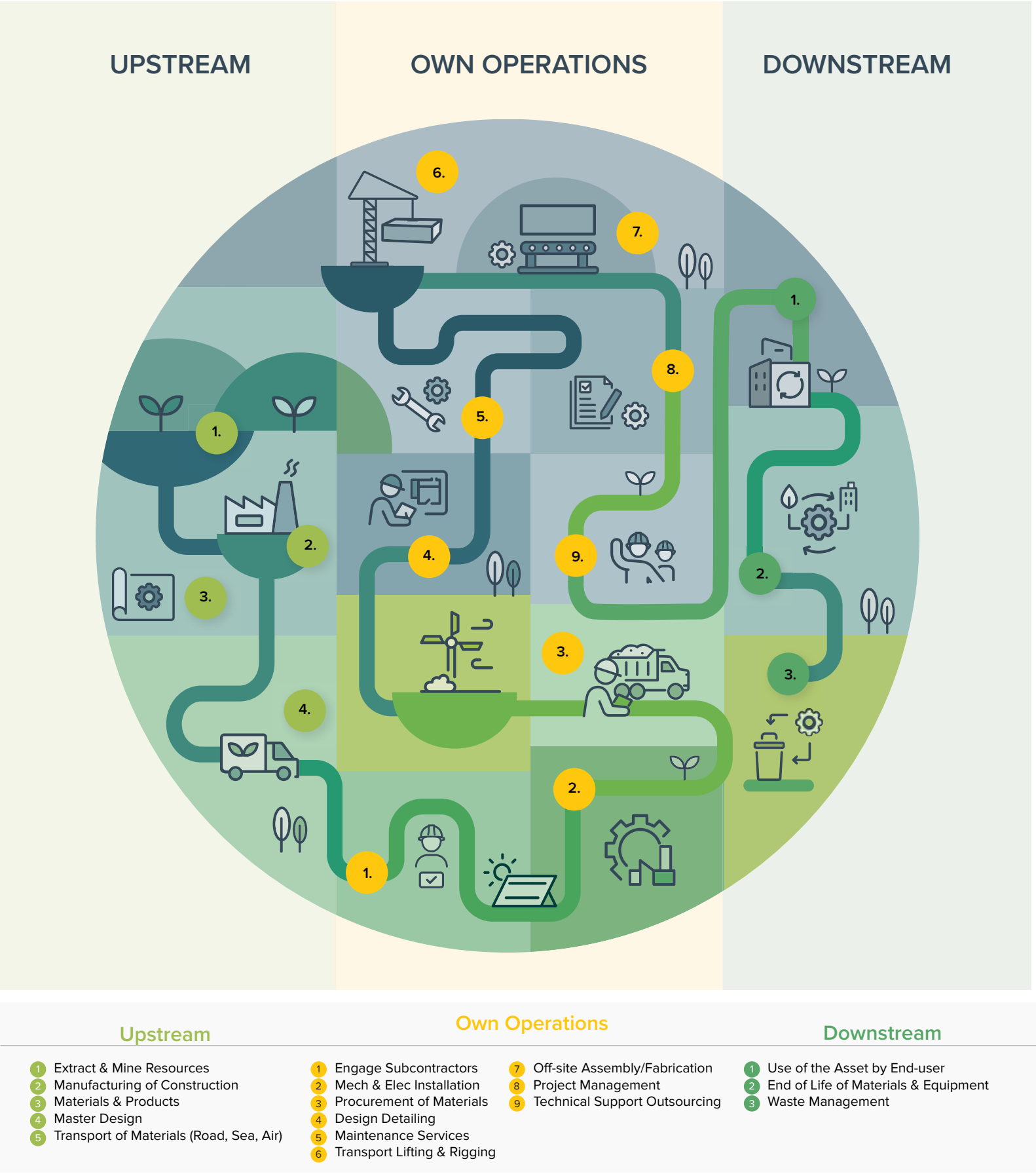
In 2024, we mapped our value chain, including upstream, our own operations, and downstream, during the completion of our Double Materiality Assessment (DMA) in preparation for the Corporate Sustainability Reporting Directive. In 2026, we will be undertaking a review of our DMA. Following this exercise, we will further map our value chain to our identified Impacts, Risks & Opportunities.

Our value chain map is broken down into upstream, our own operations, and downstream. Our upstream footprint is concentrated in the manufactured products and equipment we procure, and the multiple supply chain tiers that sit behind them, making supplier engagement a key focus for us. In addition, basis of Design (BoD) is

generally finished, before it comes into our own operations.

Our own operations represent the activities that we control and deliver directly, and are where our greatest influence lies. This stage draws on our own workforce, our sites, and on our enabling capabilities such as BIM and off-site manufacturing.

The downstream portion covers what happens once our work is complete and the project/facility is handed over. While our direct control is more limited at this stage, the installation decisions we make in our own operations shape the energy efficiency and durability of the project/facility once in use. Through engagement with our clients at all stages of the value chain, we can support a more circular approach to the materials and equipment we put in place.



Our Stakeholders

Stakeholder engagement remains at the heart of our strategic planning as we advance our Responsible Business Strategy. We commit to actively involving all stakeholders to uncover opportunities and address challenges. We achieve more when we work together, relying on engagement from our key stakeholder groups to deliver on our sustainability commitments. Stakeholder engagement was a key part of our DMA development process. We consulted over 200 stakeholders via surveys and interviews. These stakeholders include internal management, direct staff, suppliers, clients, business partners, trade associations, community groups, and financial stakeholders.



Key Methods of Engagement:

Employees

At Jones Engineering, our employees are at the core of our organisation. Their unwavering commitment and dedication are key to our success in becoming a more responsible and sustainable business. As communicated through our Responsible Business Policy and Framework launched in 2022, we continue to actively engage with our employees through dedicated Responsible Business Pillar working groups, internal newsletters, and specialised training. By harnessing the passion and expertise of our employees, and seeking external guidance and training, we will continue to make significant strides towards a more sustainable future, together.

Responsible Business Pillar working groups, internal newsletters, specialised training, DMA engagement, employee-manager one to ones, toolbox talks, meetings, focus groups, and webinars.



Key Methods of Engagement:

Clients

Our clients need responsible business partners who will assist them in achieving their environmental and social goals. We remain committed to supporting them in this ambition by working collaboratively across our value chain to uphold high standards and responsible practices. As our clients continue to raise their sustainability aspirations, we will work alongside them to help turn those ambitions into outcomes.

Client portals and pre-qualification documents, presentations to clients, DMA engagements, networking events, seminars, site meetings, director safety walks, project meetings, meet the buyer events, and B2B meetings.



Key Methods of Engagement:

Community

We are proud to operate in 15 countries worldwide, with a commitment to positively impacting the communities surrounding our project sites in each of these regions. Our approach to community engagement is comprehensive and rooted in our core values. We focus on creating sustainable employment opportunities for local residents, fostering strong partnerships with local charities and community organisations, and ensuring that our work is conducted to the highest standards, with a particular emphasis on minimising any adverse environmental impacts. By integrating these principles into our operations, we aim to leave a lasting, positive legacy, that benefits present and future generations in the areas where we work.

Events, fundraising and donations, project-based outreach, skill-based education outreach, participation in local events, social media, sponsorship, and volunteering.



Key Methods of Engagement:

Suppliers

Our suppliers play a pivotal role in us achieving our environmental and social objectives, benefitting both our organisation and clients. We have identified 150 strategic suppliers, representing 40% of our overall material spend, to engage directly with, on sustainability issues such as climate change, human rights, and incoming ESG legislation. Through the use of questionnaires and in-person workshops with our strategic suppliers, we are actively developing a comprehensive Supplier Engagement Strategy. This Strategy aims to develop a benchmark for tracking progress and identifying opportunities for mutual support on our ESG journeys. So far, the feedback from our suppliers on the engagement has been positive.

Supplier Engagement workshops, questionnaires, DMA engagements, on-site visits, B2B meetings, supplier audits, and webinars.

8

DECENT WORK AND ECONOMIC GROWTH

3

GOOD HEALTH AND WELL-BEING

Wellbeing

Health & Safety

Diversity & Inclusion

Learning & Development



We are committed to treating everyone with fairness, respect, and equality. We foster a culture of diversity and inclusion, and are dedicated to providing a safe and supportive working environment for all.

Our People

At Jones Engineering, our People Strategy extends beyond our own employees. We actively engage with educational institutions at every level, as well as organisations whose mission is to advance diversity, equality, inclusion, and to widen access to the industry. By building these partnerships, we help open doors for the next generation of engineering talent and strengthen the sector as a whole. For more information on our current partnerships see page 19 and 36.

Our commitment to people has been a driving force behind our growth, with 80% of our business coming from repeat clients. It is this dedication that makes us the contractor of choice for some of the world’s leading organisations.

We are also industry leaders in training and development. Jones Engineering was the first contractor to have its own graduate training programmes, recognised by Engineers Ireland as a route to Chartered status, and we remain the only firm globally to have won the WorldSkills Competition in plumbing twice, a clear mark of our commitment to excellence. Our apprenticeship and graduate programmes are central to career development, underpinned by an annual training budget exceeding €4 million per annum. This investment ensures our teams continue to deliver world-class solutions for our clients.

At Jones Engineering, we value our people above all else. By continuing to develop and deliver on our people strategy, fostering talent and empowering our workforce, we achieve success through collaboration, innovation, and a shared commitment to engineering excellence.

“Building a sustainable business starts with creating a sustainable workplace where our people get to grow, connect and contribute to the business we are building together. This years progress and investment in inclusive, development and employee support initiatives are building a responsible organisation where our employees can grow alongside the business.”

Carmel Walsh,
Chief People Officer, Jones Engineering



Gender Balance Summary

11%

of total workforce are female in 2025



Steady year-on-year growth has increased female representation from 8.4% in 2022 to 11% in 2025.

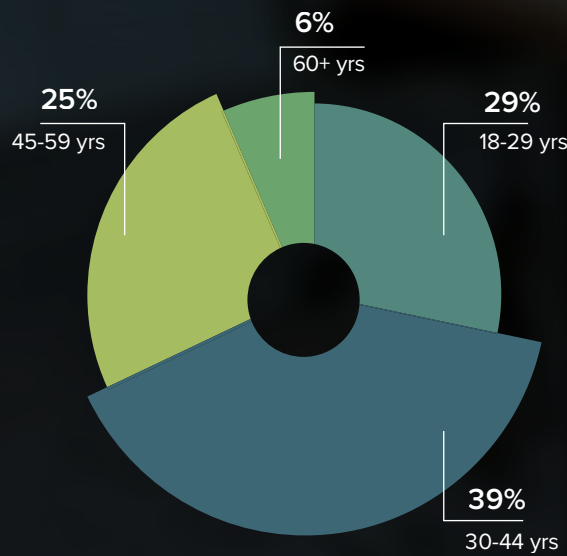
Ethnic & Cultural Diversity

59

nationalities represented across Jones Engineering



Age Profile Summary



Jones Engineering is committed to building a workplace environment that is open and responsive to distinct cultures and groups. As an equal opportunities employer, we are committed to enforcing best practice employment policies and procedures.

€85,458



Invested in ED&I initiatives across Ireland

42 Graduates



Completed the graduate programme they began in 2023



78

graduates onboarded at 3 induction sessions



41

graduates earned the Engineers Ireland CPD Certificate in Professional Engineering

Health & Safety Summary

TRIR: Total Recordable Incident Rate

55%

Reduction in the TIRI rate since 2022

0.47

2025 TIRI Rate, down from 1.05 in 2022

NISO Awards



Excellence in Safety Award & Higher Distinction Award



63,572

Safety Observation Reports (SORs) raised across Jones Engineering in 2025.

Employee Wellbeing

Jones Engineering has an unwavering commitment to employee safety and wellbeing. Recognising the unique challenges in the engineering sector, we have taken proactive steps to address mental health concerns, through our employee health and wellbeing initiatives.

We have implemented a comprehensive schedule of toolbox talks, covering a broad range of topics, from mental health, to safety in extreme weather conditions. These talks contribute to general employee wellbeing and help reshape the culture within the industry, towards mental health, by fostering open conversations and awareness. A key pillar of our wellbeing strategy is our Employee Assistance Programme, Spectrum Life. In 2025, we have seen significant increases in engagement and uptake of services. The platform is a free, confidential resource that provides unrestricted access to “in-the-moment” support and counselling services for Jones Engineering employees and their families.

Beyond mental health, the platform offers supplementary services, including financial guidance, health and nutrition, career coaching, meditation, and more. This multifaceted support system underscores our commitment to the overall wellbeing of our employees. Jones Engineering recognises that workplace wellbeing initiatives are integral to attracting and retaining top- tier talent. As expectations shift, prospective employees increasingly seek employers with robust programmes in place. Our initiatives contribute to the creation of a positive workplace culture, while feedback mechanisms, including employee surveys and retention rates, highlight the positive impact of wellbeing initiatives on recruitment and retention.

Men's Health

In June we supported Men's Health Week. Our Health and Wellbeing platform offered our employees a chance to join a live session, which highlighted the importance of men taking proactive steps towards better health, managing stress, and making informed lifestyle choices. In November, we kicked off 'Movember' activities. We were joined by 'Men Against Cancer' who each discussed their personal experiences with prostate cancer, as well as sharing insights into the symptoms and signs to look out for.



Pembroke employees on Men's Health Week 2025

Our 2025 Progress

Mental Health Awareness Week 2025

We hosted a mental health awareness webinar exploring how to recognise the early signs of mental health challenges, break down stigmas, and build resilience. We also launched an e-learning course aimed at improving mental wellbeing through exercise, using our EAP service on Spectrum Life.

World Mental Health Day – 8th October

Conor Murray hosted a live webinar where he talked about his secrets to mental toughness and teamwork. He shared his journey, highlighting his approach to resilience and a winner's mindset that drives success.

Workplace Wellbeing Day – 23rd April

We held a talk hosted by Kimberley Wilson, a chartered psychologist and author of 'How to Build a Healthy Brain'. The talk focused on why workplace wellbeing matters more than ever, as well as offering tips for managing stress, improving mental health, and balancing life and work.

Other Employee Wellbeing Initiatives

- Spectrum Life Webinars on: Nutrition, Addiction Awareness, Heart Health, World Autism Awareness Day, Stress Awareness and Disability in the workplace.
- Team Building Days.
- Dublin and Kildare Golf Society.
- 'Cool Runnings' Run Club (Pembroke).
- Spring, Summer and Christmas Staff Parties.
- Pastry and Treat Days.
- Breast Cancer Awareness Month – Live Stream from Breast Cancer Ireland.
- Charity Football Leagues.
- Bicycle Maintenance Days.



Mental Health Awareness Week 2025



Cool Runnings – Run Club



2025 Early Careers Summit (Stephen McCabe holding Investors in Diversity Silver Award)



International Women in Engineering Day (INWED) conference

Equality, Diversity & Inclusion

Jones Engineering is committed to building a workplace environment that is open and responsive to distinct cultures and groups. As an equal opportunities employer, we are committed to enforcing best practice employment policies and procedures.

Our key goals are to:

- Build a diverse workforce through increased representation of underrepresented groups across all levels of the organisation.
- Foster an inclusive culture by creating a workplace where all employees feel valued.
- Have fair and transparent policies to eliminate any bias.
- Support diverse communities outside the organisation.
- Regularly measure and report on progress through employee engagement surveys and focus groups.

2025 Progress

In 2025, Jones Engineering was awarded the Investors in Diversity Silver accreditation by the Irish Centre for Diversity. This recognition marks a significant milestone in the company's ongoing commitment to fostering an inclusive and progressive workplace. The assessment highlighted that Jones Engineering received top national and industry-specific scores in areas including talent attraction, retention, and advancement opportunities. We will continue striving for excellence in diversity and inclusion, with a focus on innovation, equality, and employee empowerment.

During Pride Month, we held a LGBTQ+ seminar, led by the Irish Centre for Diversity. The session offered valuable insights into the history of Pride, the ongoing challenges faced by the LGBTQ+ community, and practical ways we can all contribute to a more inclusive workplace. We followed the seminar with a Pride-themed celebration, colleagues showing their support for the LGBTQ+ community and reinforcing our commitment to equality, inclusion, and respect for all.

To mark International Women's Day (IWD), we hosted an International Women's Day event in Engineers Ireland where guest speaker, Dr. Niamh Shaw, shared her experiences with women from all over the business, in person and online. Niamh is an engineer and scientist and is a well-known speaker on this topic. We also distributed IWD Packs to all the women who work with Jones Engineering.

We were gold sponsors of the CIF Women in Construction Lunch held on 7th March and were platinum sponsors at the International Women in Engineering Day Conference, celebrating International Women in Engineering Day (INWED) under the global theme #TogetherWeEngineer. By attending these events our team members not only gained valuable insights on mentorship, inclusion, and career growth, but also helped amplify the call to action: driving equity, collaboration, and excellence in engineering.

Our Equality, Diversity and Inclusion KPIs for 2025, can be found on page 16.

Diversity & Inclusion Initiatives

Jones Engineering remains deeply committed to Diversity & Inclusion, and in 2025 we strengthened this commitment through continued partnerships with TrailblazHer, the DCU Access Programme, and iWish.

We also launched a new partnership with the Trinity Centre for People with Intellectual Disabilities, expanding our support for greater access and representation. Throughout the year, we invested €85,458 in ED&I initiatives and supported six ED&I events across Ireland, including our participation in and sponsorship of the CIF International Women's Day Summit and the International Women in Engineering Day Conference hosted by Engineers Ireland. Our efforts were further recognised with the achievement of the Irish Centre for Diversity Silver Award, reflecting our ongoing dedication to building an inclusive and equitable workplace.

DCU Access Programme

Jones Engineering has proudly supported the DCU Access Programme since 2005 and its scholarships since 2019. In 2024, we reaffirmed our commitment for another 4 years, through both financial sponsorship and participation in the 'Access to the Workplace' internship scheme. A €100,000 donation fund that provides scholarships for disadvantaged students and widens access to higher education. These initiatives will support over 1,000 students from disadvantaged and neurodiverse backgrounds annually, helping them to pursue third level education.

The Trinity Centre for People with Intellectual Disabilities (TCPID)

As part of our commitment to social responsibility and education, we have strengthened our commitment to Diversity and Inclusion in Education by announcing a new partnership with the Trinity Centre for People with Intellectual Disabilities (TCPID). TCPID supports students with intellectual disabilities in accessing higher education and career opportunities.

"I have been working in Jones Engineering since April 2025. I love my job. I love helping people, learning new things, and talking with the interns and graduates in the office. I also enjoy answering the phone and speaking with people every day. Outside of work, I play table tennis with Special Olympics and I am proud of the medal I have won in the photo."

Clíodhna O'Rourke
HR Intern, Jones Engineering



Jones Engineering at iWish 2025



iWish

Jones Engineering is proud to have participated in the 2025 iWish Showcase Event in the RDS in Dublin. This annual event aims to inspire and motivate young women to explore exciting careers in Science, Technology, Engineering, and Mathematics (STEM). Mollie Hanlon, a 4th Year Electrical Apprentice with Jones Engineering, took to the stage to present '10 Fast Facts'.

Our participation in the iWish Showcase underscores our commitment to education, training, and career development. We are committed to engaging with students and highlighting the incredible opportunities that a career in STEM can offer.

TrailblazHer

In 2024, Jones Engineering launched a new sponsorship in partnership with Technological University Dublin and TrailblazHER, a gender equality initiative focused on empowering women at secondary school and third-level education. We committed four years of support to this initiative, advancing gender equality and empowering women at secondary and third-level education in engineering and the built environment.

In 2025, we delivered a series of Transition Year school workshops, with team members presenting to students in Our Lady's Terenure and Mount Anville. They shared insights into their roles, the company, and the wide range of career opportunities within the engineering and construction industry. These workshops play an important role in inspiring the next generation and helping young people feel more confident about their future career paths.

We also sponsored the Community Hero Award at the TrailBlazHER Excellence Awards 2025. The TrailBlazHER community hero recognises and honours individuals who have made a significant and lasting social impact, either through their work or in their community.



Transition Year Workshops



Jones Engineering present the Community Hero Award at TrailBlazHER Excellence Awards

Learning & Development

Jones Engineering is committed to continuous professional development, and we actively promote a culture of lifelong learning across the organisation. Through training and upskilling opportunities, we empower our employees to grow in their roles and adapt to the evolving needs of our industry. The company has an annual training budget exceeding €4 million, with formal programs in place for Apprenticeships, Accountancy, Early Careers, and Graduates.

In 2025, we had 18 employees participating in our Accountancy training program in conjunction with their relevant professional body, with two successfully qualifying, 130+ new entrants to our Early Careers and Graduate programme, and 300+ employees participating in our Apprenticeship training programme. We offer individuals at all levels of the organisation the opportunity to engage in continuous professional development. In 2025, our teams spent 18,801 hours on non-mandatory professional development training.

Outside of our employees, we are committed to education and innovation across primary and secondary schools, tertiary education and early-careers pathways. We deliver initiatives with clear goals for each level, supported by a wide range of organisations and partners. For more details, please see page 36 of this report.



Graduate Induction – September 2025

Intern Events & Abroad

Interns and work placement students are a key part of our Early Careers attraction strategy. They gain valuable real-world experience, exposure to our projects, and the chance to learn directly from our teams across the business.

In 2025, we had 83 interns work with us at our office and site locations. Four of our electrical engineering interns took their learning beyond borders, joining our data centre project in the Netherlands, where a typical day involves everything from site walks and drawing reviews, to system analysis and client meetings.

In August, we celebrated the Interns time with us and headed to Explorium in Dublin. It was a great opportunity to step away from site and office life, connect with each other, and share experiences from their time with us.

Graduate Programme Update for 2025

 78 new graduates onboarded at three inductions

 41 graduates completed CPD certificates in Professional Engineering with Engineers Ireland

 42 graduates who commenced the graduate programme in 2023, completed the programme in 2025

CPD Accreditation by Engineers Ireland

In 2025, Jones Engineering was officially re-accredited as a CPD Accredited Employer by Engineers Ireland following a comprehensive audit conducted in February. The accreditation, awarded for a period of three years, recognises the organisation’s exemplary commitment to Continuing Professional Development (CPD) as a cornerstone of our growth strategy and talent development. This coveted accreditation confirms that Jones Engineering continues to meet and exceed all criteria outlined by Engineers Ireland, scoring highly across all seven CPD standards. The company was recognised as operating at the Advanced CPD level.

Early Careers Summit

We held an Early Careers Summit in July. It was a fantastic afternoon spent connecting our 2023-2025 graduates and trainees through learning, inspiration and networking. We heard from Prof. Daire Keogh (DCU) and Mark the Science Guy. We had employees from throughout the company give their honest insights into how leadership, their careers, and personal growth have evolved over time. This was a great way to forge new connections and celebrate the future of our early career’s community.



Prof. Daire Keogh President of DCU



Apprentice Training Programme & Academy

Jones Engineering is proud of its longstanding history of training apprentices, and is one of the largest apprenticeship training providers in Ireland, with over 300 apprentices currently employed. In 2024, following significant research and investment, we formalised our training program and successfully launched our purpose-built Apprentice Training Academy at our facility in Co. Carlow. In 2025, we continued to expand our training modules in our Training Academy and had 71 students through our doors, completing over 2,780 hours of training.

Worldskills

WorldSkills gives secondary school students the opportunity to explore apprenticeship career paths through 35 live competitions and interactive skill showcases, highlighting the talent, precision, and passion that drives skilled trades. We sponsored the Plumbing & Heating and Electrical competitions at the three-day event, which saw over 27,000 attendees. Luke Crowley, based in Cork, represented the company in the Industrial Controls competition.

We also welcomed Minister James Lawless (Minister for Further Education, Research, Innovation and Science) to our stand.



Team Jones Engineering at the WorldSkills event

Irish Construction Industry Awards

Jones Engineering was named winner of the Apprenticeship Programme Award at the Irish Construction Industry Awards 2025. We were celebrated for our long-standing commitment to training and developing the next generation of craftsmen and women in Ireland's construction sector. Judges praised the programme for its strategic foresight, operational excellence, and measurable impact.

The ISH Festival

The ISH Festival is the world's leading trade fair for HVAC and Water, which is held every two years in Frankfurt, Germany. In 2025, Jones Engineering continued our involvement, following the success of the 2023 event, where one of our Apprentices took part. This year the company sponsored Daniel Herlihy (Jones Engineering Apprentice Plumber) to take part in the week-long Plumbing Champions event and work alongside 11 other Apprentices from all around the world. As part of the ISH event, the Apprentice group showcased their installation skills, assembling the latest modular plumbing systems, and renovating existing and out-of-use washroom facilities at an arts centre in Frankfurt. This method highlights a new approach for collaboration, sustainability and social impact.



International Apprentices, delegates & visitors

Electrical Apprentice Awards

In 2025, we had 20 Apprentices recognised at the Electrical Apprentice Awards. Our Apprentices commitment, progress, and dedication throughout 2025 have made a meaningful impact across our projects.



Generation Apprenticeship - Apprentice of the Year Awards

Jones Engineering had eight outstanding nominees at this year's Apprentice of the Year Awards. This is a testament to the dedication, talent, and hard work of our apprentices, as well as the strength of our training and mentorship programmes.



Apprentices at the Apprentice of the Year Awards



Team Jones receiving Apprenticeship Programme Award at the Irish Construction Industry Awards 2025

Health and Safety

Safe work hours across our projects in 2025



Middle East – 3 Million achieved



1 Million achieved

Fujifilm – Denmark



1 Million achieved

Echelon – Dublin



Half Million achieved

Saudi Arabia



3 Million achieved

Middle East

Every project is an opportunity to leave a positive legacy. By embedding sustainability into how we design, build, and operate safely, we’re creating infrastructure that serves both today’s needs and tomorrow’s ambitions.

Fergal Keogh,
Chief Health & Safety Officer, Jones Engineering



Health and Safety is of paramount importance to us as an organisation. Over the years, Jones Engineering has been recognised with Health & Safety awards, including being the first Mechanical and Electrical contractor to win the top accolade of All Ireland Supreme Safety Award. We are committed to exceeding industry health & safety standards.

The Total Injury Recordable Incident (TIRI) rate has shown a consistent year-on-year improvement over the past four years, decreasing from 1.05 in 2022 to 0.47 in 2025. This represents an overall reduction of approximately 55% over the period. The steady decline - from 1.05 (2022) to 0.79 (2023), 0.64 (2024), and 0.47 (2025) - indicates sustained progress in safety performance and suggests that initiatives focused on hazard identification, risk management, employee engagement, and incident prevention, are having a positive impact. While continued vigilance is essential, the trend demonstrates a strong commitment to improving workplace safety and reducing recordable injuries.

CompEx Forum

In April 2025, CompEx hosted its latest Industry Forum in Cork, Ireland. The event brought together industry professionals to discuss the importance of a skilled workforce in meeting current industrial challenges, with a particular focus on health and safety in hazardous environments, an area central to CompEx training.

We look forward to continued participation in future forums and supporting the development of safe and competent practices across the industry.



Annual NISO Award

We’re proud to announce that we were recognised at the Annual NISO Awards in Killarney, taking home two prestigious awards, the Excellence in Safety Award and the Higher Distinction Award, placing the company among the top ten in Category 1 nationwide. These honours are a testament to the dedication and commitment of our team, who work tirelessly to ensure safety is at the heart of everything we do. A huge thank you to everyone who helps make Jones Engineering a safe and thriving workplace, every single day.



Safety Observation Reports & Safety Excellence Awards

At Jones Engineering, we believe that every incident is preventable. Our safety strategy relies on a proactive, preventative mindset that empowers colleagues to take ownership of workplace safety. A cornerstone of this engagement is our Safety Observation Report (SOR) programme, which encourages employees to identify risks and celebrate safe practices before accidents occur.

In 2025, our colleagues raised a total of 63,572 SORs across the company. This high volume of reporting reflects a deeply embedded safety culture where team members feel actively responsible for their own safety and that of their peers.

In July of last we started acknowledging a project in each region for Safety Excellence. Projects can achieve the Monthly Safety Excellence award for improvement in their leading safety key performance indicators including RAMS reviews, on time action closure and audits.



Progress Update WayForward Strategy

Our People pillar is supported by the Sustainability and HR Teams, the ESG Committee, and the People Pillar Lead and team, and aligns with SDG 3: Good Health and Wellbeing and SDG 8: Decent Work and Economic Growth.



Pillar	Strategy Targets 2023-28	2025 Update	Progress
Our People Internal Stakeholders: - Sustainability & HR Teams - ESG Committee - People Pillar Lead & Team 	Achieve and Retain Investors in Diversity Silver Accreditation.	Jones Engineering achieved the Investors in Diversity Silver accreditation in early 2025. Silver accreditation affirms that the organisation has been benchmarked against other bodies and has both embedded inclusive practices across the operation, as well as developed and fostered a sense of fairness and belonging among colleagues.	Complete
	Continue to Increase Gender Diversity within the Company.	Our goal is to build a diverse workforce through increased inclusion of underrepresented groups across all levels of the organisation and foster an inclusive culture by creating a workplace where all employees feel valued. In 2025, we have continued the trend of increasing the percentage of females within the business, from 8.4% in 2022 to 11% in 2025.	On Track
	Continue to Lower our Total Injury Recordable Incident (TIRI) rate, Maintaining Sustained Progress in Safety Performance.	The Total Injury Recordable Incident (TIRI) rate has shown a consistent year-on-year improvement over the past four years, decreasing from 1.05 in 2022 to 0.47 in 2025. This represents an overall reduction of approximately 55% over the period. The steady decline, from 1.05 (2022) to 0.79 (2023), 0.64 (2024), and 0.47 (2025), indicates sustained progress in safety performance and suggests that initiatives focused on hazard identification, risk management, employee engagement, and incident prevention, are having a positive impact.	On Track

Our Partnerships & Accreditations



13

CLIMATE ACTION



Biodiversity
Carbon Management
Resource Efficiency



We are committed to limiting our environmental impact through greater resource efficiency, reduced emissions and responsible waste management.

Our Planet

As a leading Mechanical and Electrical engineering contractor, we recognise that our actions can have a significant impact on the environment. Our environmental influence sits heavily in our activities on project sites and the materials/equipment we procure. From an industry perspective, we contribute to the embodied carbon of new buildings, which according to the UN Environment Programme, accounted for approximately 7-11% of global energy-related CO2 emissions in 2025*.

We are committed to limiting these impacts through measures that will improve our resource efficiency, reduce our Greenhouse Gas (GHG) emissions, water use, and waste generation. Our DMA highlighted that our most material impacts on the environment were, climate change, resource use, and waste. In this section, we will report on our progress in these areas. Other non-material topics, such as water and biodiversity, are still managed through our ISO 14001 Environmental Management System.

We are committed to decarbonisation and have verified science-based targets to guide us on our journey to Net Zero GHG emissions. In 2025, we progressed several planet initiatives, such as the installation of PV panels, the expansion of use of HVO fuel across our Irish operations, waste segregation and minimisation initiatives, and the further roll out of energy monitoring software to track energy efficiency in our office buildings. Our progress on environmental initiatives was acknowledged by the CDP in 2025, where we maintained our B Score on our Climate Change Questionnaire. We also received a prestigious spot on the CDP’s Supplier Engagement Assessment (SEA) A-List, recognising our commitment to engaging with our supply chain on climate action.

*UNEP, Global Status Report for Buildings and Construction 2024/2025 (2025).
<https://wedocs.unep.org/items/cd45bf5e-f635-4b6e-a453-8de0433aef35>

“Using live energy consumption data across our offices we are now seeing the rewards for our actions through reduced Scope 1 & 2 emissions. Encouraging efficient energy use and demonstrating the impact of this is allowing users to better understand how we can all reduce our carbon footprints.”

Peter Ennis,
General Manager, Jones Engineering Services



Climate Change

GHG Emissions

Jones Engineering recognises that Greenhouse Gas (GHG) emissions are a significant contributor to climate change and pose a severe threat to our planet’s health and stability. Through understanding our carbon footprint, we recognise our responsibility to tackle the GHG emissions associated with our operations, and to influence reductions within our supply chain. We have been calculating our Scope 1 and 2 GHG emissions since 2019. In 2022, we completed a comprehensive GHG footprint assessment covering Scope 1, 2 and 3 emissions. This total GHG footprint enabled us to identify our hotspots and critical focus areas for decarbonisation.

In 2025, 98.7% of our emissions came from Scope 3. Our GHG footprint has been calculated in line with the GHG Protocol and ISO 14064. We have received external third party verification in accordance with the GHG Protocol and ISO 14064 accreditation.

For a full breakdown of all Scope 1, 2 and 3 categories, please see Metrics table on page 41 and 42.



12%

reduction in total GHG emissions in 2025 compared with our base year.

14.19%

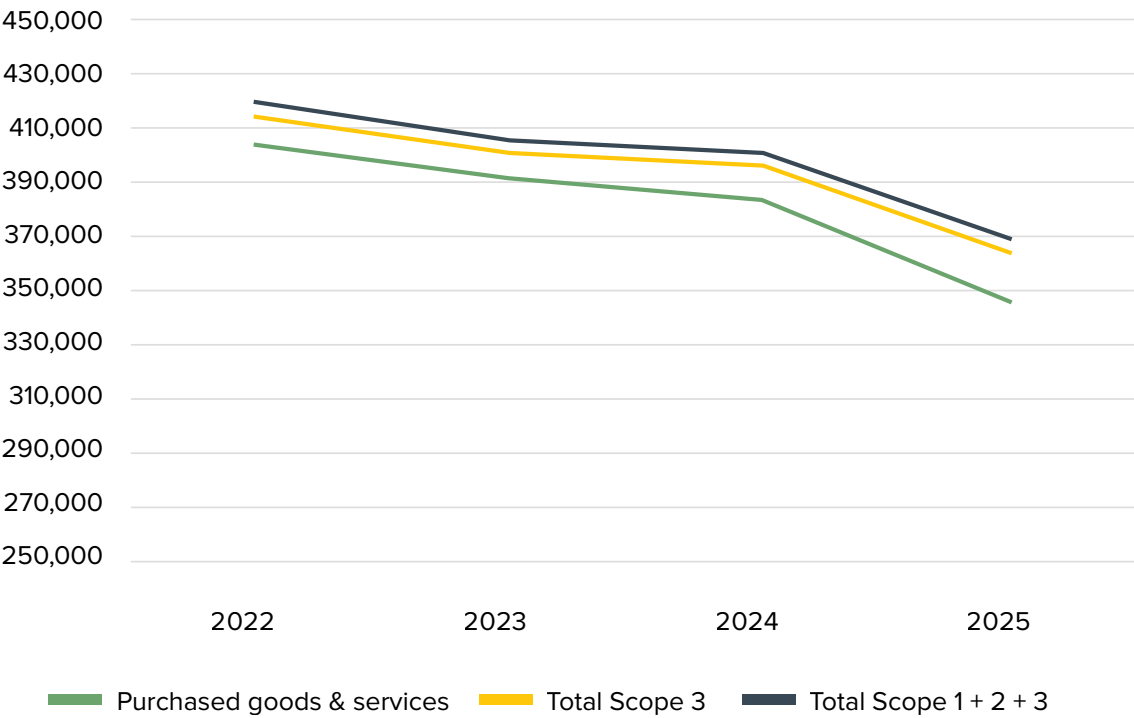
reduction in Scope 1 and 2 emissions compared with our base year.

95%

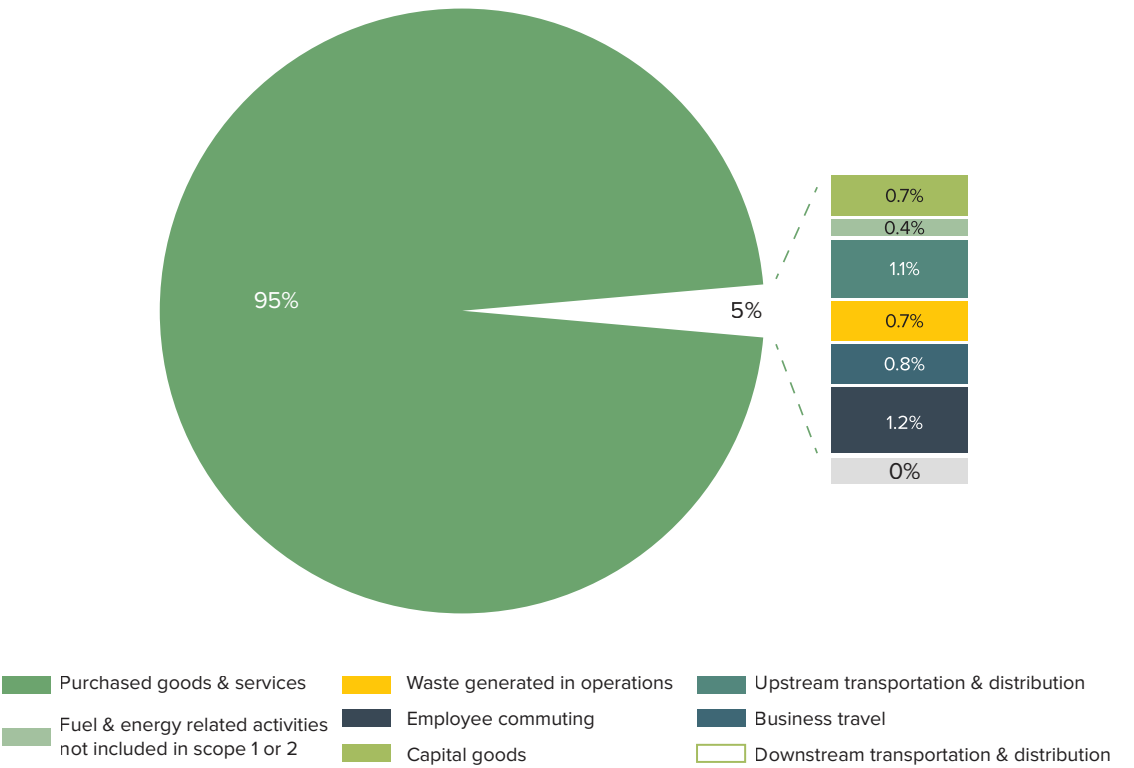
of our Scope 3 emissions in 2025 came from purchased goods and services.

GHG Emissions (tCO ₂ e)	2022	2023	2024	2025	Trend
Total GHG Emissions (tCO ₂ e)	421,784	407,835	402,816	370,907	↓
GHG Emissions Intensity tCO ₂ e/mn Eur)	391	397	311	231	↓

Scope 3 GHG emissions 2022-2025:



Scope 3 GHG emissions breakdown:



Decarbonisation Approach

Our decarbonisation plan to meet our Science-Based Targets was developed in 2024. We utilise Sweep, our carbon accounting software, to model our decarbonisation trajectories and monitor initiatives.

In 2025, we continued to monitor and model emissions reductions. With Sweep, we have been able to focus on the decarbonisation strategy for our Scope 1 and 2 GHG emissions, and assess the contribution of our carbon reduction initiatives, towards our 2032 target. In 2025, our emissions, on average, continued to trend downward. We will continue to monitor our emission profile closely and develop and deploy decarbonisation initiatives as required.

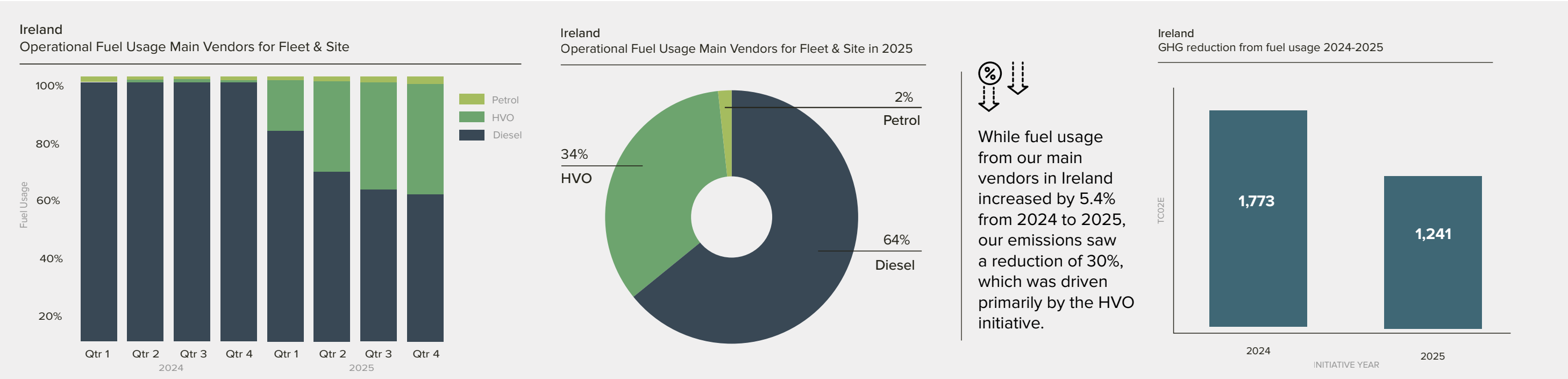
SBTi Approved Targets

Jones Engineering has committed to:

- reduce absolute Scope 1 & 2 GHG emissions by 50.4% by 2032 from a 2022 base year.
- reduce its Scope 3 GHG emissions by 50.4% within the same timeframe.



Decarbonisation Lever	2025 Update
Energy Efficiency	In 2025, we optimised energy use in our offices and sites by adopting energy-efficient practices and technologies. We installed the energy management system across five of our key office locations for improved energy management. We also installed a 70 kW and 130 kW solar energy systems at our Damastown and Carlow facility locations.
Transportation	In 2025, we continued to work towards the electrification of our transport options. Our fleet is currently made up of 14% hybrid and electric vehicles. In 2026, we will continue to trial electric fleet and move towards more green transport options.
Alternative Fuels for Site Operations	In 2025, we progressed our HVO initiative, which we trialed in 2025. HVO now makes up 34% of our total fuel usage in Ireland from our main vendors and has resulted in a 532 tCO2e reduction in emissions. In 2026, we hope to expand this initiative and trial other alternative power solutions for our operations.
Waste Management	We continued to focus on improving our waste management practices in 2025. We have reduced our waste to landfill in EU and now have a diversion rate of 98%. In 2026, we will continue to focus on improving our waste management practices, particularly in our operations in the Middle East where waste sorting facilities are limited.
Procurement Practices	We continued to engage with our suppliers on sustainability, and have provided them with a set of expectations which we expect them to follow, to improve their performance on a short and long term basis. For more information on our Responsible Sourcing Programme, please see page 30.

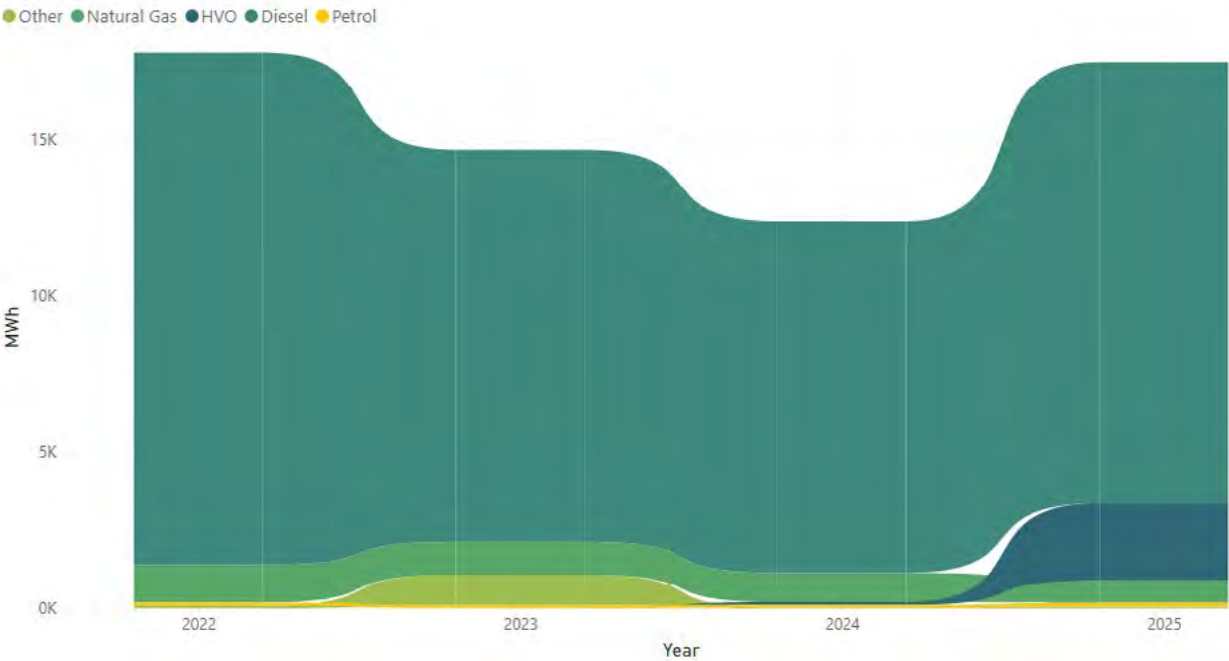


Energy & Waste

Fuel

In Jones Engineering, tracking the types of fuels we use, and the energy we consume, is critical. Throughout 2025, we've implemented improvements to our energy usage tracking across the business to identify opportunities for decarbonisation. The figure below shows how diesel usage is vital for our business and a hotspot for emissions. By using data driven insights like these, we can develop appropriate decarbonisation initiatives. In 2025, HVO was rolled out across our Irish fleet and site operations. The impact of this can be seen in more detail in our 'Decarbonisation Approach'.

Fuel Source MWh



Electricity

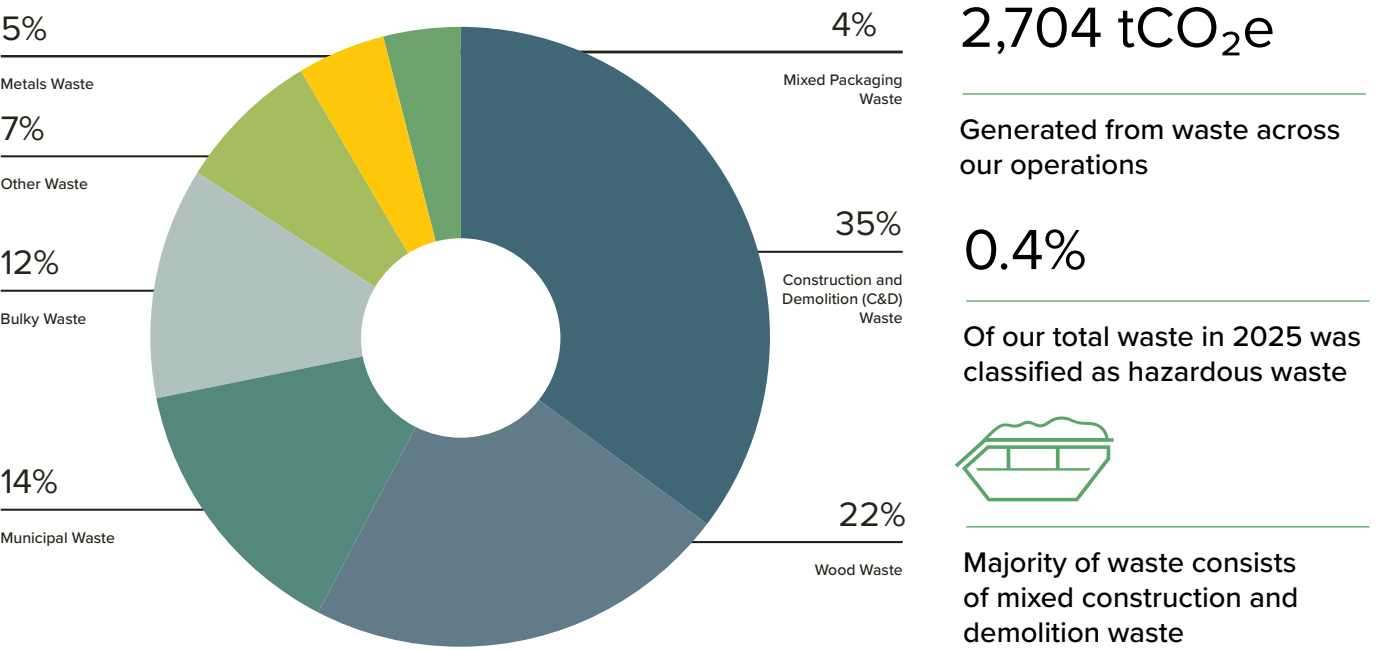
In 2025, we continued monitoring our electricity consumption and are currently working towards increasing the coverage of carbon free energy across Irish operations, as well as increasing our capability to generate our own energy through solar PV.

	2022	2023	2024	2025
Total Electricity (MWh)	1,667	1,766	2,201	2,063
Carbon Free Electricity (MWh)	967	1,042	1,673	1,258
% Carbon Free Group	58	59	76	61
% Carbon Free Ireland	68	71	98	87
Self Generated (MWh)	0	21	1	36

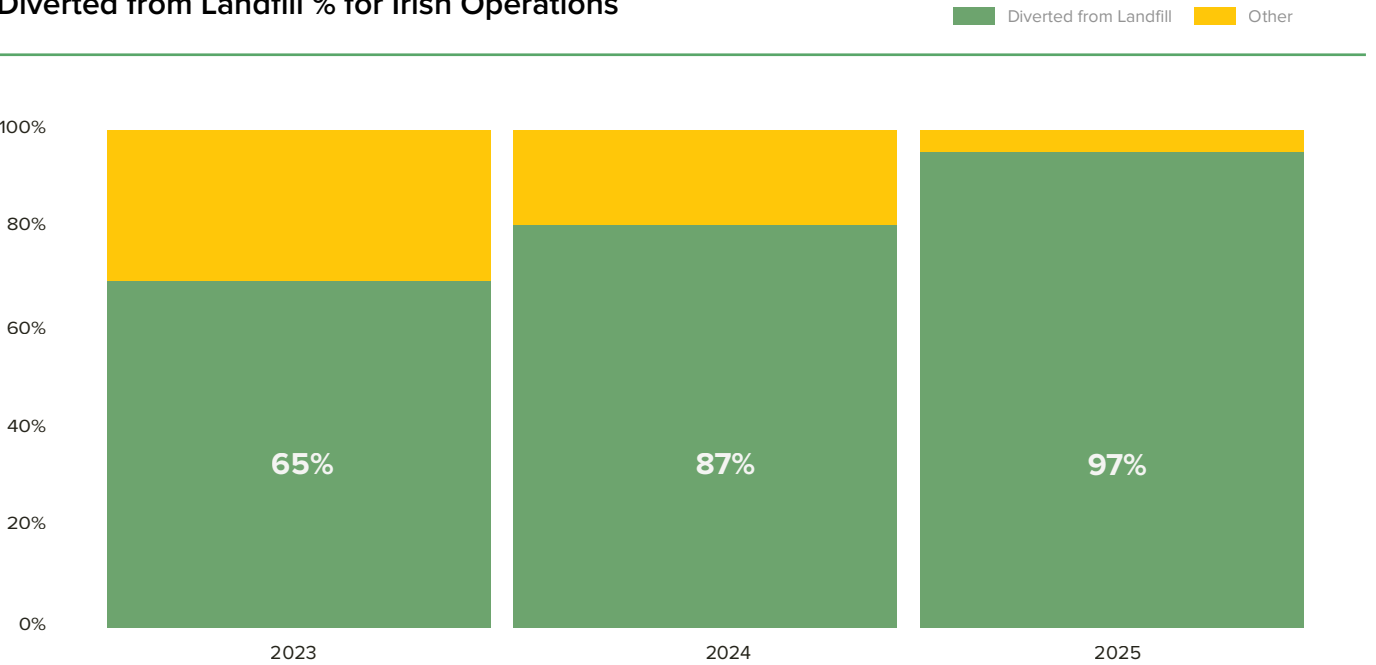
Waste

Waste produced by the construction sector has a significant impact on the environment. According to the European Commission, construction and demolition waste (CDW) accounts for more than a third of all waste generated in the EU. We recognise the impact waste can have on the environment and that, as a major player within our sector, we can have a substantial impact and influence.

Waste Mix Irish Operations 2025



Diverted from Landfill % for Irish Operations



Progress Update WayForward Strategy



Our Planet pillar is supported by Director of ESG, Sustainability Team, ESG Committee, Planet Pillar Lead & Team and aligns with SDG 13 Climate Action.

Pillar	Strategy Targets 2023-28	2025 Update	Progress
Our Planet Internal Stakeholders: - Director of ESG - Sustainability Team - ESG Committee - Planet Pillar Lead & Team	Science Based Targets approved by the Science Based Targets Initiative (SBTi) by 2024.	In 2024, our Science Based Targets were approved. Jones Engineering has committed to reduce absolute Scope 1 & 2 GHG emissions by 50.4% by 2032, from a 2022 base year. It also commits to reduce its Scope 3 GHG emissions by 50.4% within the same time frame.	Complete
	CDP B- by 2025, CDP A- by 2028.	CDP B was achieved in 2024 and maintained in 2025. This shows that we are taking coordinated action on environmental issues. We hope to improve this score in the near future. We also achieved an A Score in CDP’s Supplier Engagement Assessment (SEA) in both 2024 and 2025.	On Track
	Finalise near-term Decarbonisation Plan.	Jones Engineering’s near-term Decarbonisation Plan demonstrates a commitment to reducing greenhouse gas emissions in alignment with global climate targets. By implementing energy-efficient systems, optimising resource use, and sourcing renewable energy, Jones Engineering aims to significantly lower its carbon footprint over the next few years. Details on our decarbonisation plan can be found on page 26.	Complete
	Mature Quantitative Climate Risk Assessment by 2028.	Jones Engineering completed a Climate Scenario Analysis in 2024 which evaluated climate-related risks and opportunities facing the company. Using scenarios derived from IPCC AR6 and NGFS frameworks, it addressed both physical and transitional risks. In 2025, we further assessed these results and ensured appropriate mitigation measures were in place for identified risks.	On Track
	Implementation of Decarbonisation Plan, Targeting a 50.4% Reduction in Scope 1 & 2 and 3 GHG. Emissions by 2032	Jones Engineering has made progress on our decarbonisation plan in 2025. Our emissions, on average, continued to trend downward. Our Scope 1 & 2 Emissions have reduced by 14% compared to our base year of 2022. There is a Total Emissions reduction of 12% in 2025 compared to our base year.	On Track
	Set Credible Net Zero Targets with the SBTi and on track for Net Zero 2050.	Jones Engineering is currently reviewing the recently updated Science Based Targets Initiative’s Corporate Net Zero Standard V2.0. In 2026, a review will be undertaken to ensure our current targets are fit for purpose and identify an appropriate pathway for Net Zero for the company.	On Track

Our Partnerships & Accreditations





Responsible Sourcing Circular Economy Sustainable Products & Services



Through responsible sourcing, we work with our supply chain to ensure the materials, products, and services we procure, meet clear ethical, environmental, and social standards.

Our Products & Services

The activities under our Products & Services pillar reflect our commitment to delivering our projects responsibly, from the materials and equipment we source, to how we design out waste, and to the way we set up and run our sites. As a Mechanical and Electrical engineering contractor, the resources we consume when delivering projects, and the materials and services which we bring to sites, are the key sources of our impact.

The Products & Services pillar brings together three connected areas of focus. Through responsible sourcing, we work with our supply chain to ensure the materials, products, and services we procure meet clear ethical, environmental, and social standards. Through the circular economy, we aim to use resources more efficiently, reducing waste, extending the life of materials and equipment, and moving away from a take-make-dispose approach across our projects. With sustainable site set-up and project delivery, we bring these principles to the ground, managing energy, waste, and resources at project level, so that sustainability is delivered where our impact is greatest.

Together, these areas address our resource use and waste, and aim to reduce embodied GHG emissions associated with our products, which are the two most material environmental impacts identified in our Double Materiality Assessment. In 2025, we continued to deliver on our Responsible Sourcing Strategy, hitting a milestone of over 100 of our strategic suppliers undertaking sustainability workshops in our Head Office since 2023. We launched a supplier sustainability audit and continued to train our procurement team on responsible sourcing. A site audit programme was conducted to establish the baseline for sustainability performance across our regions and inform a site sustainability procedure which will be launched in 2026. Finally, we published our Circular Economy Strategy and began working on delivering projects.

“With legislation changing at pace, ongoing engagement with our supply chain through workshops and surveys remains vital to maintaining momentum towards our sustainability targets. Combined with focused responsible sourcing training for our project teams and departments, this in turn helps us support our client’s sustainability ambitions.”

Neil Kelly,
Strategy Implementation Manager, Jones Engineering



Responsible Sourcing

At Jones Engineering, responsible sourcing is central to how we procure the materials, products, and services that deliver our projects. As a mechanical and electrical contractor, much of our environmental and social influence sits in our supply chain, in the materials and equipment we buy, and the partners we work with, so managing it responsibly is both an ethical priority and a core part of how we reduce our impact.

Our Responsible Sourcing Strategy ensures our procurement practices align with clear ethical, environmental, and social standards. We have aligned our strategy to the principles of ISO 20400, the international standard for sustainable procurement, the OECD Guidelines for Multinational Enterprises, the International Labour Organisation (ILO) Conventions, the United Nations Global Compact – ten principles, and the United National Guiding Principles on Business and Human Rights.

Key updates for 2025:

- **Launch of Supplier Audit Process.** Recognising that supply chain integrity is core to our resilience, we launched our structured Supplier Audit Scorecard. This comprehensive auditing framework formally evaluates our vendors across critical sustainability and operational criteria, including:
 - **Environmental & Climate Responsibility:** Reviewing Environmental Management Systems (ISO 14001), greenhouse gas emissions monitoring (Scopes 1, 2, and 3), and waste circularity initiatives.
 - **Social, Labour & Human Rights:** Verifying compliance with ILO Core Labour Standards, worker grievance mechanisms, workplace health and safety protocols, and fair pay practices.
 - **Governance, Ethics & Quality:** Auditing anti-corruption policies, data privacy/GDPR compliance, and verifying certified Quality Management Systems (ISO 9001).
 - **Targeting 20+ Strategic Suppliers** to be audited in 2026.
- **100+** of our suppliers have attended in-person sustainability workshops at our Head Office since 2023, representing ~40% of total group spend on materials.
- **7 Responsible Sourcing Supplier Workshops** held in 2025, 14 workshops held to date.
- **Further training** rolled out for Procurement function.

In 2026, we aim to expand our Supplier Engagement Programme to cover sub-contractors, progress from EcoVadis Silver toward Gold (by 2028), increase the Environmental Product Declaration coverage across procured materials, and continue improving our supply-chain data and due-diligence processes for CSRD alignment.

CDP: Supplier Engagement Assessment

Our commitment to engaging with our suppliers on climate activities was again recognised by CDP in 2025, where Jones Engineering retained its A-score on the CDP Supplier Engagement Assessment (SEA). The SEA evaluates how companies engage with suppliers on climate performance, a distinction achieved by only a handful of Irish companies.



EcoVadis Silver

Jones Engineering achieved an EcoVadis Silver rating, scoring 74/100, placing us in the top 15% of companies assessed globally. EcoVadis independently rates performance across environment, labour and human rights, ethics, and sustainable procurement.



Our Responsible Sourcing Strategy:



Policies, Procedures and Compliance:
We have a comprehensive and clear set of governance documents that support our strategy including, our Supplier Code of Conduct, Responsible Sourcing Policy, Modern Slavery Policy Statement, Responsible Business Policy Statement, and our internal Procurement Quality System.



Data Collection, Staff Training, & Continuous Improvement:
We ensure continuous improvement by reviewing our systems, training our teams on responsible sourcing, and collecting data on our progress.



Risk Assessment and Audit:
We conduct risk assessments and audits to verify that suppliers meet our standards.



Supplier Engagement and Collaboration:
We work with our partners to raise standards together. We are clear on our expectations for sustainability and work with our suppliers and sub-contractors to improve our overall performance.



“We have continued to strengthen collaboration with our strategic suppliers through our sustainability workshops, building greater alignment, sharing best practices and executing our sustainability roadmap.”

Colin Salisbury,
Head of Procurement, Jones Engineering



Sustainable Site Set Up

At Jones Engineering, we are responsible for taking a client's design and delivering it in the most sustainable manner possible. This means identifying where a project's greatest environmental impacts occur and applying innovative technologies and materials to reduce them as much as possible.

In 2025, we conducted a baseline audit of our project sites to better understand our site and office level sustainability performance. We used the findings to develop a procedure to improve our performance, now embedded into our Quality Management System. We undertook audits at all Jones Engineering subsidiaries including H.A. O'Neil, Patrick Lynch, O'Shea's, and Irish Sprinkler and Fire Protection, including 71% of all active project operations in Ireland and Overseas. We reviewed projects in all sectors and contract types, (including General Contractor, Sub-Contractor and sustaining sites) and our own offices, workshops and facilities.



Team Jones Engineering in Hillerod, Denmark

Project Spotlight: Hillerod, Denmark

This project is a large-scale pharma facility based in Hillerod, Denmark. Jones Engineering are a sub-contractor on this project and have delivered the fit-out of mechanical and electrical services.

High Performing Categories:

- **Waste:** Strong waste management was led by a third-party logistics provider, with over 300 staff supporting strict segregation in line with Danish regulations.
- **Transport:** Sustainable commuting to the project was encouraged through cycling and carpooling initiatives, with cycling infrastructure available on the site.
- **Resource Management:** Innovative material control was driven by a comprehensive tracking system which was created and implemented by the JEG construction manager, resulting in minimal material waste on site. The site teams even undertook some creative re-use of old cable drums to create some site furniture.
- **Community:** The project fosters a strong community culture, running EHS-led initiatives such as biannual clean-up volunteering, and campaigns such as the 'Start Strong' and Back on Site – Back on Track' campaigns, focusing on safety, wellbeing, and team engagement, as the project nears completion. At Christmas the site raised over €3,000 for Pieta House, which was subsequently matched by Jones Engineering.

Key Site Initiatives for 2025

- **Roll out of HVO initiative across our Irish Fleet and Sites:** In 2025, HVO was used for our site fuel requirements in Ireland. HVO made up 34% of our total fuel usage from our main fuel vendors in Ireland and resulted in a 532 tCO₂e reduction in emissions.
- **Community Initiative:** Many of our sites across Europe and the Middle East organised site fundraising.
- **EV and Hybrid Vehicles:** We continued to expand the number of EV vehicles in our site fleet. In 2026, we will continue to trial EV vehicles.
- **Sustainability Metric Tracking:** In 2025, we trialed sustainability metric tracking at key large sites, linked to sustainability performance dashboards. In 2026, we will roll this out for all projects.
- **Sustainability Project Plans:** Sustainability Project plans were developed for a number of our key projects in 2025.

Project Sustainability Guidance

The baseline audits provided a strong evidence base to guide improvements and align all projects with our sustainability strategy. The sustainability team has used this evidence to update our Project Sustainability Guidance, which will serve as a resource for all site teams. This guidance will set out the standards, tools, and reporting processes required to ensure compliance and improve sustainability performance.

In conjunction with the published quality procedure for sustainability, this guidance will be used during the project kick off meeting of all upcoming projects, to ensure sustainability considerations are appropriately integrated early in the project life cycle.

The launch for the Project Sustainability Guidance and updated quality procedure is scheduled for Q4, 2026.



Circular Economy

Jones Engineering published our Circular Economy Strategy in 2025. The strategy outlines 5 key strategic areas to focus our attention on over the next three years; personal protective equipment (PPE), site set up, packaging waste, responsible material use, and IT Equipment. The focus areas were selected based on the degree of influence that Jones Engineering has and the extent to which effective change could be achieved. Projects have been established to deliver progress against our five focus areas.

Implementing this strategy will extend the lifespan of the materials and equipment we purchase for our projects. Transitioning to a circular economy is a positive deviation from the traditional linear economy model of 'take, make, and waste'.

Case Study 1: Re-use of Site Cabins

In 2025, Jones Engineering donated two previously used cabins, both coming to end of project, from our site operations to sports clubs, Celbridge GAA and the Rathkenny Rovers FC. Our cabins have received a new lease of life and support local clubs who often do not have much funding. The cabins will be used by the clubs as dressing rooms and for the storage of equipment.

The donation of the cabins has meant that they have avoided entering the waste stream. In 2026, we will continue to look for opportunities to donate cabins that are no longer required.

Image: Rathkenny Rovers FC with donated Jones Engineering cabin.



Case Study 2: Repairing Office Furniture

In September 2025, an audit was completed on damaged chairs located in our Head Office and an assessment was undertaken to assess if chairs were repairable.

The Sustainability Team engaged with the original providers of the chairs to complete the refurbishment of all damaged chairs. The chairs were refurbished and re-distributed around the office. Spare parts for future repairs were also acquired from the original providers.

As well as extending the life span of the damaged chairs, there were also cost savings to undertaking this circular economy project with the cost of repairing the damaged chairs being 81% cheaper than buying replacement ones.



Case Study 3: Creativity in upcycling

Our site teams have embraced a hands-on approach to circular economy principles by upcycling waste materials into functional furniture and decorative features. Cable drums and offcuts of pipes, which would have otherwise been sent for disposal, were repurposed into tables, seating, and Christmas displays. This initiative not only diverted material from the waste stream and reduced disposal costs but also boosted site morale by giving teams a creative outlet and a sense of ownership over their welfare spaces. It stands as a low-cost, high-impact example of turning waste into value, directly supporting our wider circular economy objectives.

Image: Site furniture at our site in Denmark and Christmas displays at our site in Limerick.



Progress Update WayForward Strategy

Our Product & Services pillar is supported by Director of ESG, Sustainability Team, ESG Committee, Planet Pillar Lead & Team and aligns with SDG 9 Industry, Innovation & Infrastructure and SDG 12 Responsible Consumption & Production.



Pillar	Strategy Targets 2023-28	2025 Update	Progress
Our Product & Services Internal Stakeholders: - Director of ESG - Sustainability Team - ESG Committee - Products & Services Pillar Lead & Team	Develop a Responsible Sourcing Strategy in line with Best Practices.	In 2024, we finalised our Responsible Sourcing Strategy, in line with ISO 20400 as the international standard for sustainable procurement. In 2025, we continued to deliver sustainability training to all members of our procurement teams, ensuring that our sourcing practices align with our sustainability commitments. We also introduced a sustainability supplier audit programme to verify supplier compliance with sustainability and ethical standards.	Complete
	Engage with Clients and Suppliers on Sustainability. Target Strategic Suppliers and Develop a set of Sustainability Expectations.	A key milestone has been the successful rollout of our supplier engagement programme, which includes the development of our sustainability workshops, aimed at collaboration and sharing sustainability goals across our supply chain. In 2025, we hit the milestone of over 100 of our suppliers attending our in person workshops. We continue to engage with our clients on sustainability topics. In 2025, we have attended client sustainability events and webinars, answered ESG questionnaires and data requests, and engaged directly on project sustainability requirements.	On Track
	Innovate on Circular Economy Mechanisms within our Business.	Jones Engineering has been developing a Circular Economy Strategy for the organisation. As part of the Circular Economy Strategy, five focus projects were identified for progression. In 2025, we made progress against a number of our identified priority projects such as responsible material use, IT equipment, and site set up.	On Track
	Develop a Procedure for Sustainable Site Set Up and Embed Sustainability Practices into our Work on Site.	In 2025, we conducted an ESG Baseline Audit to understand current sustainability practices across our Project Sites and Offices to help identify the best ways to implement changes in line with Group level ESG commitments and goals. The sustainability team visited and surveyed 71% of all active JEG projects across Ireland, Mainland Europe, the Nordics and the Middle East. The baseline review has informed our Sustainability Site Set Up Procedure which will be launching in 2026.	On Track
	Further Collaboration with Industry Partners.	Jones Engineering is committed to industry collaboration across a variety of ESG topics. We are members of Construct Innovate and MMC (Modern Methods of Construction) Ireland, participating in their “Technical Guidance and Knowledge Sharing” Working Group. Our Group Head of Sustainability also sits on the ESG Committee of the Construction Industry Federation (CIF) and their Carbon Working Group.	On Track

Our Partnerships & Accreditations





Charity
Partnership
Sponsorships



These partnerships are integral to our long-term goal of strengthening the social fabric of the communities where we live and work.

Our Community

At Jones Engineering, we recognise that growth must go hand in hand with creating shared value for the people and places around us. We are committed to supporting local communities and charity initiatives through our Community Strategy.

In 2025, we continued to invest in initiatives that reflect this responsibility, encompassing education and skills development, health and wellbeing, biodiversity, social inclusion, and grassroots sport. These partnerships are integral to our long-term goal of strengthening the social fabric of the communities where we live and work.

In 2025, we invested €795,313 in communities across Ireland and overseas. We also continued to develop our Community Engagement Strategy and maintained our membership with Business in the Community Ireland. Key highlights from our community engagements in 2025 include our partnerships with TrailblazHER, the DCU Access Programme, TU Dublin Student Awards, Barnhall Buffaloes, The Trinity Centre for People with Intellectual Disabilities (TCPID), iWish, our Gavle Training Facility, and Science Blast.

In 2026, we will continue to develop our Community Engagement Strategy and embed the principles of social value into our decision making.

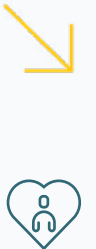
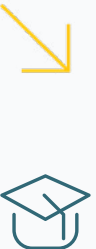
“Strong communities are built through collaboration, support, and shared purpose. At Jones Engineering, we are proud to invest in initiatives that empower people, strengthen local communities, and create meaningful opportunities. Whether through sponsorship, volunteering, or charitable giving, we recognise that our success brings a responsibility to contribute positively to society and help build a better future for all.”

Tanya Doyle
Group Head of Marketing, Jones Engineering





Jones Engineering Supports iWish Showcase Event in Dublin

 €795,313 Invested in Communities Locally & Internationally	 97 Community Initiatives Funded	 10 Universities and Schools Supported
 56+ Charity Partnerships Across 7 Regions	 €25,407 Employee Generated Fundraising	 90 Sports Teams Across 5 Regions

Community Programme

At Jones Engineering our goal is to align our community strategic approach to our company values; relationship, challenging design, delivery, innovation and safety. Our key strategic community targets include supporting our surrounding communities & clients, innovation & education, gender equality and environmental protection.

Our strategy is supported by our Community Pillar Team, our Community Pillar Leads and our Sponsorship Committee. These groups ensure that our community strategy is governed to create meaningful action across long-term partnerships, sponsorships, and volunteering initiatives.

In 2025, we expanded our Community Programme, ensuring that our community spending is spread across our different regions and hits our community targets, including a new focus on developing long-term partnerships. We have increased our investment in communities by 26% since 2024. The table below shows some of the key statistics from our 2025 Community Programme.

Community Strategy

Sponsorship Committee

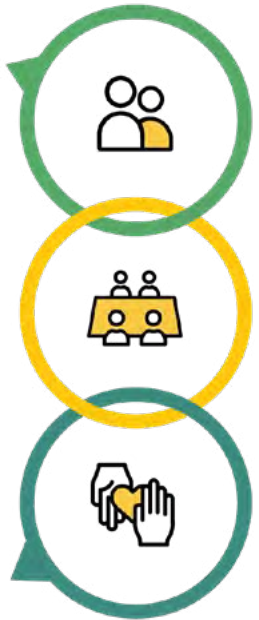
- Approves all group level Sponsorship request
- Monitors community spend
- Ensures alignment with Community Strategy

Community Pillar Lead

- Acts as liaison between Community pillar and Community Funding Panel.

Community Pillar

- Provides regional representation for Community Strategy
- Coordination of local community events / partnerships.



Education & Innovation

Education and Innovation remain core values at Jones Engineering, and we recognise the importance of strong STEM engagement with students at every stage of learning. Through our dedicated Education & Innovation Programme, which spans primary schools, secondary schools, tertiary education, and early-careers pathways, we deliver targeted initiatives with clear goals for each level, supported by a wide range of organisations and partners. In 2025, Jones Engineering continued to invest in programmes that strengthen learning, skills development, and future talent, contributing €148,211 to education initiatives and supporting 10 schools and universities across Ireland.

Our work this year included the TU Dublin Student Awards, our involvement in the ESB Science Blast, and the development of our Gävle Training Facility, demonstrating how innovative training environments are shaping the next generation of engineering professionals. The initiatives and organisations we support across all education levels are outlined below.

Education Level	Goal	Jones Engineering Activity
Primary	Increase knowledge about STEM for primary school students, with parents and teachers talking to their students and children about STEM careers.	- Engineering in a Box - ESB Science Blast
Secondary	Increase Transition Year student’s interest and knowledge about STEM careers especially among females.	- iWish - TrailblazHER - Transition Year Programme
Tertiary	Increase confidence, readiness, and financial stability for students starting third level from disadvantaged backgrounds.	- TU Dublin Student Awards - DCU Scholarships - Trinity College (TCPID)
Early Careers	Increase the attraction, development, and retention of the next generation of engineering talent through practical experience, structured learning, and meaningful career pathways.	- Internship Programme - Apprenticeship Programme - Graduate Programme - Graduate Fairs - Gävle Training Facility

Our Highlights

Primary

Science Blast

Jones Engineering took part in the 2025 ESB Science Blast at the RDS, engaging with thousands of primary school students showcasing their science projects. The event welcomed 12,775 pupils from 277 schools, with strong inclusivity supports and 120 Irish-language projects. We also unveiled our stand designed by 12-year-old Zach English, and students enjoyed the Cyclone and Strike a Light games. Thank you to all our volunteers. Supporting STEM education is essential, especially as only 25% of Irish adults consider engineering as a career.



Eva Garcia, Martina Kavanagh and TY Students

Tertiary

TU Dublin Student Awards

Jones Engineering announced the winners of the TU Dublin Scholarships for 2025, awarding six students bursaries to support their studies across engineering, construction, music, and drama. These awards highlight the collaboration between technical and creative disciplines within the AEC sector. CEO Stephen McCabe emphasised the importance of supporting students, increasing access to STEM, and helping develop future industry leaders. This initiative reinforces our commitment to bridging education and industry while creating meaningful career pathways for students.



Stephen McCabe and Scholarship Winners

Early Careers

Case Study: Gävle Training Facility

The training facility was set up to benefit the local youth and young adults in Gävle, specifically those who have left school without completing their final year, and those who are long-term unemployed. We commissioned the manufacturing of a workshop with a classroom, and developed a 5-day training course, a basic and foundational introduction into the construction and mechanical trades. In autumn of last year, we conducted four classes, each comprising of eight students. On completion of each class, the students received a JEG Certificate of Completion. A student from our third class showed great potential and he was invited by Jones Engineering on to one of our data centre sites in Gävle, for a three months internship. In 2026, we will continue our training classes, which will include a foundational course in the electrical trade, as well as the mechanical trade course.



Gävle Training Facility Participants

Charitable Causes

Jones Engineering is committed to supporting the communities in which we work, and in 2025, we continued this commitment through extensive charitable giving and partnerships. We donated €248,620 to charitable causes and supported 56 different charities across Ireland, the UK, the Netherlands, Denmark, Belgium, Sweden, and the Middle East.

Our contributions included Christmas donations and participation in key charity events such as the BUMBLEance Ball and the Lighthouse Construction Industry Charity Lunch, reflecting our ongoing dedication to making a positive impact across the regions where we operate.

Our Christmas Charity Donations



(Logos: Leaders in the Community, Barncancerfonden, Cork Simon Community, Jigsaw, Alone, Merchants Quay Ireland, Unicef, Cian's Kennels)

Case Studies from 2025

Corrin Nature Reserve is a treasured haven of biodiversity and natural beauty, sustained entirely through the generosity of fundraising, donations, and grants. It receives no regular income yet continues to thrive thanks to the dedication of its volunteers. We were delighted to sponsor the reserve in 2025 and get some of our employees to volunteer, planting for a few hours.



Cheshire Ireland is a charity that provides a vast range of services to people with physical, sensory, and neurological conditions, who often have very complex and high support needs. In 2025, Jones Engineering donated a new Community Van to Cheshire Ireland. This was badly needed in the community, for all Roaming and on Call services. It helps transport those we support to visit friends and family, be out and about in the community, and travel to medical appointments – all very vital trips.



Ramadan: During this year's Ramadan, our team in Bahrain packed and distributed over 100 Iftar food parcels to local market custodians in the central market. A heartfelt thank you to the team for this thoughtful act of community support and generosity – a true reflection of our values in action.



Employee Fundraising: Our employees are dedicated to supporting causes local to the areas in which they operate. In 2025, employee fundraising raised €25,407 for charities across Europe – Ireland, the UK, the Netherlands, and Denmark. These charities included the Jack & Jill Foundation, Pieta House, Breast Cancer Ireland, Movember, the Alexander Devine Children's Hospice Service, and Stichting Kindervakantiekamp Winschoten. Jones Engineering also has a fundraising matching policy.



Community Sports

Jones Engineering is committed to supporting community sport, and in 2025 we continued this long-standing tradition across all regions in which we operate. In total we have invested €216,738 in community sports initiatives and supported over 90 sports teams across Ireland, the UK, the Netherlands, Sweden, and Denmark. Our support spanned a wide range of sports, including GAA, football, rugby, basketball, netball, water polo, motorsports, and golf, reflecting our belief in the positive impact sport has on wellbeing, community connection, and opportunity.

Employee Sports Initiatives

Jones Engineering is proud to support our employees with various sporting initiatives in our various regions. Some examples in 2025 were our sponsorship for the Lyngby Football Tournament in Denmark for mental health and suicide prevention, M1 Run in Dubai, where all profits were donated to the Dubai Autism Centre, and Cycle of Hope Challenge with Cycle Against Suicide, an initiative focused on raising awareness around suicide prevention and mental health support. The cycle was from Mizen Head to Malin Head, joining friends and colleagues from across the industry.

Barnhall Buffaloes

Jones Engineering was delighted to continue our partnership with the Barnhall Buffaloes. The Buffaloes are a tag rugby team for adults with special needs which was set up in 2015. Players are supported by their coaches to learn the skills needed to play tag rugby. This team puts a big emphasis on fun and community participation, with all welcome to come and give tag a try.

The Jones Engineering team attended the 10th Annual MU Barnhall Buffaloes Blitz in Leixlip, proudly supporting the event as the team's main sponsor. On Sunday 14th September 2025, they welcomed teams from all over Ireland and abroad for the biggest all-inclusive rugby blitz'.

GAA Europe – GAA National Féile

We were proud to be the main sponsor of Gaelic Games Europe Féile, held in Amsterdam in May 2025. As part of this partnership, 22 talented under-15 players from nine clubs across six European countries were selected to represent their regions at the John West Foods GAA Féile Peile na nÓg 2025 in Derry, a national festival of Gaelic football that celebrates youth, culture, and connection.

At Jones Engineering, we believe in giving back to the communities we serve at home and abroad. Supporting youth development through sport is one way we invest in the next generation, building confidence, camaraderie, and lifelong memories.



Progress Update WayForward Strategy

Our Community pillar is supported by Director of ESG, Sustainability Team, ESG Committee, Planet Pillar Lead & Team and aligns with SDG 11 Sustainable Cities & Communities SDG 10 Reduced Inequalities.



Pillar	Strategy Targets 2023-28		2025 Update	Progress
Our Community Internal Stakeholders: - Director of ESG - Sustainability Team - ESG Committee - Community Pillar Lead & Team	Develop a Comprehensive Community Strategy by 2025.	Jones Engineering has a dedicated Sponsorship Committee within the company. We have a clear governance structure in place to guide our progress, ensuring accountability and alignment across all community initiatives. In 2025, we expanded this strategy by developing new charity and community partnerships, deepening our engagement across the regions where we operate.		Complete
	From 2024 onwards, Commit to Allocating over €500,000 Annually Through a Combination of Time and Funding, in Alignment with the UN Sustainable Development Goals.	In 2025, we invested €795,313 in communities across Ireland and overseas. We also continued to develop our Community Engagement Strategy and became members of Business in the Community Ireland. Key highlights from our community engagements in 2025 include our partnerships with TrailblazHER, the DCU Access Programme, TU Dublin Student Awards, Barnhall Buffaloes, The Trinity Centre for People with Intellectual Disabilities (TCPID), iWish, our Gavle Training Facility, and Science Blast.		Exceeded
	Sign up to Business in the Community Ireland by 2025.	In 2024, Jones Engineering joined forces with Business in the Community Ireland to advance sustainability initiatives. Through this partnership, we will benefit from BITCI's expert guidance and network of purpose-driven organisations, enabling us to implement more sustainable practices, enhance our community impact, and continue building a resilient and responsible future. We continued this partnership in 2025.		Complete
	Measure Social Value of Initiatives by 2028.	Social value measurement is the systematic process of evaluating and quantifying the broader economic, environmental, and societal impacts an organisation creates. Staff within Jones Engineering are undertaking training in Social Value measurement in 2026, to be able to translate community initiative impacts into tangible data.		On Track
	Develop more Meaningful Long-Term Partnerships with Organisations Across our Regions.	Looking ahead to 2026, we plan to establish at least one long-term charity partnership per region, creating structured opportunities for volunteering and sustained community impact. This approach will ensure our actions generate measurable social value and deliver lasting positive change for the communities we serve.		On Track

Our Partnerships



VSME-Aligned Report – 2025 Disclosure

As we prepare for the incoming reporting requirements under the CSRD in 2027, we are utilising the VSME standard to report our sustainability disclosures. The VSME, developed by EFRAG, provides a standardised approach to reporting across general company information, environmental, social, and governance-related topics. Jones Engineering has used and adapted the VSME framework to disclose in the table below, reporting against both the Basic and Comprehensive modules. Adaptation has been undertaken based on materiality. Our Double Materiality Assessment was developed in alignment with the requirements of the CSRD.

Section	Sub-Section	Disclosure
General Information	B1 - Basis for Preparation	See Page 3, Legal Policy
General Information	B1 – Disclosure of Sustainability-related certification(s) or label(s)	See Page 10, 23, 24, 29, 34 and 40.
General Information	B1 – List of Site(s) & Subsidiaries	Legal Policy
General Information	C1 – Strategy: Business Model and Sustainability – Related Initiatives	Page 7, 9, 14, and 15.
General Information	C2 – Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	Page 8, 10, 13, 24, 27, 29, 34, 40 and Sustainability Policies
Environmental	B3 - Total Energy Consumption (in MWh)	Page 26
Environmental	B3 - Estimated Greenhouse Gas Emissions considering the GHG Protocol Version 2004 (in tCO ₂ e)	Page 26 and 42
Environmental	C3 - GHG Reduction targets (in tCO ₂ e)	Page 26 and 27
Environmental	C3 - Disclosure of list of main actions the entity seeks in order to achieve its targets	Page 27
Environmental	C3 - Transition plan for undertakings operating in high climate impact sectors	Page 27
Environmental	B3 - Greenhouse gas emission intensity per turnover (in tCO ₂ e)	Page 26
Environmental	B7 - Description of circular economy principles	Page 33
Environmental	B7 - Waste Generated	Page 28
Environmental	C4 - Climate Risks	Page 12
Environmental	Disclosure of any other environmental and/or entity specific environmental disclosures	Our Planet Section
Social	Total no. Employees	Page 7
Social	B8 – Workforce – General characteristics – Type of contract & Gender	Page 7 and 17
Social	B10 – Training	Page 17, 21 and 22
Social	C6 - Human rights policies and processes	Modern Slavery Policy
Social	B9 – Workforce – Health and safety	Page 17 and 23
Governance	C9 – Gender diversity ratio in the governance body	Legal Policy

2025 Sustainability Key Performance Indicators (KPIs)

Metrics	Units	2022	2023	2024	2025
Our People					
Demographics					
Total Headcount (direct) FTE	Number	2,077	2,446	2,800	2,901
Proportion of females in workforce	%	8.4	9.6	10.2	11
Nationalities represented across JEG	Number	50	55	55	59
Learning & Development					
Non-Mandatory Professional Development Training	Hours	6,231	8,686	19,500	18,801
Health & Safety					
TRIR Rate ((Number of Recordable Incidents × 200,000) ÷ Total Hours Worked)	Number	1.05	0.79	0.64	0.47
Our Planet					
Greenhouse Gas (GHG) Emissions					
Total Emissions	tCO2e	421,784.05	407,835.79	402,816.47	370,907.50
Carbon Intensity (Scope 1 & 2)	tCO2e / Revenue Eur mn	4.93	4.35	3.13	2.84
Carbon Intensity (Scope 1, 2 & 3)	tCO2e / Revenue Eur mn	391.66	397.09	311.26	231.38
Scope 1	tCO2e	4,868.01	4,021.24	3,499.87	4,144.83
Scope 2 (Location)	tCO2e	445.15	442.09	553.72	414.88
Scope 2 (Market)	tCO2e	237.79	225.75	195.25	222.01
Scope 1 & 2 (Location)	tCO2e	5,313.16	4,463.33	4,053.59	4,559.71
Scope 3 (Total)	tCO2e	416,470.89	403,372.46	398,762.89	366,347.79
Scope 3.1	tCO2e	406,547.44	394,185.69	386,062.97	348,074.53
Scope 3.2	tCO2e	1,257.06	868.37	961.90	2,722.58
Scope 3.3	tCO2e	877.51	668.06	778.23	1,317.20
Scope 3.4	tCO2e	3,882.68	3,239.13	3,996.81	3,908.76
Scope 3.5	tCO2e	12.25	28.33	36.22	2,704.09

2025 Sustainability Key Performance Indicators (KPIs)

Metrics	Units	2022	2023	2024	2025
Scope 3.6	tCO2e	1,883.79	2,468.29	3,974.19	2,924.24
Scope 3.7	tCO2e	1,779.90	1,876.72	2,236.81	4,567.99
Scope 3.9	tCO2e	230.26	37.87	715.75	128.41
Outside of Scopes (biogenic emisssons)	tCO2e	-	-	-	2,165.58
Energy Consumption					
Total Electricity Consumption	MWh	-	1,766.01	2,200.89	2,062.83
Renewable Electricity Share - Group	%	-	59%	76%	61%
Renewable Electricity Share - Europe	%	-	64%	87%	74%
Self-generation of Electricity	MWh	-	20.85	0.98	36.44
Total Energy Consumption - Group	MWh	-	17,008.93	15,563.73	20,046.55
Renewable Energy Share - Group	%	-	6%	11%	19%
Energy Intensity	MWh / Eur mn	-	16.56	12.03	12.51
Total Fuel Consumption	MWh	-	15,242.91	13,362.84	17,983.72
Waste					
Total Waste generated	Tonne		1,128.57	907.49	6,305.78
Waste diversion rate - Group	%		61%	85%	22%
Waste diversion rate - IE	%		93%	88%	96%
Waste diversion rate - Europe	%		65%	91%	99%
Total non-hazardous waste	Tonne		1,128.57	841.26	6,276.52*
Total hazardous waste	Tonne		-	66.23	29.26
Sustainability Frameworks					
EcoVadis	Score		Committed	Bronze	Silver
CDP	Score	-	B-	B	B
CDP - Supplier Engagement Assessment	Score	-	C	A	A
Investors in Diversity	Score	-	-	Bronze	Silver

*Waste increase due to new General Contractor works in the Middle East.