

Sustainability in Action 2024



Cover Image: Launch of our Pathway to a Net Zero Carbon Network document, September 2024

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Ronan Galwey Acting Chief Executive Officer

Overview

Chief Executive Officer's introduction

In September 2024, we unveiled our Pathway to a Net Zero Carbon Network. In response to the pressing challenges of climate change, we are committed to mitigating its impacts and ensuring a sustainable future for generations to come.

Our pathway outlined our commitment to decarbonising our gas network through the transportation of renewable gases, such as biomethane and green hydrogen. The exact timing of our pathway will evolve as new technologies, policies and market dynamics develop but we are resolute in our desire to decarbonise the gas we transport for our customers while also being carbon neutral in our own operations.

I am proud to lead an organisation where sustainability is at the core of our operations. In 2024 we also mobilised two significant projects to address our own operational emissions. These two projects—one to cut methane emissions across our network (which make up about 40% of our greenhouse gases), and another to lower emissions at our two compressor stations in Scotland (which account for 50%)—are essential steps for GNI to reach its goal of reducing scope 1 and 2 greenhouse gas emissions by 51% by 2030.

Our sustainability report underscores our unwavering commitment to the United Nations' Sustainable Development Goals (SDGs). In June 2024, we were honoured to be appointed as a 2024/2025 UN SDG Champion by the then Minister for the Environment, Climate, Communications and Transport, Eamon Ryan, the first energy company to be awarded that honour. As a champion, we are dedicated to raising awareness, actively promoting the SDGs, and driving impactful actions towards their achievement.

In 2024, we made important strides in fostering a robust sustainability culture across our business, ensuring it is central to our decisions and strategy. We also began the transition to more integrated reporting under the new EU Corporate Sustainability Reporting Directive (CSRD), establishing a cross-functional group to support the delivery of our CSRD programme and requirements. With the publication of the Omnibus Package Proposals, we are monitoring developments in Europe and we are progressing with no regrets work while we await clarity on the required disclosures. We have used the initiation of our CSRD programme as a valuable opportunity to reflect on our current sustainability strategies and practices, introduce enhanced governance standards, and further

embed sustainability culture and awareness activities in our business. Our 2024 report has evolved to reflect the material topics in our double materiality assessment completed as part of our CSRD programme and marks an important step in enhancing our sustainability report which first started in 2017.

Throughout 2024, we continued to invest in the development of our employees through various bespoke programs, including technical training and further educational support. We were pleased to welcome a new group of apprentices and we are recruiting for our 2025 Graduate Program. A key focus area remains the wellbeing of our people. In 2024, we introduced several progressive policies, such as Menopause, Holiday Swap, and Fertility Treatment Supports. We received external recognition from IBEC (KeepWell Mark) for our Health and Wellbeing Programme and from Engineers Ireland (CPD Employer of the Year) for our Female Development Program. Employee volunteering is key to our social sustainability ambitions. In 2024, we were honoured to be the first non-VIO (Volunteer Involving Organisation) in Ireland to achieve the "Investing in Volunteers" certification – the national quality standard for best practice in volunteer management.

Finally, and most importantly, I want to extend my heartfelt thanks to all our employees and delivery partners for their dedication and hard work to delivering sustainably.

Together, we will continue to drive progress and shape a better future for Ireland.



“Throughout 2024, we focused on enhancing our sustainability culture to enable our employees to deliver on our net zero ambition, and promoted sustainable development both internally and externally.”

Ireland's gas network

a national asset of size and scale

Delivering Ireland's Energy

30%
of Ireland's total energy needs

54.3 TWh
transported through the network for Republic of Ireland - **up 2%** from 2023

41%
of Ireland's electricity generation

20%
of gas used in Ireland sourced indigenously from Corrib gas field

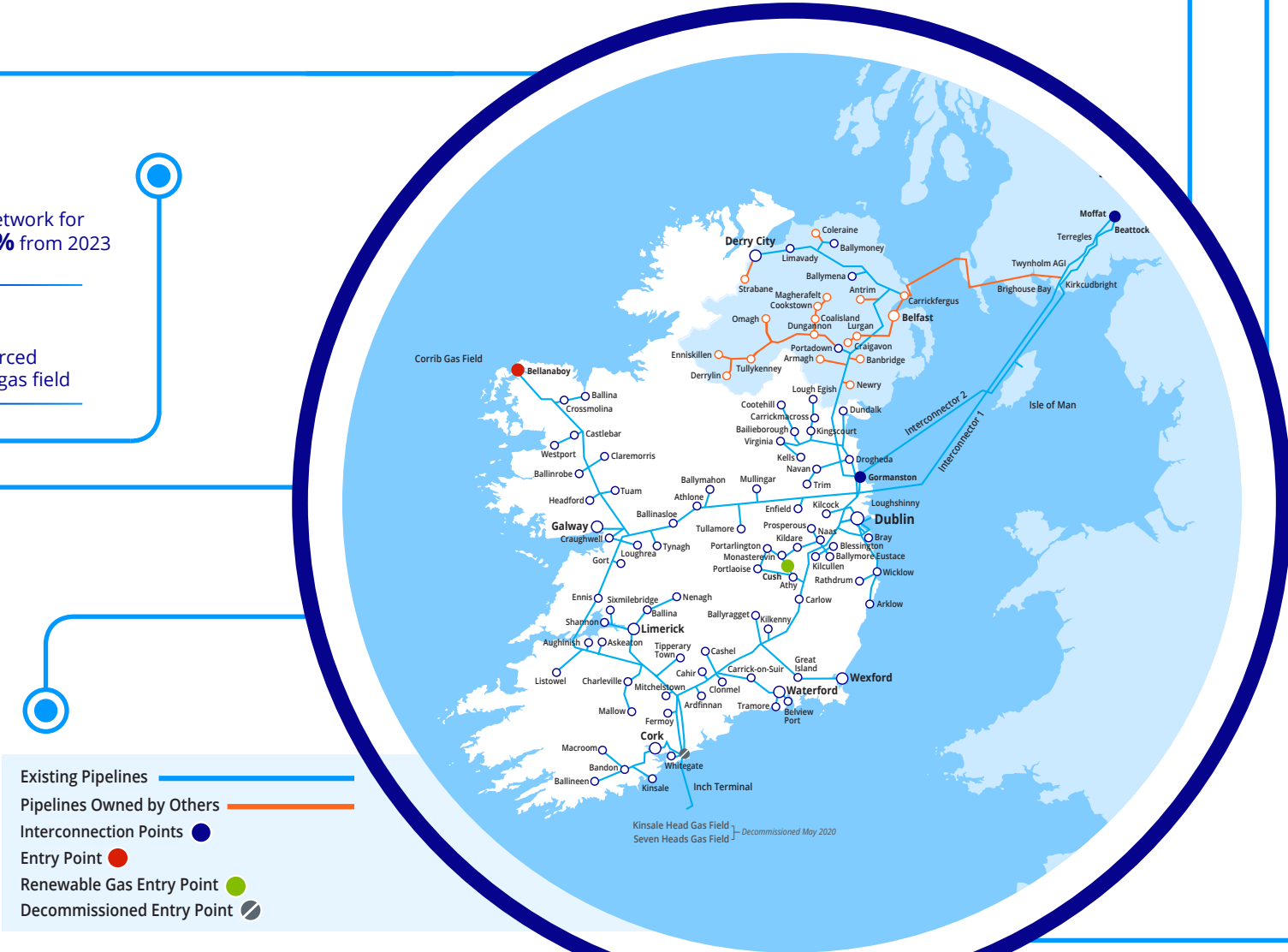
Delivering Ireland's Energy Security

4
new gas fired generation connections constructed

4
further gas fired generation connections under construction

Construction complete to enable independent operation of the two compressor halls at **Brighthouse Bay Compressor Station**

Proposal submitted to Government to create a **Strategic Gas Emergency Reserve** to protect Ireland in the event of a gas supply disruption



Delivering for climate

Scope 1 (absolute direct emissions)
10% reduction from 2010 baseline
Scope 2 (absolute Indirect Emissions)
60% reduction from 2010 baseline

Pathway to a Net Zero Carbon Network
In June, we published our Pathway to a Net Zero Carbon Network by 2045

Biomethane

- **61 GWh** of biomethane was transported on our gas network (of which 39 GWh was injected into the grid by indigenous producers and 21 GWh was imported at Moffat following mass balancing principles)
- **2** new Biomethane connections
- **2** new partnerships with Biomethane producers
- **8** public and **3** private compressed natural gas (CNG) stations operational by the end of 2024

Hydrogen

- Key progress made in relation to Network Technical Readiness and Hydrogen compatibility
- Participation in Government's Hydrogen interdepartmental Working Group
- Engagement with Department of Climate, Energy and the Environment (DCEE) in relation to Ireland's designation of a 'Hydrogen Network Operator'
- Supporting development of a European Network of Network Operators for Hydrogen (ENNOH)

85% of the gas used for CNG was Biomethane

Delivering for customers

28
minutes average call (on site) emergency response time

5
ISO Management Systems successfully passed the 2024 Surveillance Audit

94%
customer satisfaction score remains at an excellent score

720,000+
customers in **23** counties, with 28,349 industrial and commercial customers, including power stations

Delivering for society

€219,595
in financial support to local communities

31%
drop in complaints compared to 2023, lowest level raised in 10 years

90
community projects supported

1.86m
meter reads undertaken

Delivering for Ireland

Gas Networks Ireland appointed **UNSDG Champion**

€3bn
publicly-owned national asset

€188m
capital expenditure

€158m
Taxes paid

€44m
dividend payment to the Exchequer

€269m
worth of goods and services procured from Irish suppliers

800
staff directly employed by Gas Networks Ireland

Delivering responsibility

5 sustainability awards in the year including Environmental, Social and Governance (ESG) award at the 50th Business and Finance Awards

Certifications

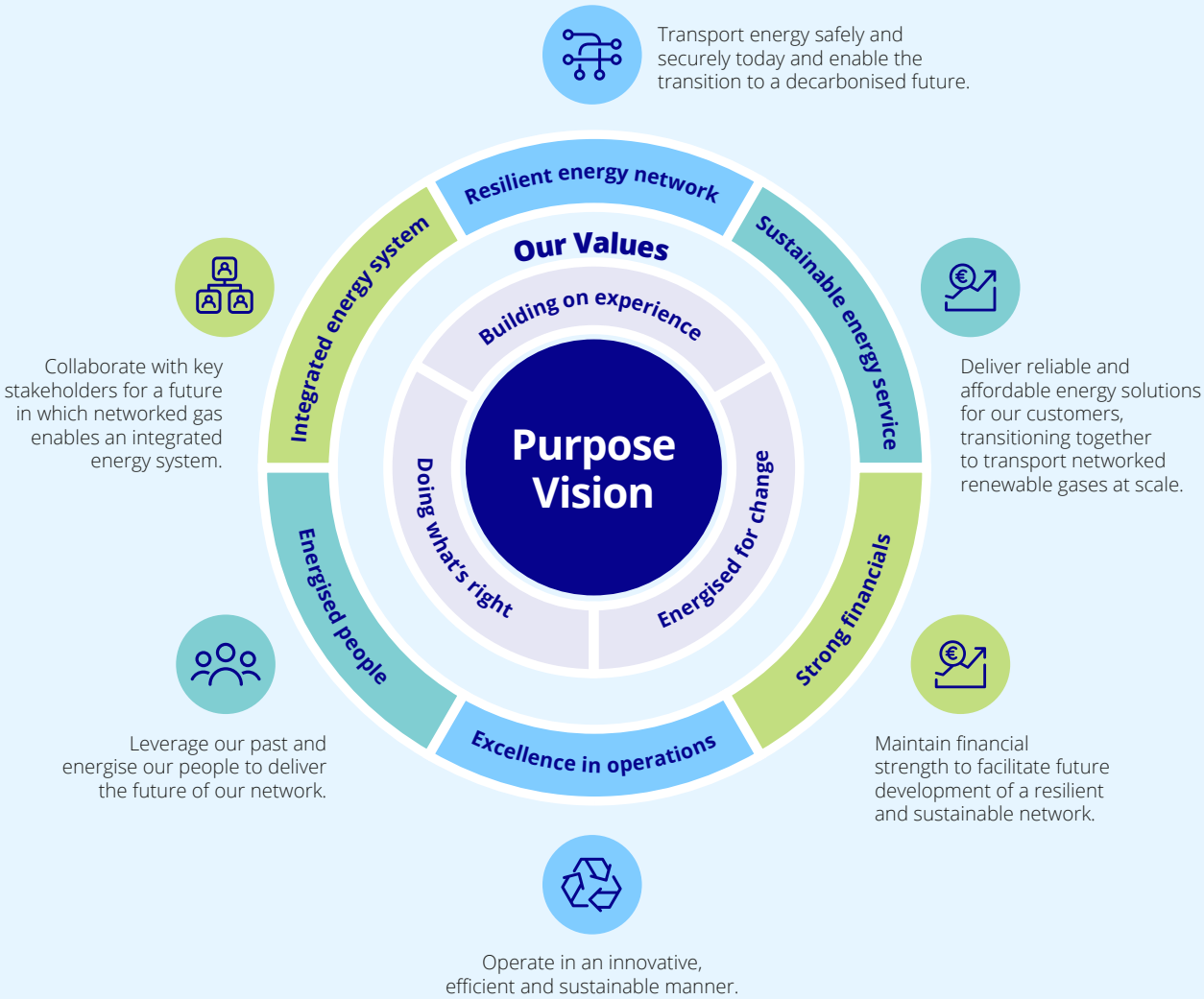
Certified to the Business Working Responsibly Mark
Achieved the Investing in Volunteers quality standard
Achieved IBEC Keepwell mark for our Health and Wellbeing Programme
Engineers Ireland CPD Employer of the Year for our Female Development Programme
Completed a rigorous Double Materiality Assessment process

Our strategic framework

Our Purpose, Vision, Values and Strategic Ambitions form our Strategic Framework. This guides our decision making, provides direction and clarifies our contribution for stakeholders.

Strategic ambitions

Our strategy centres on performing while transforming to deliver on Ireland's decarbonisation ambitions. We aim to invest in our gas network for the future, reaching net zero carbon emissions through an integrated energy system. Gas Networks Ireland has identified six strategic ambitions that provide a clear roadmap to deliver on our vision.



Our purpose, vision and story

Our purpose

Keeping Ireland's energy moving

Our vision

To be at the heart of Ireland's energy future

Our purpose and vision underscore who we are as a company, where we have come from, our central role in Ireland's energy system and where we are going. We know we need to continue to perform today for our customers and stakeholders while also transforming our network for a decarbonised future. Our simple but powerful company narrative tells the story of our dedicated proud people, our proven legacy and our ambition for the future.

Our role

As we look to the future, it's appropriate to define our role; we will use our experience, expertise and culture of collaboration and change to work towards a sustainable tomorrow. The plans we put in place now will ensure we continue to have an integral role at the heart of Ireland's energy system.

Our people

We have a dedicated, loyal, talented and proud team. Our gas network is kept strong by individual acts of care and professionalism with a focus on serving our customers and playing our part in meeting Ireland's energy needs. We take pride in our ambition to help energise Ireland towards a sustainable future.

Our legacy

We have a proven legacy of knowing how to evolve, always towards a cleaner environment. Our consistency and reliability have spanned decades – we transformed from town gas to natural gas, and our experience and expertise will enable us to do so again, from natural gas to renewable gases. We manage a modern, world-class infrastructure and provide vital services 365 days a year, while also providing vital support to intermittent renewable electricity generation.

Our ambition

We understand that industry-wide leadership, partnership and change are required to address climate change. Our network must be repurposed to transport renewable gases, biomethane and hydrogen, at scale. This will require collaboration with other energy partners to collectively ensure net zero carbon. Our organisation and its extensive network are uniquely placed to deliver the necessary change, and we're already working hard towards these goals.

Our values

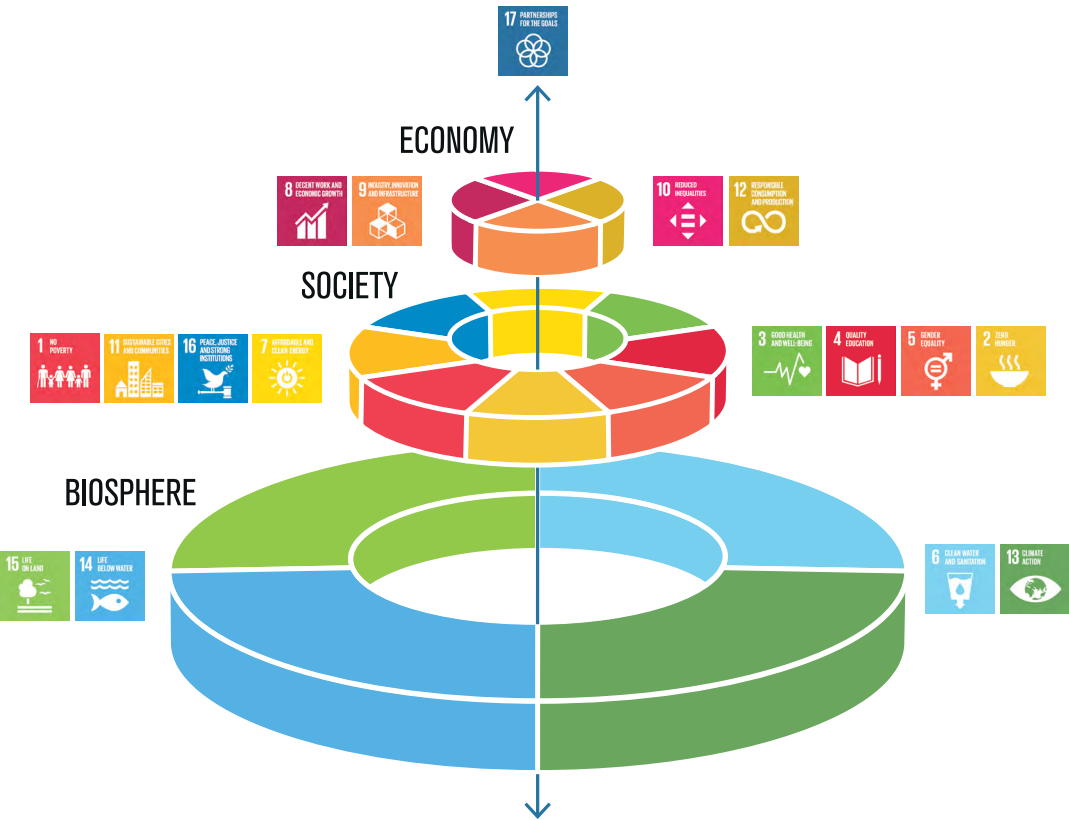
Our organisation is defined by three core values that guide our actions, decisions and communication.




Actions for sustainability

Sustainability is at the heart of our business. We are transforming the gas network to transport renewable gases enabled by innovative technologies.


We support all 17 of the United Nations' Sustainable Development Goals with the above six being most relevant to our business, and at the core of our strategic ambitions, as shown on pages 14 and 15.




Our sustainability achievements




Resilient energy network




Sustainable energy services




Integrated energy system



Excellence in operations




Energised people




Strong financials

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE





Delivered **€188m** of capital investment, connecting customers including two CNG stations and enhancing resilience of our network.



Award winning public safety campaign


7 AFFORDABLE AND CLEAN ENERGY






Commenced construction of the new central grid injection facility in Mitchelstown

Three new direct connection contracts signed by **biomethane developers**




Released our Pathway to a Net Zero Carbon Network


Gas Networks Ireland appointed to the **pre-ENNOH board**



12 RESPONSIBLE CONSUMPTION AND PRODUCTION





UN SDG champion to advocate for action across all SDGs



Network Services Centre upgrade completed

3 GOOD HEALTH AND WELL-BEING







Awarded Engineers Ireland CPD Employer of the year

Improvement in **Gender Pay Gap** from 5.5% to **4.5%**

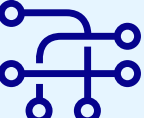
8 DECENT WORK AND ECONOMIC GROWTH





Progressed CSRD programme including our DMA


66.9 Reptrak Sustainability Score




Progressed our **Security of Supply** initiatives

27 projects allocated PC5 Network Based Innovation funding to YE 2024 of **€1.1m**

Opening of Ireland's first ever dedicated BioCNG refuelling station




Progressed **128,000** gas supplier switches to enable customers to achieve cost savings




Supporting Government's National Biomethane Strategy

Developed our **Climate Change Adaptation Plan**


90 community projects supported



"Energy Like I'm 5" educational videos produced



First Irish corporate to achieve the standard



Accredited to the KeepWell Mark

€300m corporate bond issuance

CDP Disclosure Score for Climate Change: **B**

Double materiality assessment

We conducted a Double Materiality Assessment (DMA) to identify and assess our material sustainability related impacts, risks, and opportunities. We work to continuously integrate sustainability into our strategy and business model and this will inform our revised business and sustainability strategy which we will finalise in 2025.

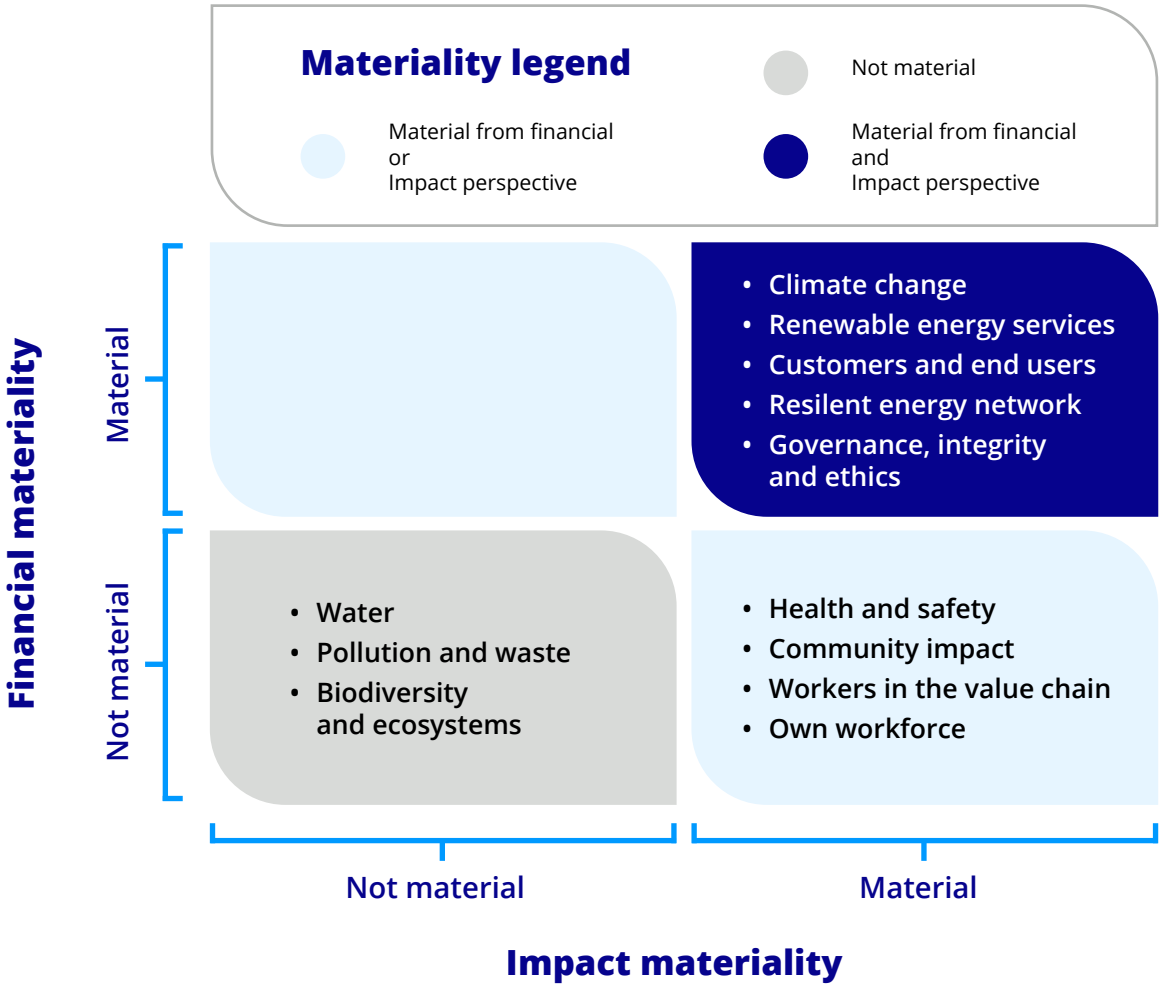
Sustainability context

Materiality helps identify and prioritise the sustainability issues that matter most to our business and stakeholders. We conducted a rigorous process to analyse Gas Networks Ireland's sectoral, regulatory, and sustainability reporting requirements. This included reviewing previous materiality and risk assessments and performing value chain and peer analysis.

Materiality completeness

The double materiality process considers all significant impacts across our value chain.

Stakeholder inclusiveness was ensured by considering feedback from our stakeholder engagement matrix. 181 internal and external stakeholders across various departments and activities within our value chain were engaged to take part in a survey. They selected topics which were most relevant to them in relation to their work covering quantitative and qualitative responses assessing their materiality. Five external survey participants were then chosen for interviews to provide additional qualitative feedback on their survey responses. In total, 108 responses were received; of these 108 responses each topic was covered between 14-64 times.



Report structure

Our sustainability report is structured under the three headings of Environment, Social, and Governance in alignment with our Double Materiality outcomes and the Corporate Sustainability Reporting Directive (CSRD).

For ease of navigation, the colour scheme shown on the left is applied throughout the report. In anticipation of future publication of a CSRD compliant report, the equivalent CSRD European Sustainability Reporting Standard (ESRS) DMA topics are used for the headings in this report.



Our accolades and certifications



Key performance indicators

		2024	2023
Environment	CDP Climate Change Rating	B	A-
	GHG Emissions Scope 1 TCO ₂ e ¹	205,607 ²	190,490
	GHG Emissions Scope 2 TCO ₂ e ³	2,145	2,656
	GHG Emissions Scope 3 TCO ₂ e ⁴	40,294	25,830
	Biomethane transported by Gas Networks Ireland (GWh)	61	61
	Native Irish Trees Planted	5,437	15,290
	Baseline Score Measurement on our AGIs	17	15
Social	Employee Fundraising ⁵	€18,803	€53,108
	Employees Volunteering on Programmes	1 in 6	1 in 5
	Total LTIFR – employees (>1 day)/100k hours	0.2	0.0
	Sustainable Engagement Score (from employee engagement surveys)	90%	89%
	DEI Index Score	82	81
	Gender Pay Gap	4.5%	5.5%
Governance	Moody's ESG Rating ⁶	-	39
	Reprtrak Sustainability score	66.9	65.7
	Female Representation on Board	55%	45%
	CDP Supplier Engagement Assessment	A-	A-

¹ The carbon equivalent intensity of methane emissions has been increased from 28tCO₂e to 29.8tCO₂e (IPCC). This has caused a change in the calculation of Scope 1 emissions.

² The rise in Scope 1 emissions was primarily driven by an uptick in third-party damage incidents affecting our low-pressure network. Additionally, increased gas combustion at Moffat was required to facilitate higher volumes of gas flowing from Scotland to the island of Ireland.

³ The reductions in electricity use are partly due to improved energy efficiency measures across our operations and offices.

⁴ Our Scope 3 emissions increased in 2024 primarily due to an expansion in the boundaries of our reporting. This year, we included additional emission sources that were previously excluded, resulting in a more comprehensive and accurate representation of our value chain emissions.

⁵ Our 2023 fundraising figure include significant additional funds raised through a one-off initiative.

⁶ We were not rated by Moody's in 2024.

Our history and sustainability journey



1970s

Pre 1970s, "town gas" was produced from coal at local gasworks sites and was used primarily for street lamps

1971

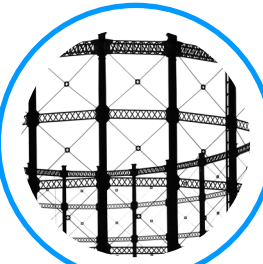
The Glomar North Sea exploration ship finds gas off the south coast of Ireland

1976

Bord Gais Éireann established as a statutory corporation under the Gas Act 1976. The new semi-state effectively replaces private sector small town-based gas companies

1978

Natural gas first brought ashore through a sub sea pipeline at Inch in Co. Cork



1980s

1983

Gas pipeline from Cork to Dublin completed. Dublin Gas Company receives its first natural gas supplies and begins converting 120,000 customers to natural gas from town gas. Cork and Dublin Gas Companies fully acquired by Bord Gáis Éireann

1990s

1990

Sale of natural gas appliances increases by 50% and gas sales to the industrial/commercial sector increase by 15%

1992

Work begins on the first sub sea interconnector and a major compressor station in south-west Scotland to increase supply of gas to Ireland by 50%

Natural gas within reach of 550,000 homes in Ireland



2000s

2000

Aurora Telecom enters dark fibre market

2001

Second sub sea interconnector approved by government

2002

Commission for Energy Regulation established, and projects are undertaken to bring gas to the west of Ireland for the first time

2009

Our charitable fund and commitment to youth education first established



2010s

2013

Business Working Responsibly (BWR) Mark first achieved

2014

Following the sale of Bord Gáis Energy, Bord Gáis Éireann is renamed to Ervia – Ireland's first multi-utility company

2015

Gas Networks Ireland established as a separate subsidiary

2018

Our first Sustainability Report is published

2019

Ireland begins its journey to a net zero carbon gas network, with the introduction of domestically produced renewable biomethane onto the national network

Sustainability strategy developed and sustainability team established

2020s

number of staff: 800

2020

First Carbon Disclosure Project (CDP) Climate Change rating of B- achieved

2021

Two additional public CNG stations opened, bringing the number of publicly accessible, fast-fill CNG stations in the country to four

2022

Feasibility of Generation and Injection of Hydrogen into Ireland's Existing Gas Network Infrastructure" was published. The study concluded that it is both safe and feasible to use the existing gas network to transport blended hydrogen

2023

In January 2023, the Ervia Group reached the final stages of its reorganisation, culminating in the legal separation of Uisce Éireann from the Group

2024

Ervia was dissolved on 1st June 2024. On this date, all functions, assets, and liabilities of Ervia were transferred to Gas Networks Ireland.



Pathway to 2045

Transforming towards a repurposed, resized, and fully decarbonised gas network by 2045, ensuring a secure and reliable energy supply while supporting Ireland's climate and energy goals.

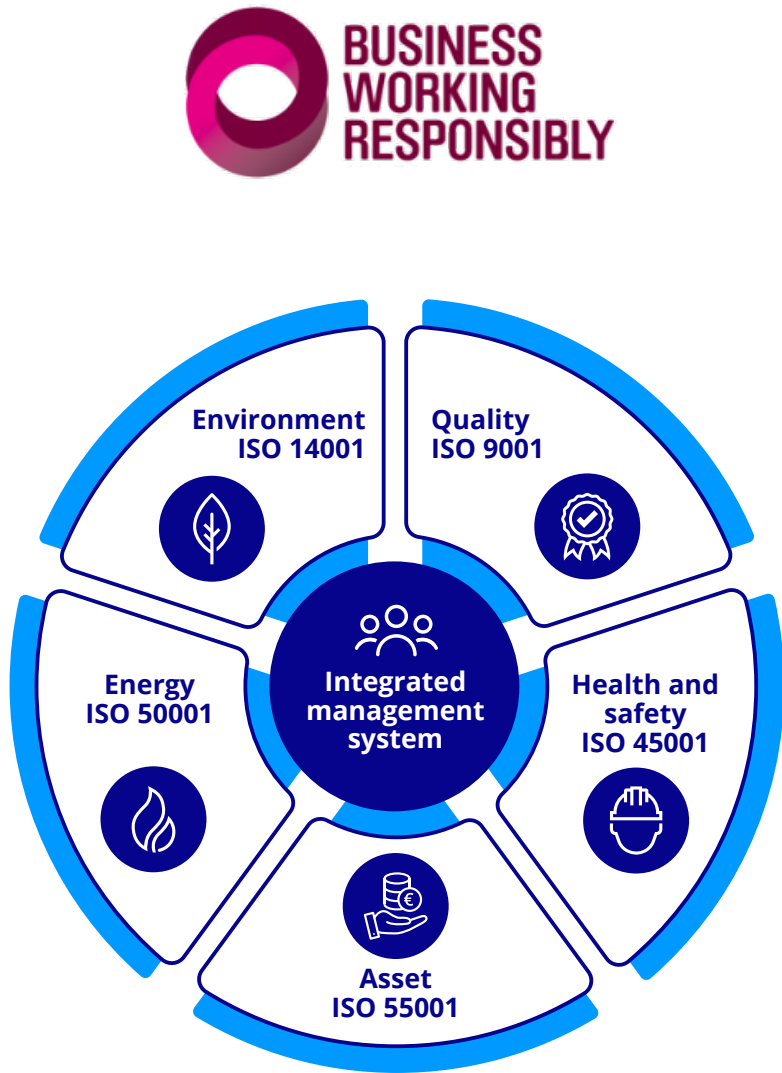
Integrated management systems

We pride ourselves on adhering to the highest standards of quality and sustainability. We have achieved several ISO certifications that underline our commitment to excellence. These include ISO 9001 for quality management, ensuring our services meet customer needs consistently; ISO 14001 for environmental management, reflecting our proactive approach to minimising environmental impact; and ISO 45001 for occupational health and safety, safeguarding the wellbeing of our employees; ISO 50001, for energy management, providing a structured approach to managing our energy use, aiming to improve efficiency and lower consumption; and ISO 55001 for asset management focusing on optimising asset management, risk management, and operational resilience.

In 2024, Gas Networks Ireland retained certification to the Business Working Responsibly (BWR) Mark standard, in line with ISO 26000, from Business in the Community Ireland (BITCI). The Mark is the only independently audited standard for Corporate Responsibility and Sustainability practices in Ireland. We are one of only 40 companies in Ireland to hold the BWR mark.

Additionally, Aurora Telecom, an operating division of Gas Networks Ireland, successfully underwent an accreditation audit by the NSAI to be included in the scope of the Gas Networks Ireland ISO 45001, ISO 14001, and ISO 9001 safety, environmental and quality management systems.

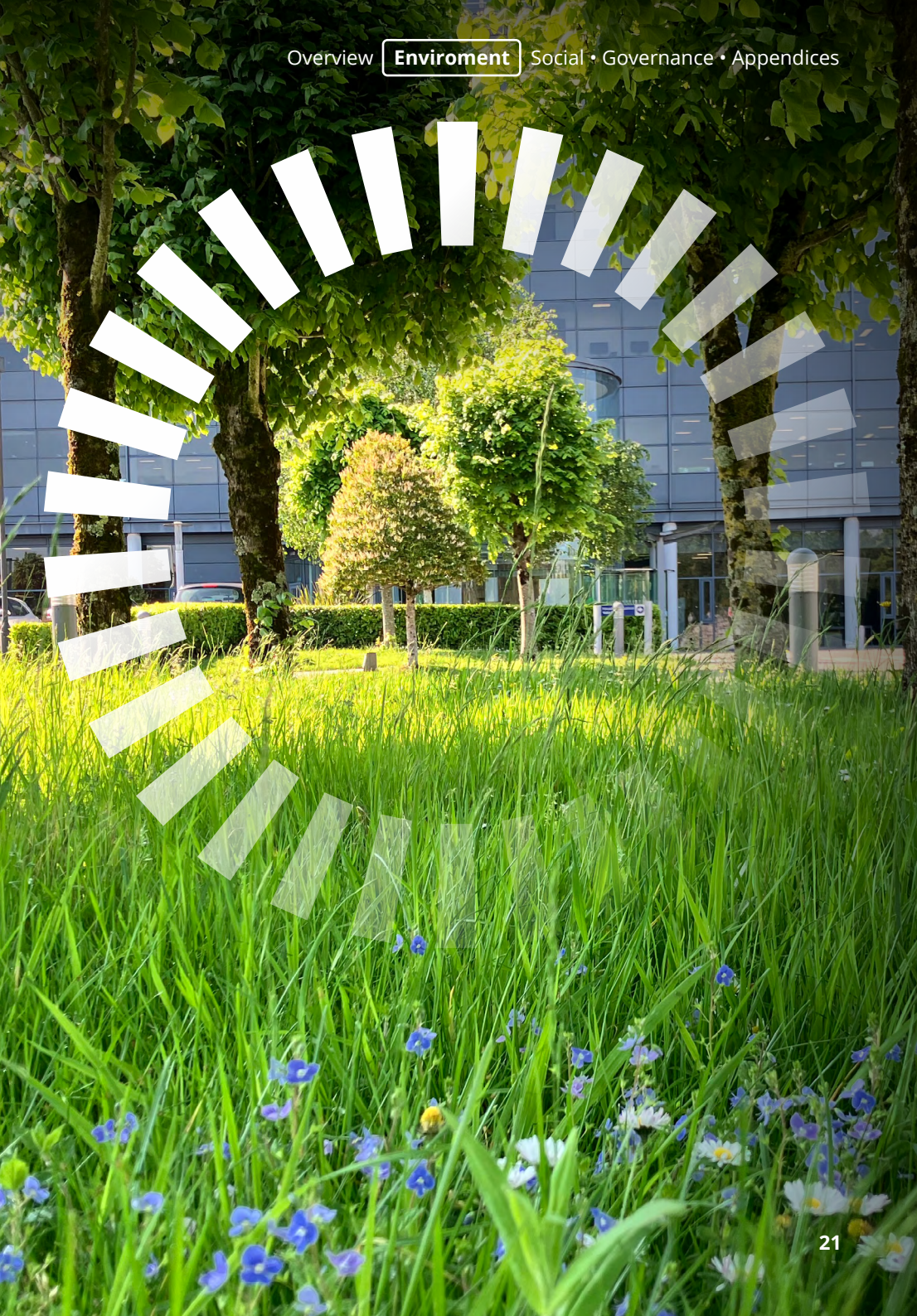
The Integrated Management System (IMS) team successfully hosted a highly engaging Management Review event, gathering over 50 key internal stakeholders. The primary focus was to thoroughly evaluate the adequacy, suitability, and effectiveness of our IMS in addition to other supporting systems. The outcomes of this review strengthen our commitment to excellence.



Environment

We are committed to the highest standards of environmental management and to proactively addressing the challenges of climate change by transitioning our network to a net zero carbon network by 2045.

We aim to replace natural gas with renewable gases like biomethane and green hydrogen to support Ireland's net-zero carbon target by 2050, while also reducing the operational greenhouse gas emissions associated with our own operations.



Introduction



Climate change poses a critical challenge for both Ireland and the global community. Gas Networks Ireland is committed to meeting Ireland's energy needs while facilitating the transition to full decarbonisation by enabling the transport of renewable gases. Gas Networks Ireland also remains dedicated to minimising environmental impacts from our operations, reducing emissions, enhancing biodiversity, advancing circular economy initiatives, and improving resource efficiency. Our organisation has set ambitious environmental targets and has mobilised significant programme of works to achieve our environmental sustainability commitments.

Gas Networks Ireland has published an ambitious transformation Pathway to a Net Zero Carbon Network, highlighting the essential role the national gas network will play in transitioning Ireland to a carbon-neutral economy by 2050.

The transformation pathway details the journey towards a repurposed, resized, and fully decarbonised gas network, ensuring a secure and reliable energy supply while supporting Ireland's climate and energy goals. Market dynamics may change but we are committed to playing our part.

Gas Networks Ireland is committed to minimising the environmental impact of our activities. In addition to decarbonising the gas we transport we are also committed to decarbonising our own operations. We are committed to reducing our Scope 1 and 2 emissions by 51% by 2030 and Scope 3 emissions by 25% by 2030 in line with Ireland's Climate Action Plan's ambitions and climate science. Significant projects were mobilised in 2024 to reduce our own operational green house gas emissions.

In addition to ghg emissions, we also have environmental commitments and objectives in place to improve energy efficiency, biodiversity, circular economy and resource use.

These efforts support Ireland's progress towards SDG 7: Affordable and Clean Energy and SDG 13: Climate Action.

We have objectives to support our environmental commitments, including actions on climate change, reducing greenhouse gas emissions, energy use, biodiversity, water conservation, and waste management. We promote an integrated and strategic approach to environmental management across the business and asset base. This approach is verified within our certified Environmental Management System (ISO 14001) and Energy Management System (ISO 50001). Our Greenhouse Gas Inventory was independently verified according to ISO 14064-3:2019 standards.



Climate change

Securing our future - Working collaboratively to develop a sustainable energy system that facilitates and supports Ireland's net zero target.

Climate change adaptation

Climate change adaptation is important for Gas Networks Ireland as it addresses the risks and opportunities posed by climate change, ensuring the resilience and sustainability of our operations. In 2024, Gas Networks Ireland began the development of a Climate Change Adaptation Plan which outlines strategies to mitigate and manage climate change risks, following the SEAI Public Sector Bodies Climate Action Roadmaps Guidance 2024 and ISO 14092 standard. As part of developing the Climate Change Adaptation Plan, Gas Networks Ireland has conducted a thorough Climate Change Risk Assessment (CCRA).



Climate change scenario modelling

Gas Networks Ireland has undertaken a comprehensive Climate Change Risk Assessment (CCRA) to evaluate the physical and transition risks associated with climate change. This initiative is part of Gas Networks Ireland's commitment to enhancing its resilience and sustainability in the face of climate change.

The CCRA conducted involved two phases. Phase 1 focused on assessing physical climate risks for three Above Ground Installation (AGI) assets. Using 1.5 and 4.0 degree world scenarios, the assessment identified potential risks such as increased temperatures,

wildfires, heavy precipitation, soil erosion and storms and the impact these may have in the short, medium, and long-term.

For phase 2, the scope expanded to a company-wide assessment, again evaluating both physical and transition risks over the short, medium, and long-term. This phase considered the impacts of climate change on Gas Networks Ireland's operations, infrastructure, and strategic decision-making. Key physical risks identified include extreme weather events, heat-based risks, soil erosion and flood risks, amongst others, impacting staff, infrastructure, and supply chains. Transition risks

encompass decarbonisation, policy and legal changes, technological challenges, and market volatility. The output from these risk assessments will be integrated into future design and business planning processes. By incorporating these findings, Gas Networks Ireland can prepare for and mitigate the impacts of climate change on our operations, infrastructure, and supply chains. Additionally, adaptation measures identified as feasible will be reviewed and implemented, ensuring that strategies align with current plans and policies. This proactive approach enhances resilience and sustainability, supporting long-term operational continuity and improved financial performance.

GHG emissions generated by own activities

To align with the Paris Agreement and limit global warming to 1.5°C, we commit to cutting direct GHG emissions (Scope 1 and 2) and reducing value chain emissions (Scope 3). We have a target to lower emissions intensity by 50% from 2010 levels by 2030.

GHG emissions

Each year, energy and emission data are gathered from the business to quantify the Scope 1, 2 and 3 GHG emissions for which Gas Networks Ireland is responsible for or has considerable influence over. Included are the six main greenhouse gases as defined by the Kyoto Protocol: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulphur hexafluoride (SF₆). Final figures are reported in tonnes of CO₂ equivalent (tCO₂e). We measure and report our GHG emissions in line with applicable regulatory requirements and third-party frameworks. We continually review our approach to measurement and reporting to ensure alignment with best practices.

Scope 1, 2, 3 breakdown, carbon intensity, and biogenic carbon

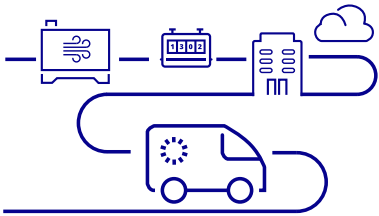
The following sections provide more detail of the Scope 1, 2 and 3 trends since 2010.

Our GHG inventory was independently verified according to ISO 14064-3:2019 Specifications in 2021 with Guidance for the Validation and Verification of Greenhouse Gas Statements. Conversion factors for carbon equivalents used are from verified sources.



Breakdown of emission sources by activity:

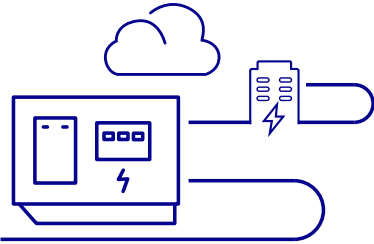
This section provides an overview of our GHG emissions. We report our emissions in three categories: Scope 1, Scope 2, and Scope 3.



Scope 1

This covers the GHG emissions that Gas Networks Ireland makes directly — for example while running our boilers, compressors and vehicles along with methane emissions.

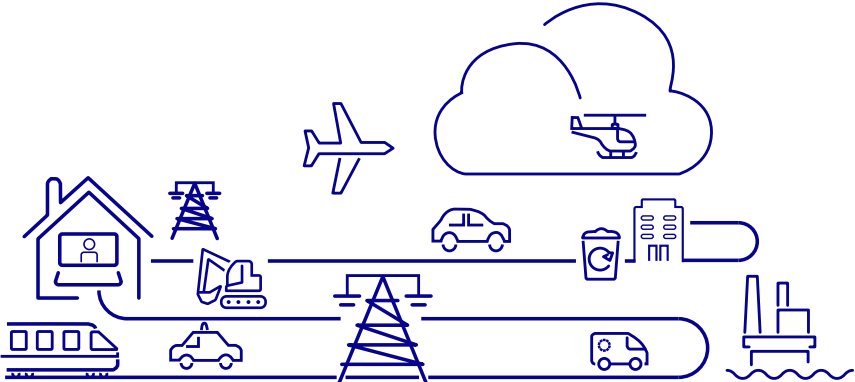
- Unintentional Emissions of Natural Gas from Equipment
- Metered Process Gas
- Compressor Vented Fuel Gas
- Offices - Gas
- Gas Networks Ireland fleet
- Refrigerant gas (known as F-gas) used in air conditioning and refrigeration systems



Scope 2

These are the emissions made indirectly – like when the electricity for heating buildings and electricity on site, is being produced on our behalf.

- Offices – Electricity
- Process Sites Electricity Use



Scope 3

In this category are all the indirect emissions that the organisation is responsible for, up and down our value chain. For example, from buying products from suppliers.

- Main Period Contractors
 - Grey Fleet
 - Helicopter surveys
 - Water
 - Waste
 - Suppliers
 - Staff Commuting
 - Remote Working
- Taxis
 - Distribution Pipeline Construction
 - Transmission Pipeline Construction
 - Gas Meters
 - Cloud Computing
 - Airline Travel including RF¹ forces
- Rail Travel
 - Well-to-tank emissions for energy consumed
 - Printed Paper
 - Transmission and Distribution electricity losses
 - Transportation of goods to site

¹ Radiative Forces (RF) is the concept used to account for the full climate impact of aviation, beyond just carbon emissions

Absolute GHG emissions reduction since 2010 (Scope 1&2) **-11%**

Emission intensity reduction since 2010 (Scope 1&2) **-5%**

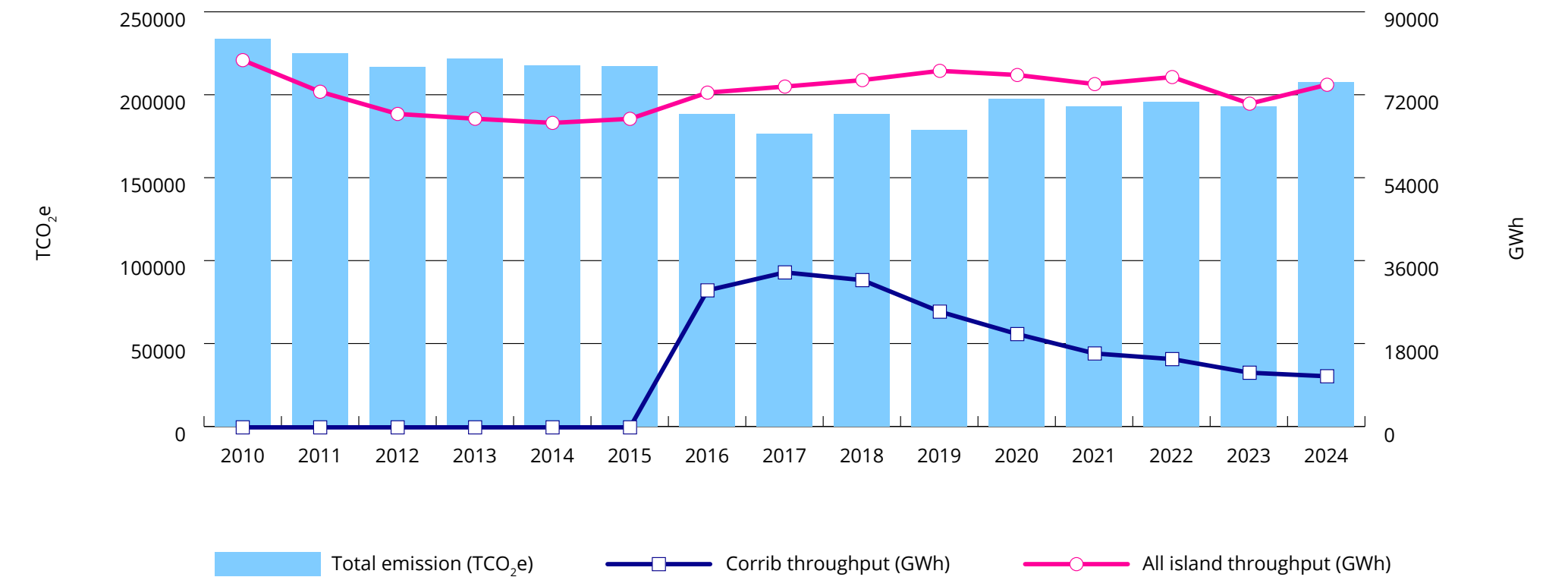
Scope	Category	UNIT	2024
1	Uncombusted Methane Emissions	TCO ₂ e	94,572
1	Combusted Natural Gas Emissions	TCO ₂ e	110,435
1	F-Gas Top Ups	TCO ₂ e	20
1	Gas Networks Ireland Fleet	TCO ₂ e	582
2	Electricity - Location BasedLocation Based	TCO ₂ e	2,145
2	Electricity (Market Based)	TCO ₂ e	329
3	Category 1: Purchased goods and services	TCO ₂ e	6,631
3	Category 2: Capital Goods	TCO ₂ e	9,672
3	Category 3: Fuel and Energy Related Activities (not included in Scope 1&2)	TCO ₂ e	22,252
3	Category 4: Upstream transportation and Distribution	TCO ₂ e	50
3	Category 5: Waste Generated in Operations	TCO ₂ e	64
3	Category 6: Business Travel	TCO ₂ e	318
3	Category 7: Employee Commuting	TCO ₂ e	1,216
3	Category 8: Upstream leased assets	TCO ₂ e	-
3	Category 9: Downstream transportation and Distribution	TCO ₂ e	-
3	Category 10: Processing of Sold Products	TCO ₂ e	-
3	Category 11: Use of Sold Products	TCO ₂ e	-
3	Category 12: End-of-life treatment of sold products	TCO ₂ e	-
3	Category 13: Downstream Leased Assets	TCO ₂ e	91
3	Category 14: Franchises	TCO ₂ e	-

Gas Networks Ireland (GNI) conducts an annual relevance assessment to determine which Scope 3 categories are material to its operations. GHG Protocol Categories 8–12 are excluded from its Scope 3 inventory due to their limited relevance to GNI's operations, which do not involve product sales or downstream processing. For transparency, estimated emissions from the use of transported gas—13.5 million tCO₂ is provided here for transparency and context.

Emissions by GHG type

		2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
CO ₂	Tonne CO ₂ e	143,013	137,637	131,322	127,145	128,065	124,448	79,561	73,305	83,888	85,928	98,863	102,449	104,025	103,143	110,435
CH ₄	Tonne CO ₂ e	85,335	81,831	79,963	89,256	83,959	87,535	103,896	98,836	100,809	89,705	95,336	86,803	87,846	87,406	94,572

Verified Scope 1&2 emissions



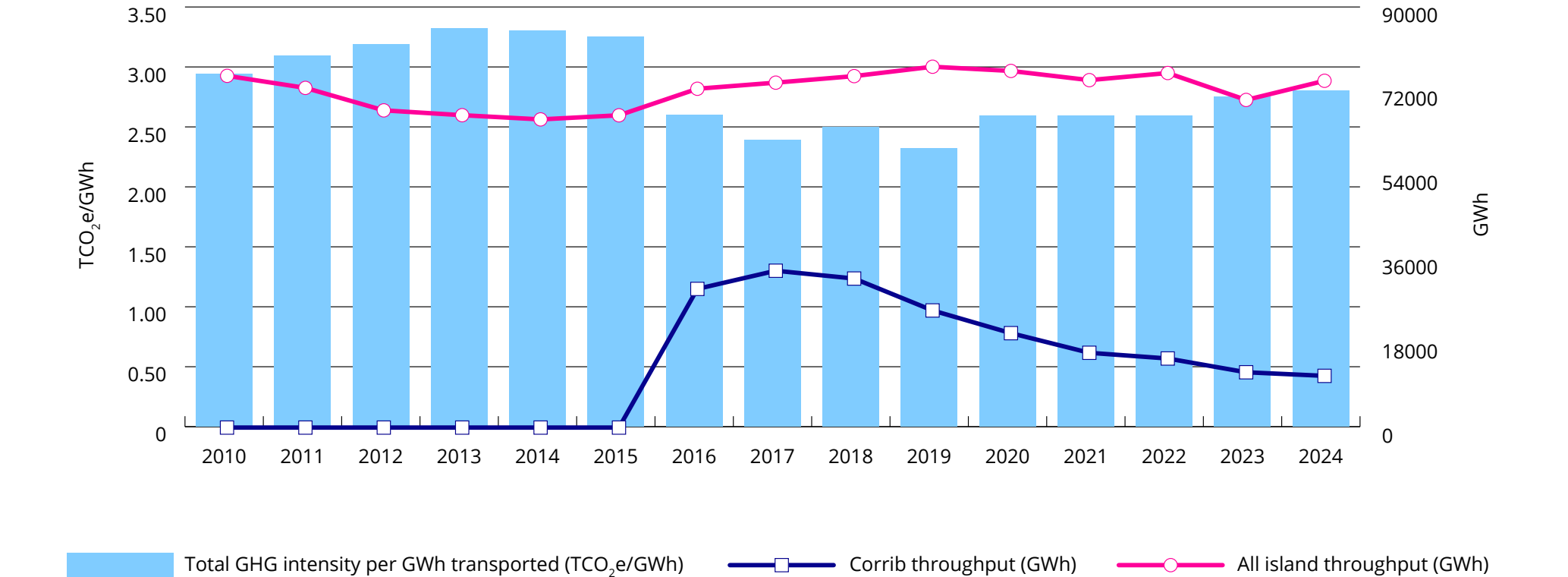
GHG emissions intensity

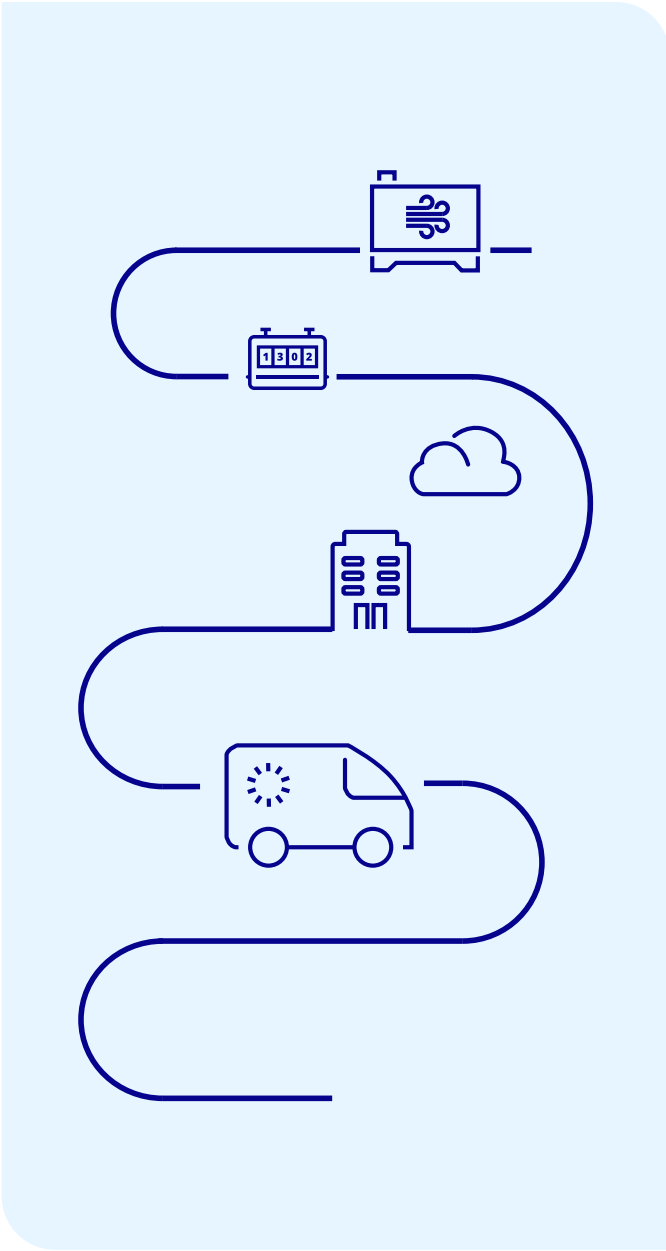
Our carbon intensity (TCO₂ /GWh) is based on the volume of natural gas transported through the gas network annually.

As production at Corrib indigenous gas supply continues to decline, our dependence on the Moffat Entry Point and associated compressor stations in Scotland has increased. This shift has led to a rise in emissions intensity, as more fuel gas is required to maintain system pressure and increased throughput.

The following sections provide more detail of the Scope 1, 2 and 3 trends since 2010.

Scope 1 & 2 emissions intensity (TCO₂e / GWh)





Scope 1

Our Scope 1 GHG emissions are primarily accounted for by fuel gas combusted by our compressor stations, fuel gas combusted to heat gas at our Above Ground Installations (AGIs), fugitive emissions, and vented gas.

- Fuel gas combusted by compressor stations
- Fuel gas combusted to heat gas at our AGI
- Fugitive emissions - accidental leaks or emissions of natural gas from the transportation system including 3rd party hits.
- Vented gas – natural gas emissions also occur as a result of gas which is vented for safety purposes during essential operation and maintenance.

Source of emissions	Emissions (tCO ₂ e)
Stationary Combustion	110,435
Mobile Combustion	582
Fugitive Emissions	82,556
Process Emissions	12,035
Total Scope 1 emissions	205,608

Our scope 1 emissions reduced from the baseline year of 2010 to 2019, in part, due to Corrib gas field becoming an indigenous supply point of natural gas. This reduced the volume of natural gas required through the compressor stations in Scotland, resulting in lower fuel gas required to compress natural gas before it reaches our pipeline in Ireland. As production of gas at the Corrib gas field is now declining, we are increasingly reliant on our compressor stations in Scotland, which impacts our scope 1 emissions. Our 2024 scope 1 absolute emission footprint has reduced by 10% from our 2010 baseline.

Greenhouse gas emissions performance at Gas Networks Ireland’s compressor stations

Ireland’s natural gas is a combination of domestic production and imports. Currently, over 80% of our

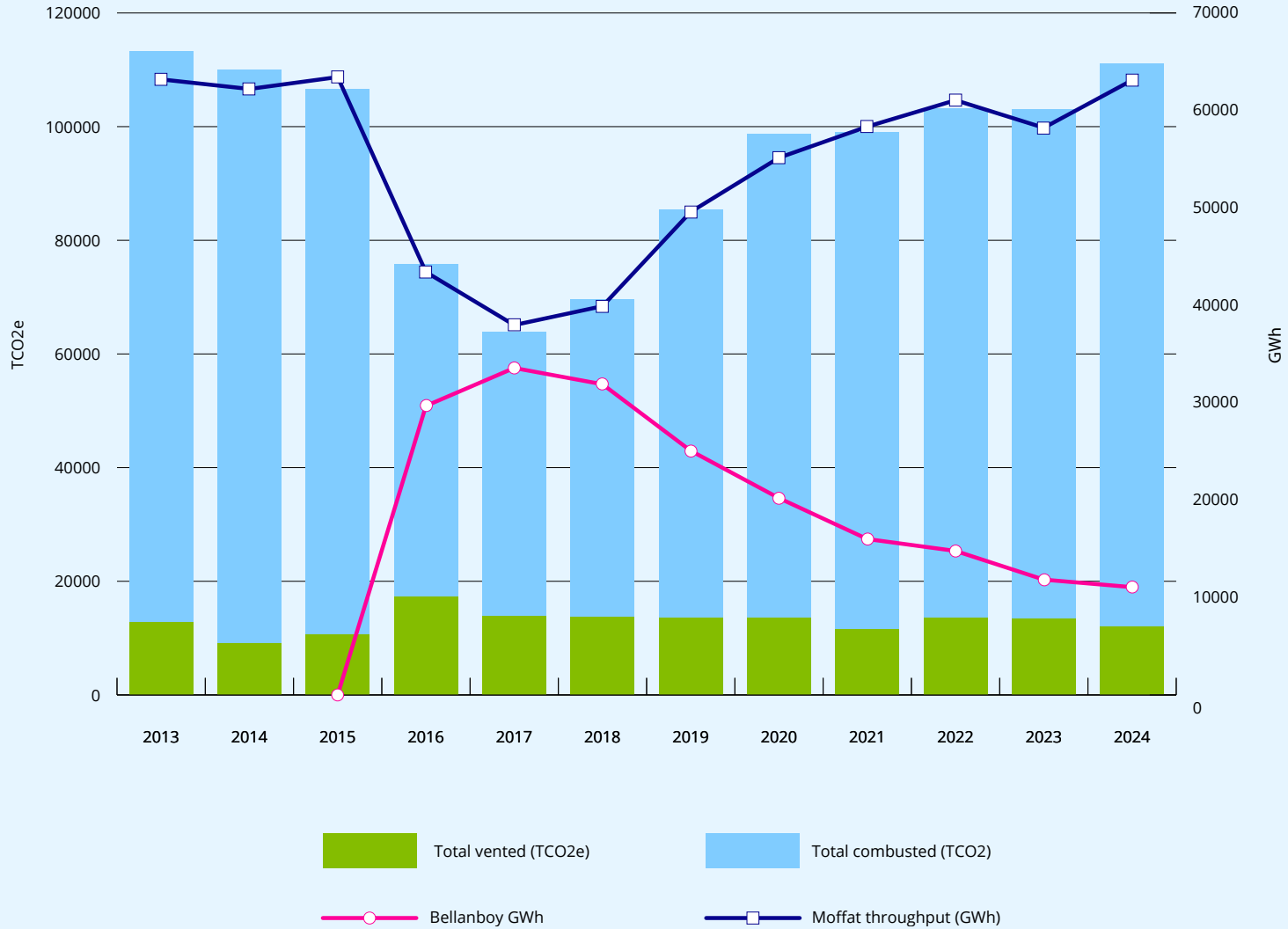
natural gas is supplied from Scotland and the rest comes from Corrib, Co. Mayo. Vermilion Energy on behalf of the Corrib Partners manage and produce the natural gas from the Corrib gas fields; Gas Networks Ireland facilitate the transportation of this gas but are not responsible for its production.

Natural gas transported via the Moffat Entry Point in Scotland, requires the use of compression facilities at Beattock and Brighthouse Bay Compressor Stations to raise the pressure of the gas for onward transportation to Republic of Ireland, Northern Ireland and Isle of Man and to maintain pressures throughout the system. Gas is transported via the two subsea interconnectors, into the ROI network at Loughshinny and Gormanston. The pressure on the interconnectors is approx. 110 bar, with pressure reduction prior to entry into the 65barg onshore network.

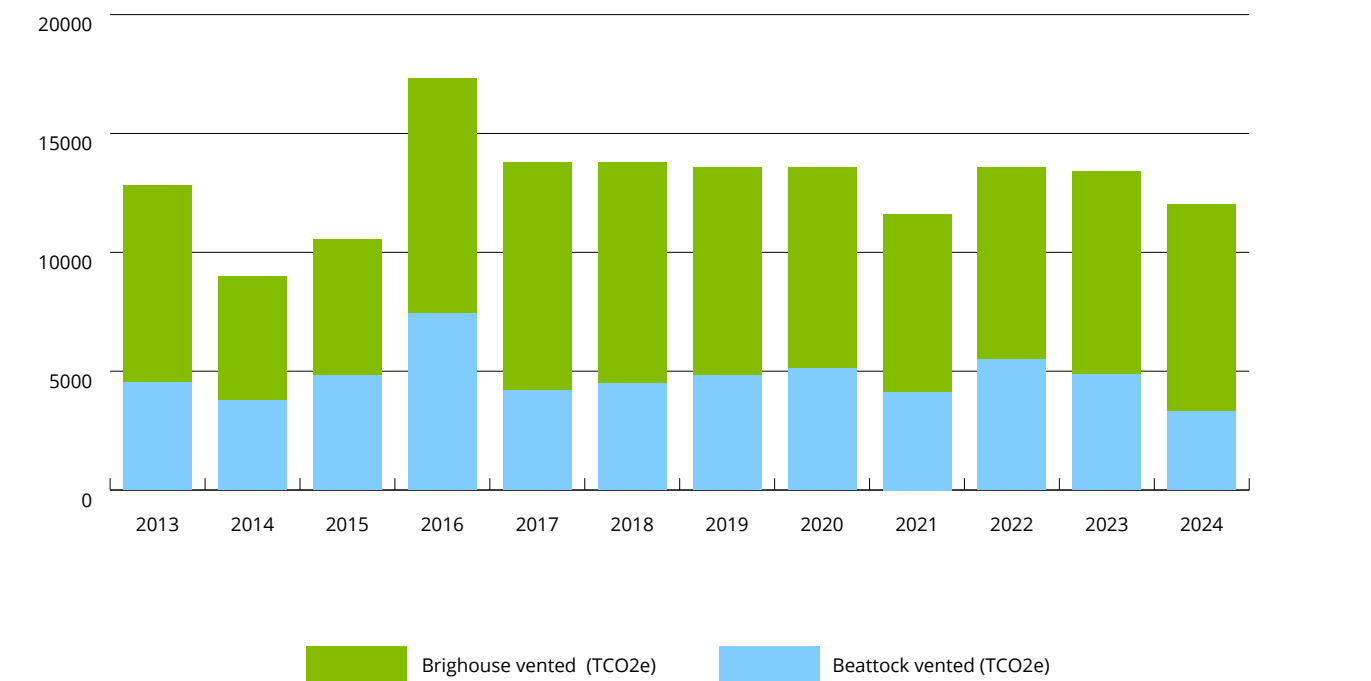
Fuel gas consumed at our compressor stations in Scotland accounts for ~55% of our Scope 1 emissions. Gas is combusted at our compressor station turbines to transport the gas at required pressures. Compressor Stations also require an amount of gas to be vented in order to operate safely at times, such as starting and stopping of compressor units. The fuel gas combusted, and vented emissions are the main contributors to our carbon footprint for our compressors. Changes in the operation of Beattock compressor station in Scotland have been made to improve the reliability of the units and reduce the NOx and CO being emitted. However, this has resulted in increased fuel consumption in 2024 compared to previous years.

The fuel gas consumption, and therefore carbon footprint (tCO₂e) at our compressor stations for combustion and venting purposes is related to the throughput at the compressor stations (which in turn is directly related to the increase / decrease of Corrib supply) as is evident in the following charts.

Compressor station emission (TCO₂e)



Compressor station vented (TCO₂e)



Emissions covered by UK Emissions Trading Scheme

Data point	Unit	2022	2023	2024
Covered by UK Emissions Trading Scheme	TCO ₂ e	89,563	89,649	99,027

As Corrib declines and more gas is required to flow through Moffat, it is anticipated that the Onshore Scotland Compressor Station own use gas requirement (and Total Emissions TCO₂e) will continue to increase.

Compressor station combustion intensity also depends on operating the compressors within their most efficient range. Variation occurs where compressors are forced to operate outside of this range (e.g., intra-day throughput peaks).

Gas Networks Ireland has also taken steps to address the volatility of the pressures received from National Gas, by installing control valves at Beattock Compressor Station, which will reduce suction pressures at Beattock to a level that will enable optimal turbo-compressor operation (i.e., the turbines will operate in Dry Low Emissions mode). It should be noted that this upgrade will stabilise higher pressures, only; it will not address lower pressure range (i.e., less than 60 bar) volatility.

Methane emissions performance

Methane emissions are a significant contributor to our Scope 1 GHG emissions. We recognise that methane emissions have an even stronger ability to trap heat in the atmosphere than carbon dioxide. We have established a Methane Emissions Reduction working group to further align our quantification methodologies and identify methane emission reduction opportunities across the business and to prepare to meet the requirements of the regulation to reduce methane emissions in the energy sector.

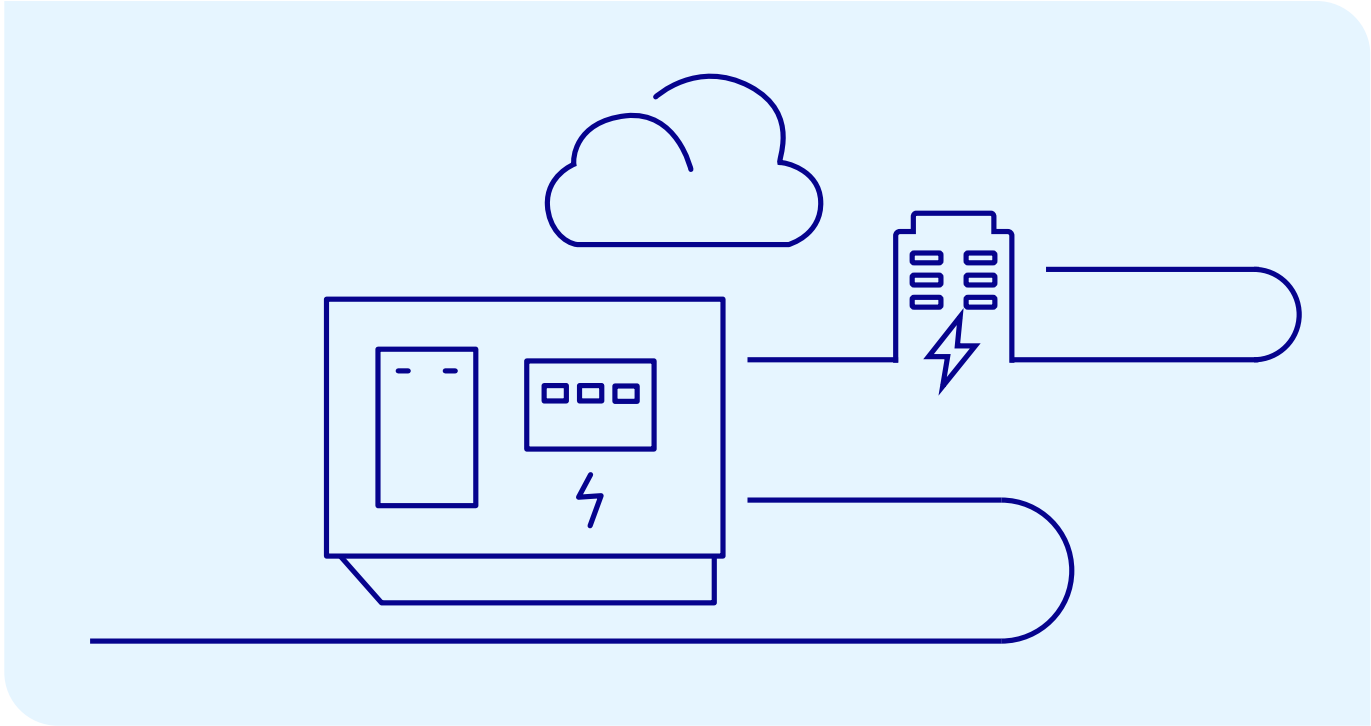
We are committed to accurately calculating our methane emissions from our network, and we are an active member of MARCOGAZ, the technical association of the European natural gas industry which has 25 members in 20 different countries across Europe. MARCOGAZ is a supporting organisation to the Methane Guiding Principles along with Gas Infrastructure Europe (GIE).

Fugitive emissions result from unintentional emissions of natural gas from equipment or components such as pipelines, regulators, valves, flanges, connectors, etc. on the gas transportation network. These can be the most difficult to quantify and so are estimated in line with industry developed methodologies. We utilise the “MARCOGAZ model” which allows for quantification of emissions from each source, and then aggregates same.

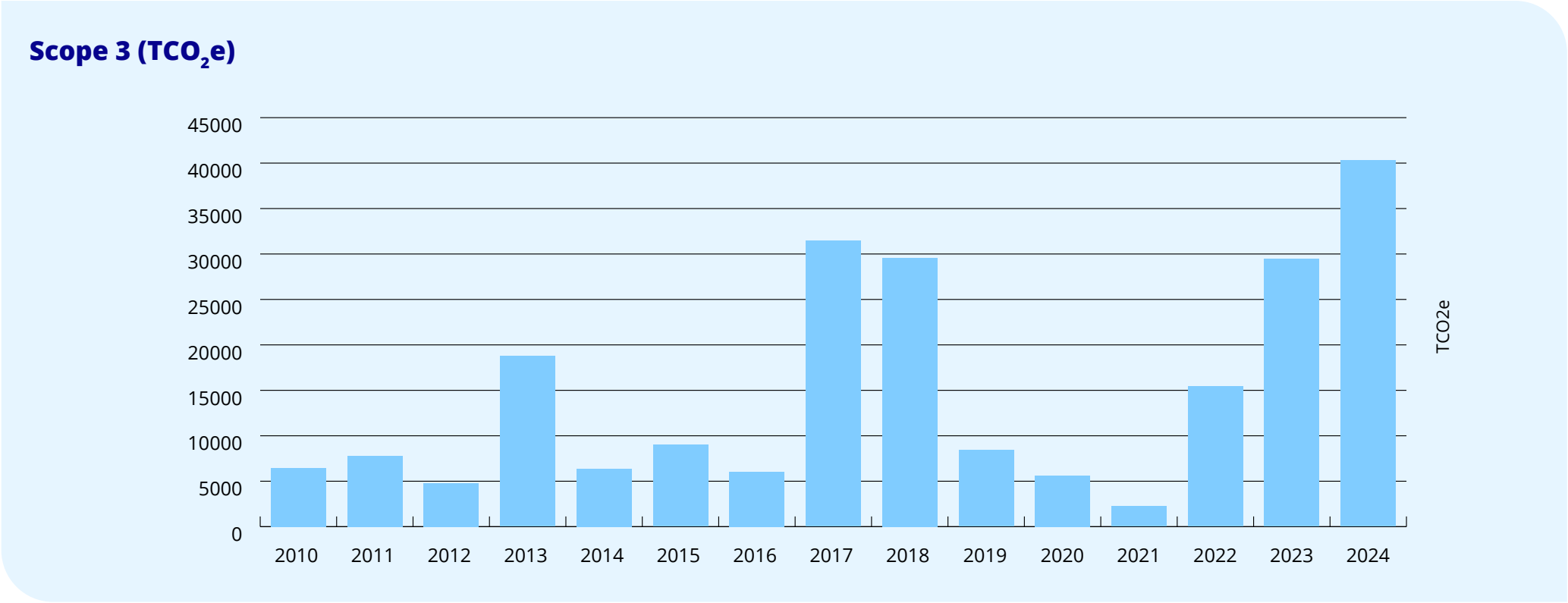
Scope 2

Our Scope 2 GHG emissions are primarily accounted for by electricity used in our pressure reduction and compressor stations and electricity used in our offices. Our scope 2 emissions have seen reduction in carbon emissions from our 2010 baseline of 60%. Electricity used in our pressure reduction and compressor stations and electricity used in our offices is also included.

Electricity purchased to facilitate the operational requirements of Scope 2 are under our financial and operational control.



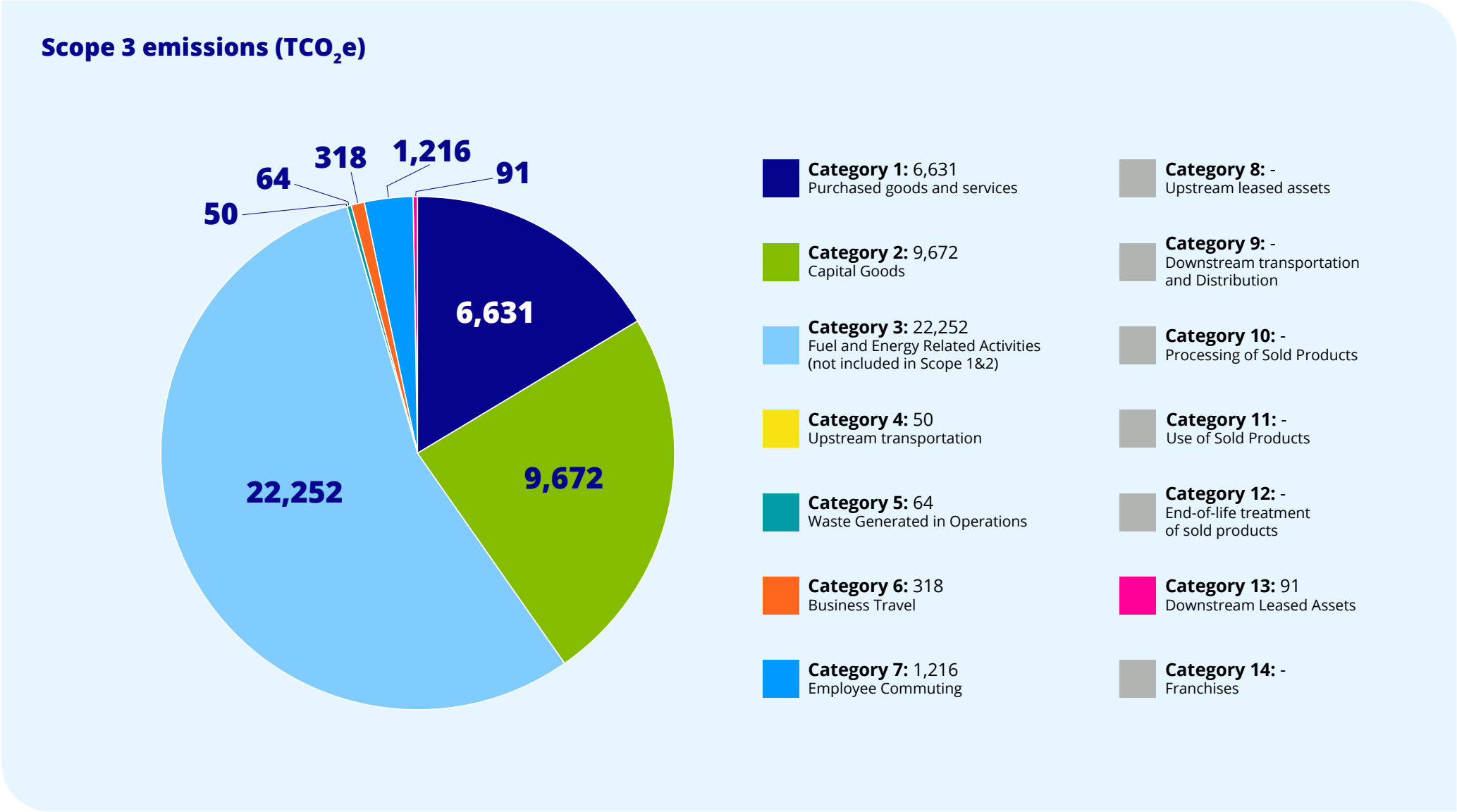
Scope 2 emission sources	Location based emissions (tCO ₂ e)	Market based emissions (tCO ₂ e)
Purchased electricity	2145	329
Purchased heat	0	0
Purchased steam	0	0
Total scope 2 emissions	2145	329



Scope 3 (value chain emissions)

Our Scope 3 GHG emissions arise through emissions produced by our suppliers and service providers and through the extraction, production, and transportation of the fuels and energy we consume. Additional Scope 3 emissions arise through electricity lost in transmission and distribution, the construction of distribution and transmission pipeline, the operation of grey fleet support and helicopter surveys, the extraction, treatment, and transportation of wastewater, the disposal and treatment of waste generated, staff commuting, staff travel, remote working, and printed paper.

Up until 2023, the variation in annual scope 3 emissions was accounted for by annual changes in construction, e.g. a 50km gas pipeline between Cluden and Brighthouse Bay in 2017/2018. Our scope 3 emissions have increased in 2023/2024 due to the addition of more suppliers and materials to our calculations. We also added GHG Protocol Scope 3 Category 3 (other fuel related activities) to account for the upstream emissions associated with the energy we consume – these fuel related activities accounted for an additional 18k TCO₂e in 2023. Capital goods and additional information from our suppliers accounted for approx. another 2.4k TCO₂e. All elements of Scope 3 are under the financial and operational control of our business.



Other emissions

Other emissions SOx NOx CO T	2024
SOx (g)	425,223
NOx (kg)	99,561
CO (kg)	614,136

Energy

To reduce GHG emissions and uphold a separate commitment to responsible energy management, we build energy efficiency into all aspects of the organisation. Our Energy Efficiency Policy, certified to ISO 50001 Energy Management System, details commitments and activities related to responsible energy management.

The scope includes all energy consumption and emissions for which Gas Networks Ireland are responsible.

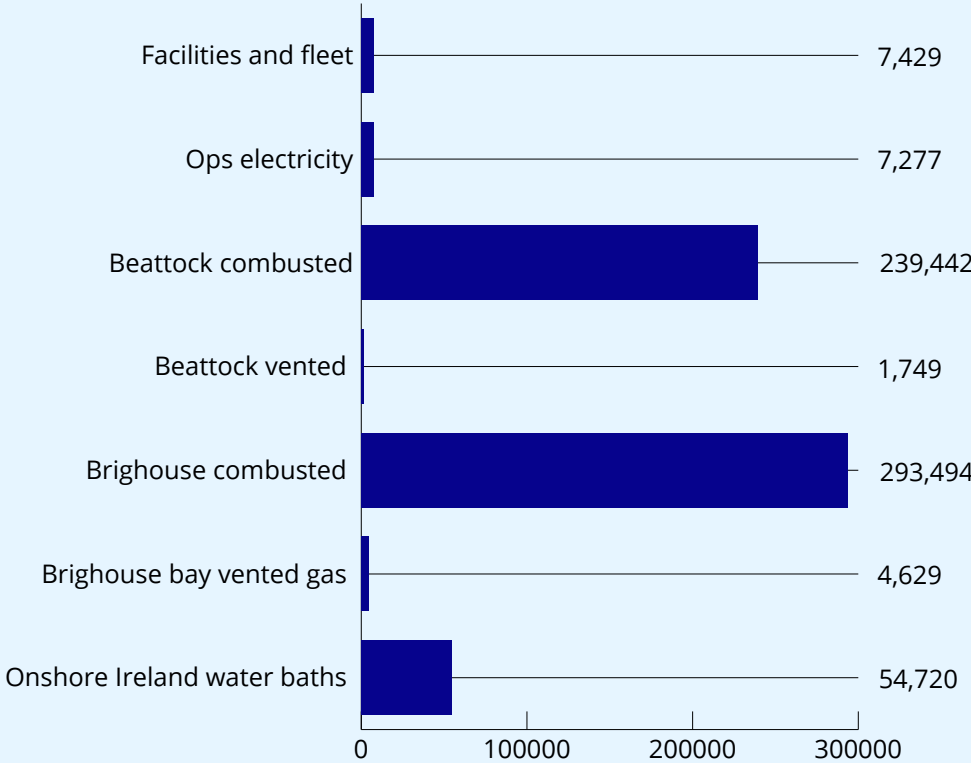
Energy consumption includes (but is not limited to) energy consumed in the following functions:

- Compressor Stations
- Above Ground Installations (AGIs)
- Main and regional offices
- Transportation
- Renewable Energy includes:
 - Renewable energy produced at Gas Networks Ireland sites
 - Renewable energy procured through the grid

Metered energy consumption table

In 2024 the total metered energy consumption was 609 GWh.

2024 the total metered energy consumption was 609,000 MWh



Public Sector Monitoring and Reporting Targets (PSMR)

We are an active participant in the Government’s Public Sector Monitoring and Reporting (PSMR) initiative. The scope of the PMSR applies to our office and fleet energy which amounts to less than 1% of our overall emissions.

The 2021 Climate Action Plan set out 2030 targets for the Public Sector to reduce GHG emissions from the sector by 51% and improve energy efficiency by 50%. Sustainable Energy Authority of Ireland (SEAI) is working with stakeholders to track progress towards these targets.

Our fleet and office energy performance are tracked by the SEAI. We have a number of targets to meet by 2030 including a reduction of 50% in GHG emissions (compared to a base year of 2016-2018). In 2024, we achieved a 29% reduction in our total GHG emissions for facilities and fleet. We also achieved a 46% reduction in our Energy Performance Indicator (compared to a base year of 2006-2008) and a 2.1% reduction in fossil fuel (diesel, petrol, and natural gas) CO₂ emissions (compared to a base year of 2016-2018).

We recently completed a refurbishment of our headquarters in Cork and sustainability considerations (energy efficiency and resource management) are central to the upgraded design. Our Network Services Centre in Finglas, Dublin was the first office in Ireland to be awarded the coveted ‘Excellent’ rating under BREEAM assessment

procedures. BREEAM is the world’s leading design and assessment method for sustainable buildings.

Other energy savings are realised by metering, Energy Performance Indicator (EnPI) monitoring and Energy efficiency drives across all office locations. Energy Metrics are displayed to the facilities team to increase energy awareness.

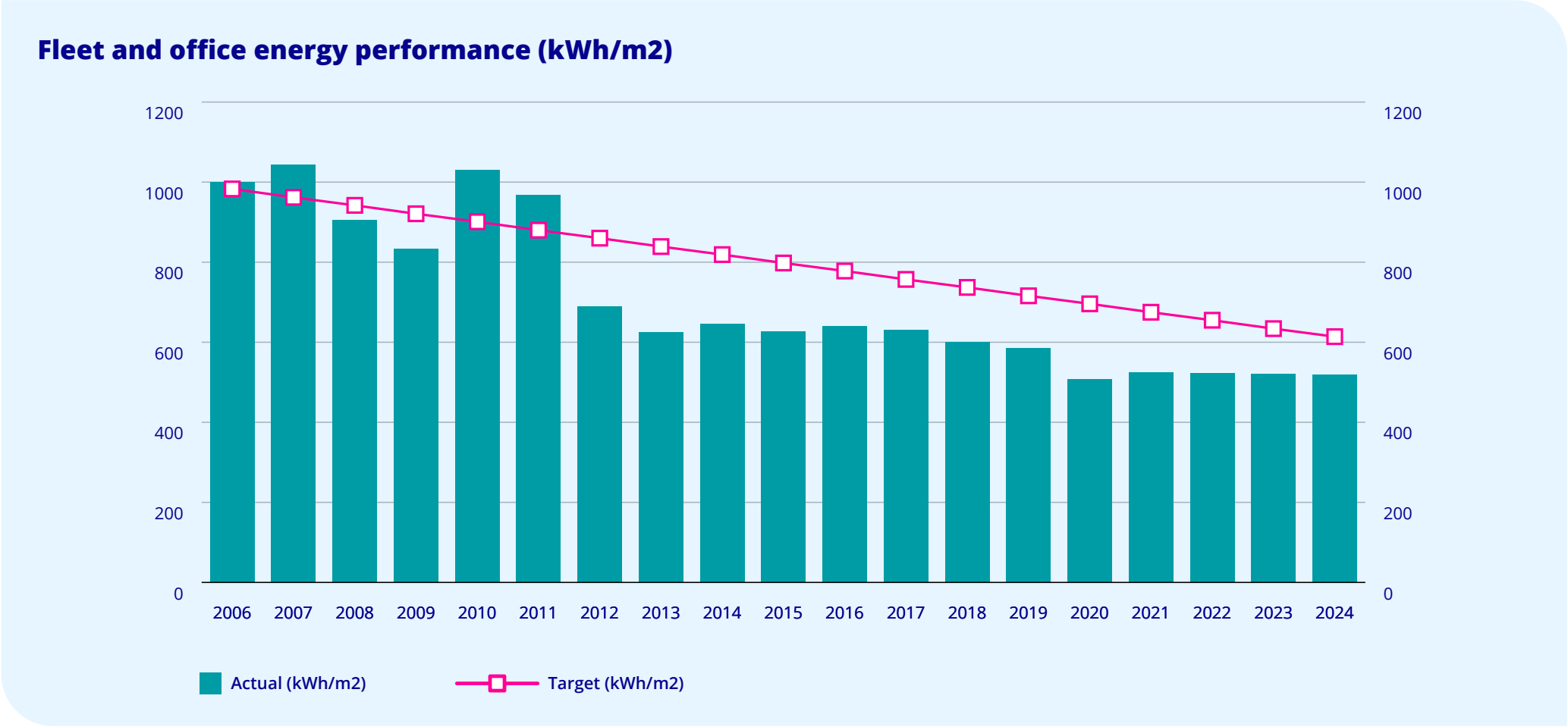
Each of the main facilities Gasworks Road and Networks Services Centre are also fitted with Solar PV. HVAC systems are fitted with Variable speed drive technology managed by a site building management system. HVAC systems are on setback optimising system usage across the facilities. Gasworks Road main heating systems are supplied by gas absorption heat pumps to maximised efficiency from space heating, while our Networks Services Centre utilises ground source heat pump technology combined with a fresh air heat recovery system combined with automated shading to control the space temperature. Lighting systems at both Networks Services Centre and Gasworks Road use automated systems to respond to occupancy.

Increasing the company’s renewable energy usage remains a focus with ongoing evaluation of energy supply contracts.

Gas Networks Ireland have replaced our older vehicle fleet with new, more efficient vehicles and managed this fleet more efficiently through enhanced inspection procedures and programmes to increase employee awareness of fuel consumption.

Gas Networks Ireland is committed to reducing emissions from our fleet while maintaining the integrity of operational effectiveness. We are undertaking a thorough options analysis across the fleet to identify and quantify the opportunities.

Fleet and office energy performance chart



Climate change mitigation

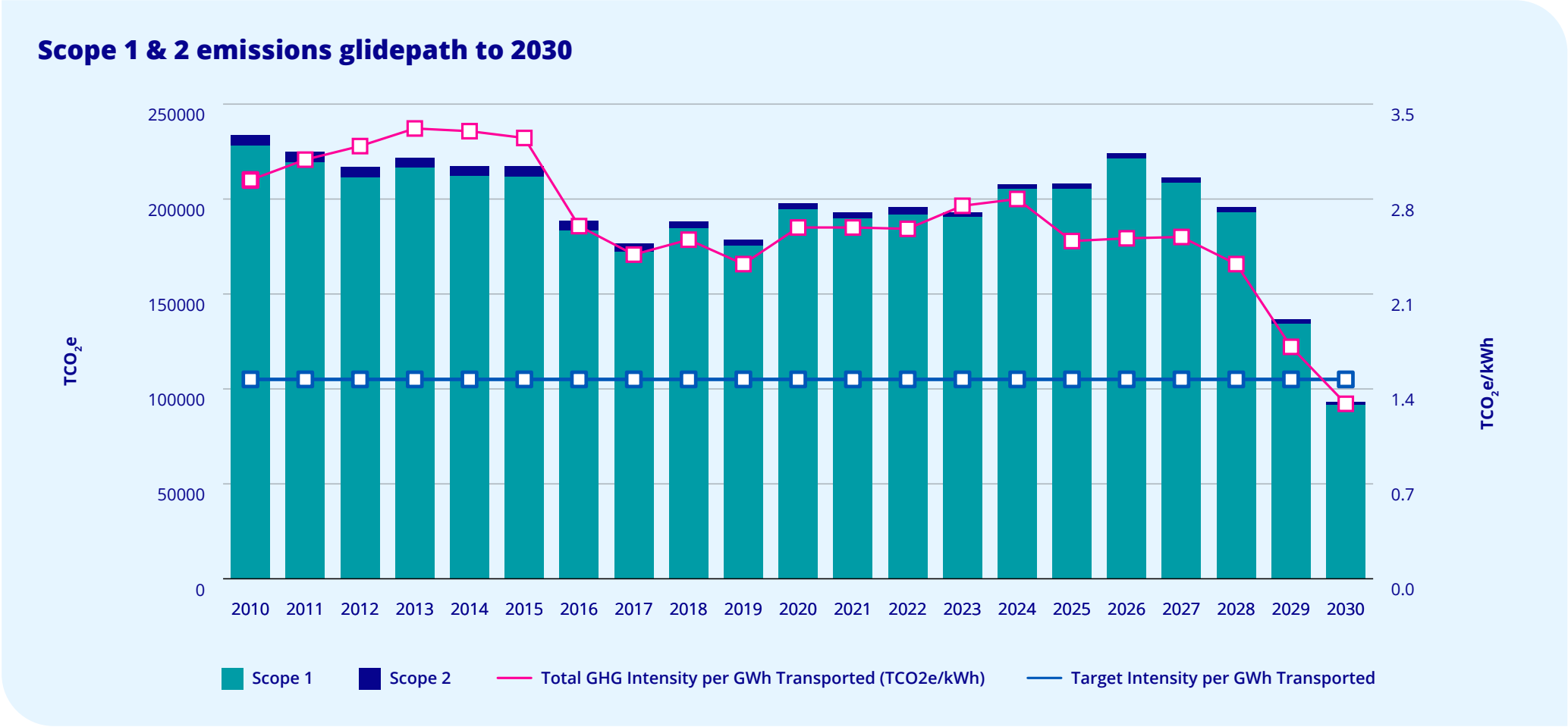
Our climate change mitigation efforts are guided by actions which reduce GHG emissions and improve energy efficiency.

Glidepath

GHG glidepath to meet 50% reduction target (Scope 1&2)

We have established working groups (e.g. Climate Action Steering Committee and Reduce Your Use Working Group) to help achieve our carbon reduction ambitions. A thorough examination was conducted on all our major

strategies aimed at reducing our greenhouse gas (GHG) emissions. It was determined that these strategies were adequate to achieve our low carbon pledge target (50% reduction in emission intensity by 2030 compared to 2010). A glidepath was developed and underwent Board review in 2023. Below a graphical representation of this glidepath can be seen.



Scope 1 GHG emission reduction plans

In 2024 we mobilised significant projects to reduce our own operational emissions.

1. Methane Emissions Management Programme

This programme of works is focused on reducing methane emissions and improving the quantification of our methane emissions, moving away from industry emission factors and using actual emission data from our own network. Methane emissions currently account for ~40% of our greenhouse gas emissions) on our network.

2. Electrification of our compressors in Scotland

Programme of works mobilised to electrify our two compressor stations in Scotland. The delivery of this project will signifacantly reduce our Scope 1 greenhouse gas emissions as our two compressor stations currently contribute to ~50% of our greenhouse gas emissions.

3. Progressing the exploration of the procurement of biomethane for ‘own use gas’ in Ireland.

In 2024, we published a Prior Information Notice (PIN) on the e-tenders system in 2024, for the potential purchase of up to 250 gigawatts of biomethane. The publication of the PIN will help ascertain the scale of likely interest in supplying biomethane

These progamme of works will be key enablers in Gas Networks Ireland reaching our ambitious target of 51% reduction in scope 1 and 2 greenhouse gas emissions by 2030 and Scope 3 emissions by 25%.

Scope 3 emission reduction levers

To reduce our scope 3 emissions, we prioritise supplier engagement and renewable energy integration, where we believe we can make the most significant impact.

We assess our suppliers and service providers bi-annually to identify contracts reporting high GHG emissions output and energy use. Contracts identified as high impact

must meet specific standards around the measurement, management, and reduction of emissions. All other suppliers are expected to measure, manage, and reduce their carbon footprint while encouraging similar efforts throughout their supply chain. We provide regular training sessions for suppliers on methods of emission reduction and participate in a wide range of industry initiatives aimed at driving collaboration and collective action on value chain emissions.

Supplier engagement:

- 1. Identified contracts that have the highest potential impact on greenhouse gas emissions through bi-annual heatmapping exercise.
 - 2. Incorporated greenhouse gas emission questions as part of the tender selection process, especially for contracts identified as high impact from the heatmapping exercise.
 - 3. Included key performance indicators (KPIs) relating to greenhouse gas emissions for our main period suppliers (ensuring alignment with Gas Networks Ireland emission reduction targets)
 - 4. Provided suppliers with access to free training tools on the Sustainability Supply Chain School.
 - 5. Created opportunities for collaboration with suppliers, such as:
 - Ensuring suppliers were aware of and adhere to our sustainability charter.
 - Working together on emission reduction activities.
 - 6. Requested annual GHG emissions data from suppliers including the Gas Networks Ireland portion of their emissions or specific emission factors for their products.
- Employee engagement:
- 7. Promoted sustainable commuting options and reduced business travel emissions. Implemented

a digital transformation programme in 2024 which improved remote collaboration options.

- 8. We hosted information and training sessions around a range of sustainability issues for staff including GHG emissions.
- 9. We communicated on our sustainability and emissions reduction initiatives via our e-newsletter, in person and virtual pillar and company all-hands.
- 10. Our sustainability team supports and communicates on GHG emission information sharing sessions and workshops with teams through the company.

Innovation:

Continued partnerships and collaboration with peers, industry groups and other companies to drive emission reduction '(for example, working with Marcogaz, GIE, SEAI).

CDP

The Carbon Disclosure Projects’ (CDP) voluntary annual disclosure and scoring process is respected as the world’s leading framework of corporate environmental transparency, ranking companies on a scale of A to D-, based on their comprehensiveness of disclosure, level of transparency, awareness and management of both environmental risks and opportunities, their demonstration of best practices, and their setting of ambitious and meaningful targets. We have voluntarily submitted to the CDP platform for a number of years to demonstrate our commitment to transparency and management of GHG emissions.

Gas Networks Ireland received a climate change score of B in 2024 which is on par with the Europe regional average of B, and the Energy utility networks sector average of B. In 2024 we also received an A- in our Supplier Engagement Assessment.

Use of low carbon products



Case study:

Innovative use of circular materials

The construction of new roads and pathways using recycled aggregates at the Network Innovation Centre demonstrates our commitment to both sustainability and innovation principles. Following a collaborative effort with GMC Utilities Group (GMC), we are not only reducing our environmental impact but also paving the way in our innovation efforts by leveraging from reclaimed materials. We have collaborated with GMC and Fingleton White to inform and create recycled aggregate pathways at our Innovation Centre in Brownsbarn, west Dublin. These recycled aggregates are sourced from materials reclaimed from

construction and demolition waste, including concrete, bricks, and asphalt. The materials are crushed and processed to produce aggregates that can be reused in new construction projects.

GMC has installed the recycled aggregate pathways around our off-grid network, providing practical routes for both operational personnel and visitors to avail of the off-grid network, which we utilise for testing hydrogen blends, while also serving as a testing facility for our innovation projects in a safe and controlled environment. The carbon benefits of using recycled aggregates are significant, as they greatly reduce the



demand for virgin materials, which typically require energy-intensive extraction and processing. By recycling these materials, we minimise greenhouse gas emissions associated with their production, thereby contributing to a more sustainable construction industry and aiding in the fight against climate change.

Collaborating with our delivery partners enables us to further extend and demonstrate our innovation capacity, providing mutual benefits and continuing to enhance an already strong partnership.

Renewable energy services

Renewable energy deployment

Separate from our internal GHG emissions reduction targets, Gas Networks Ireland is committed to making a vital contribution to Ireland’s net zero carbon future by displacing all the natural gas on our network with renewable gases (biomethane and hydrogen) by 2045.

The gas, which is transported through our network is used for heating, industrial processes, and electricity generation, resulting in approximately 15 million tonnes of CO₂ - calculated using the SEAI location-based emission factor.

We aim to enable the delivery of a fully decarbonised gas network by 2045 by replacing natural gas with renewable gases such as biomethane and green hydrogen. A decarbonised network will facilitate a significant reduction in emissions across key sectors, including those traditionally difficult to decarbonise, such as high heat industries, power generation, agriculture, and transport. Our Pathway to a Net Zero Carbon Network document sets out our vision to repurpose the network and enable the delivery of a fully decarbonised gas network over the next 20-25 years.

Gas Networks Ireland is committed to supporting the deployment of the renewable gas market by repurposing our existing infrastructure to transport renewable gases such as biomethane and carbon-free green hydrogen. This transformation enhances the security and diversity of Ireland’s energy supply, aligning with government’s National Hydrogen Strategy and National Biomethane Strategy. Gas Networks Ireland actively engages with stakeholders to facilitate the achievement of these objectives, ensuring a sustainable and secure energy future for Ireland.

Renewable gases network evolution

The evolution of the gas network will take place over the next 20 years, at first gradually, as biomethane and hydrogen are blended with natural gas, and then more

rapidly, as parts of the network are fully converted to one or other renewable gas to the point of full decarbonisation. We are working to enable the national target of up to 5.7TWh of biomethane on the network by 2030 and are actively engaged in a programme of work to enable the phased introduction of hydrogen into the gas network.

Renewable gases

Biomethane

Biomethane is largely identical to natural gas; it can seamlessly replace natural gas in heating systems, transport, power generation, and appliances. A renewable gas industry in Ireland would support the decarbonisation of the energy industry and the agricultural sector, provide significant opportunities to rural communities, facilitate sustainable circular economies, and significantly enhance security of supply.

The Government has set a target of up to 5.7TWh of biomethane on the national gas network by 2030. We are actively working with stakeholders to support and facilitate the achievement of this objective. Biomethane has formed part of the regular gas supply in Ireland’s gas network since mid-2020. Our network and down-stream applications are fully compatible with biomethane, as are our CNG (compressed natural gas) refuelling stations which we continue to build with the intention of operating as renewable bio-CNG (compressed biomethane gas) refuelling stations as the volume of biomethane on the network increases. In 2024, demand for renewable gas in

the transport sector increased by 67% compared to 2023.

The National Biomethane Strategy, published in May, aims to support the delivery of up to 5.7TWh of indigenously produced biomethane by 2030. It outlines necessary policy and regulatory measures and provides a roadmap for developing a biomethane industry in Ireland, focusing on sustainability, demand for biomethane, bioeconomy and the circular economy, economics of biomethane, and enabling policy requirements. Implementation of the strategy, which sets out twenty-five actions to be delivered in the coming years to enable the sector’s development, will be overseen by the Interdepartmental Biomethane Implementation Group, GNI is a member of the group.

Our executive team and key stakeholders visited Denmark’s biomethane sector to gain insights into successful biomethane practices and technologies that could be implemented in Ireland. This visit facilitated discussions on collaboration and knowledge sharing between Ireland and Denmark in the biomethane sector.

We have further demonstrated our commitment to biomethane through various initiatives and projects, including partnerships, investments, and technological advancements. In October, Tánaiste Micheál Martin and Gas Networks Ireland broke ground to officially mark the commencement of construction of the new Central Grid Injection (CGI) facility in Mitchelstown. This €32 million investment is a transformative step in Ireland’s transition towards renewable energy, enabling the injection of biomethane into the national gas network. The facility will have the capacity to

inject up to 700 GWh of renewable biomethane gas annually, contributing approximately 12% of the Government’s 2030 biomethane target. It will also reduce national CO₂ emissions by an estimated 130,000 tonnes per year.

In the first half of 2024 we saw three new direct connection contracts signed by biomethane developers bringing the numbers contracted to four. Following the promise of the early half to 2024, no further connection contracts have been signed in the latter half of 2024, despite the publication of the National Biomethane Strategy. However, there were a number of well advanced applications by the end of the year. It is expected that this should increase once the Government’s Renewable Heat Obligation scheme is enacted.

Hydrogen

Hydrogen is a carbon free gas that can be produced from renewable electricity and is well suited for storage, making it an attractive option to decarbonise energy systems and drive a cleaner energy future for Ireland. Hydrogen can be transported through our existing modern gas pipelines, minimising disruption and reducing the amount of expensive infrastructure needed to build a new separate hydrogen transmission network.

During 2024, Gas Networks Ireland became a founding member of the European Network of Network Operators for Hydrogen (ENNOH), which will develop the regulatory framework for hydrogen network operators during 2025 and 2026 and was elected to the pre-ENNOH board in December 2024. Gas Networks Ireland is actively engaging with Department of Climate, Energy and the Environment (DCEE) in relation to Ireland’s designation of a ‘Hydrogen Network Operator’. We believe that as the Gas System Operator, we are ideally positioned to fulfil this role.

Ireland’s gas network is among the safest and most modern in Europe. As part our comprehensive testing and research programme, we are ensuring that our network can safely transport hydrogen. Studies across the UK and EU are testing transmission network compatibility, aiding

Gas Networks Ireland’s research. Gas Networks Ireland has built a test network in Citywest, Dublin, to evaluate natural gas and hydrogen blends’ performance.

Our recent research, compiled in the HyGreenNet Interim Report, marks a significant milestone in our journey towards decarbonizing the gas network. The findings reveal that a 20% hydrogen blend with natural gas can reduce CO₂ emissions by 10% to 16% for modern commercial boilers, depending on operating temperatures.

In addition to CO₂ reductions, the hydrogen blend also lowers emissions of carbon monoxide (CO) and nitrogen oxides (NOx) by over 50%. These results support Ireland’s commitment to clean energy and air quality improvements. The next phase of our research will further investigate the influence of boiler technology on emissions results.

Alongside other partners in the Cork harbour region, Gas Networks Ireland has been working on developing the Celtic Hydrogen Cluster (CHC). The CHC aims to benefit from the existing nexus of energy producers and consumers currently connected by or in close proximity to an existing natural gas network, which could be repurposed to transport and store 100% hydrogen. This would stimulate a hydrogen cluster in the area to take advantage of the offshore wind energy that will be produced from the Celtic Sea in the future. Gas Networks Ireland is looking to support all emerging hydrogen clusters that may develop in line with the Irish National Hydrogen Strategy.

One of our critical research projects involves investigating the compatibility of hydrogen with our existing gas network infrastructure. Given that hydrogen molecules are smaller and lighter than those of natural gas and biomethane, we are collaborating with the AMBER centre to assess the materials used in our network, including polymers, rubbers, and metals. This research, titled “Material Testing and Development under Variable Hydrogen Ratios,” aims to identify any components that may need to be replaced or adapted to ensure the safe transportation of hydrogen. With initial funding of €220,000, this project has the

potential to run for up to five years, reflecting our long-term commitment to hydrogen research and safety

CNG

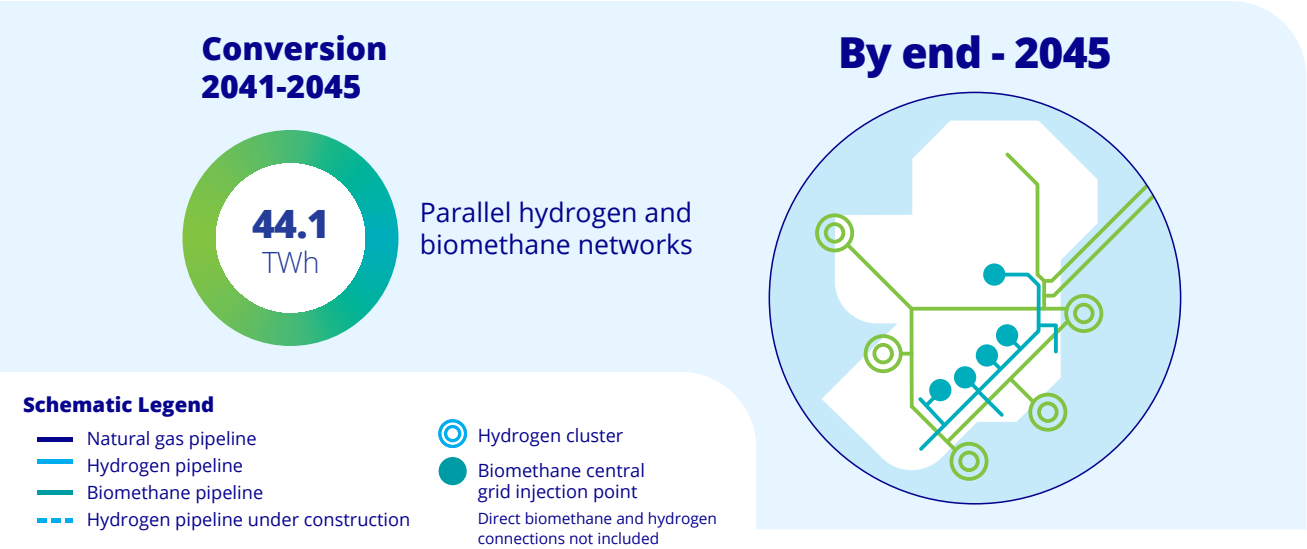
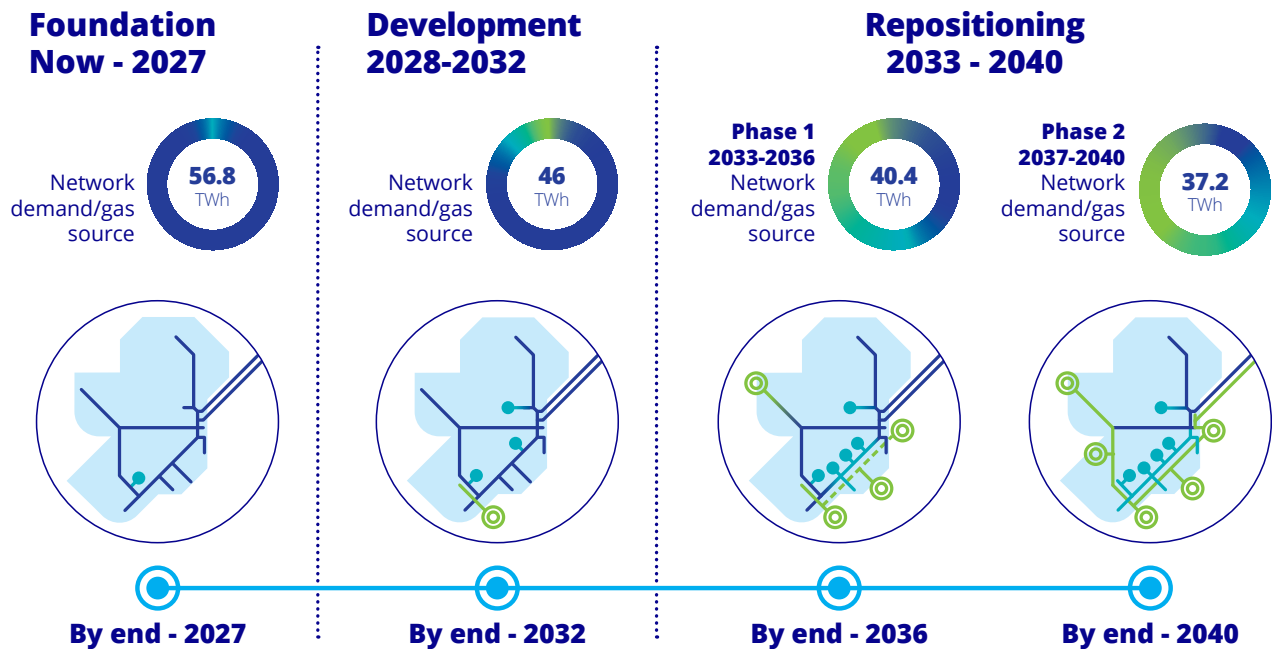
Heavy goods vehicles and buses account for a disproportionate amount of Ireland’s transport emissions. CNG is a cleaner and affordable alternative fuel which emits significantly less carbon dioxide than diesel and petrol, and is helping to decarbonise the Irish transport sector. Furthermore, CNG vehicles are entirely compatible with biomethane, meaning that as Ireland gradually increases the volume of biomethane on the national network, vehicles refuelling from the gas network will further reduce their carbon footprint without changing a thing.

Ireland’s eight publicly accessible, fast-fill CNG stations, form part of the developing national network of CNG stations aimed at providing clean fuel to the Heavy Good Vehicles (HGV) sector. Strategically located to support prominent haulier routes, the state-of-the-art stations have the capacity to fill 70 HGVs a day, with each fill taking no more than five minutes. These stations allow hauliers and fleet operators in the region to begin the journey to sustainable transport by switching their fuel from diesel to CNG / bioCNG today and ultimately transition to 100% networked renewable gases, including biomethane and hydrogen, in the future.

Our BioCNG team contributed to the “Decarbonising the Road Freight Sector” report, reinforcing our strategic ambition to deliver sustainable energy services. The publication empowers fleet operators and Irish businesses to make informed decisions about alternative fuel technology.

In 2024, 85% of the CNG used in transport was biomethane, certified by EU Voluntary Schemes as being Renewable Gas. Renewable CNG is a zero-emissions fuel under EU law and counted by NORA towards Irish renewable transport fuel targets.

A pathway to decarbonisation



Development of renewable gas market

Gas Networks Ireland is committed to supporting the deployment of the renewable gas market by repurposing our existing infrastructure to transport renewable gases such as biomethane and carbon-free green hydrogen. This transformation enhances the security and diversity of Ireland’s energy supply, aligning with government’s National Hydrogen Strategy and National Biomethane Strategy. The National Hydrogen Strategy outlines the strategic vision for hydrogen’s role in Ireland’s energy system, focusing on decarbonising hard-to-abate sectors, enhancing energy security, and developing industrial opportunities. Similarly, the National Biomethane Strategy provides a roadmap for developing a biomethane industry of scale in Ireland, aiming to deliver up to 5.7TWh of biomethane by 2030. Gas Networks Ireland actively engages with stakeholders to facilitate the achievement of these objectives, ensuring a sustainable and secure energy future for Ireland.



Case study:

The Causeway Project

Gas Networks Ireland is leading a project called the Causeway Study, under which a network of high capacity fast-fill CNG stations, a single renewable gas injection point and a vehicle grant are being delivered. Successful delivery of these objectives will demonstrate the validity of CNG and bioCNG as a viable alternative to diesel in Ireland while also helping to meet Ireland’s requirements under the EU’s Alternative Fuels Infrastructure Directive. The development of the CNG network via the Causeway Study is supported by a grant from the EU’s Connecting Europe Facility Transport Fund and the Gas Innovation Fund, approved by the Commission for Regulation of Utilities (CRU). Research is co-funded and conducted by project partner, the National University of Ireland, Galway.

To date, the Causeway Study has seen the opening of eight public CNG stations, Ireland’s first BioCNG station, a direct injection AD Facility in Cush, and several vehicle grant schemes rolled out as part of the Causeway initiative are now being used to fuel up to 170 heavy goods vehicles (HGVs) across the country. Ninety-five percent of these vehicles are consuming renewable gas (biomethane), leading to over 90% CO₂ emissions savings.

In 2024, together with Flogas, we opened the Republic of Ireland’s first-ever dedicated BioCNG refuelling station at Barberstown, St Margaret’s, Co. Dublin. This station, supported by Causeway and operated by Certa, increases refuelling accessibility for hauliers and HGVs, helping them switch from diesel. This unmanned forecourt is mainly used by DHL Logistics to fill their 50 new CNG trucks.

The Beauparc CNG Station was commissioned under the Causeway Study for Beauparc Group, promoting a sustainable approach with the latest CNG trucks and technology, while the BIO Compressed Natural Gas (CNG) filling station at Barberstown demonstrates our ability to operate sustainably – the project team introduced several sustainability and biodiversity measures, such as native hedgerows, log piles, bee banks, and wildflower meadows, enhancing the station’s aesthetic appeal and providing habitats for local wildlife.

Niall J Lord
Managing Director, Food Surplus Management Ltd.

Each CNG station has the capacity to fill up to 50 HGVs a day, with each fill taking no more than five minutes. There is a pipeline of additional public CNG stations progressing through the design, planning and construction project phases.



Case Study:

Biomethane and the delivery of Ireland's biomethane central injection facility at Mitchelstown, County Cork

In 2024 Tánaiste Micheál Martin and Gas Networks Ireland broke ground to officially mark the commencement of construction for the new Central Grid Injection (CGI) facility in Mitchelstown. CGI facilities provide injection points for biomethane production sites that may be located remotely from the existing gas network. A key initiative of Gas Networks Ireland, this facility represents a €32m investment and is a transformative step in Ireland's transition towards renewable energy, enabling the injection of biomethane into the national gas network.

[Mitchelstown Central Grid Injection Facility | Gas Networks Ireland](#) will have the capacity to inject up to 700 GWh of renewable biomethane gas annually, contributing approximately 12% of the Government's 2030 biomethane target. The facility will also reduce national CO₂ emissions by an estimated 130,000

tonnes per year, positioning itself as a cornerstone of Ireland's sustainable energy infrastructure. In addition, biomethane offers the Irish agriculture sector and farming families the opportunity to diversify and add a new revenue stream, as it is produced through the breakdown of organic material (feedstock).

Speaking at the sod turning ceremony, **Tánaiste Micheál Martin** commented on the significance of Gas Networks Ireland's investment:

"This project is a significant development in Ireland's energy infrastructure, enabling the drive towards decarbonisation, supporting both the government's commitment to achieving its biomethane production targets by 2030 and the country's efforts to achieve net zero emissions by 2050."

Biomethane producers express interest

This development follows a successful market engagement exercise led by Gas Networks Ireland earlier this year, where a request for Expressions of Interest (EOI) to supply biomethane to the new CGI facility in Mitchelstown drew interest from 22 prospective biomethane producers. The combined potential production capacity from these plants is 1,862 GWh per year - equivalent to powering 217,000 homes - highlighting the significant potential of the Irish biomethane sector to support the country's energy transition.

Biomethane producers across the length and breadth of Ireland who are remote from the gas network demonstrated their readiness to contribute to Ireland's renewable gas supply chain. This CGI facility in Mitchelstown is anticipated to be the first in a rollout of several facilities as previously outlined in Gas Networks Ireland's recently published [Pathway to a Net Zero Carbon Network](#).

- The output from the Mitchelstown CGI facility will reduce national CO₂ emissions by an estimated 130,000 tonnes annually when fully operational
- Biomethane injected at the facility will make 12% contribution to the Government's target of 5.7 TWh by 2030
- Estimated volumes of biomethane from 22 interested biomethane producers exceeded the CGI's total capacity by two and a half times

Speaking about the growing appetite and potential capacity within the emerging Irish biomethane industry, as well as the broader impact of the Mitchelstown project, Gas Networks Ireland's CEO Cathal Marley said:

"The substantial response to our recent EOI demonstrates the growing momentum behind Ireland's biomethane industry. The 1,862 GWh of potential production from just 22 interested producers showcases the significant capacity of this sector to meet, and possibly exceed, our renewable biomethane gas targets.

"The Mitchelstown CGI facility is a key part of this vision, allowing for the injection of renewable gas into the national system and furthering our goal of a net zero carbon gas network by 2045.

"We were pleased to see the publication of the National Biomethane Strategy earlier this year. It's a good start, and the introduction of capital grants is encouraging, but more positive supports such as obligations for end users, and a potential feed in tariff to ensure the viability

of biomethane production would provide further momentum to the development of the biomethane industry, reduction of carbon emissions and the diversification of agriculture.

"As Ireland pushes forward in its energy transition, projects like this in Mitchelstown will play a critical role in delivering clean, renewable energy across the country."

The EOI results build on the momentum generated by the market testing Request for Information (RFI) issued by Gas Networks Ireland in October 2022. [The Biomethane Energy Report](#), published in September 2023, identified 176 projects across Ireland with the potential to produce 14.8 TWh of biomethane per annum, equivalent to 26% of Ireland's current gas demand. These findings, coupled with the recent EOI responses, underscore the feasibility of the Government's biomethane production target and the critical role that the sector will play in Ireland's energy transition.

The successful delivery of the Mitchelstown CGI facility is being made possible through the collaboration of two key partners, Fingleton White in terms of design and Murphy International as the construction contractor. Commissioning of the first phase is expected towards the end of 2025.

The Mitchelstown CGI facility is part of the broader Green Renewable Agricultural Zero Emissions (GRAZE) project, which is designed to showcase large scale agricultural biomethane clusters that can be replicated across the country. Supported by €8.4 million in funding from the Climate Action Fund, the GRAZE project is a testament to Ireland's commitment to advancing renewable energy and achieving national energy security.



Case Study:

Hydrogen Pilot Project - Daltons Chancellors Mills

Daltons Chancellors Mills in Athy, a generational family business known for malting barley is embracing renewable energy to align with their customer's needs.

Supported by Gas Networks Ireland's Gas Innovation Fund, this innovative project demonstrates the feasibility of using hydrogen blends to decarbonise industrial operations. By integrating green hydrogen into their energy mix, Daltons Chancellors Mills is leading the way towards a more sustainable future, showcasing the practical application of green hydrogen in reducing carbon emissions.

Support of this green hydrogen pilot is continued evidence of Gas Networks Ireland's commitment to transforming Ireland's gas network. As part of our comprehensive testing and research programme, we are ensuring that our gas network can safely transport hydrogen. Simultaneously, it is crucial to test the downstream offtake of hydrogen to help our customers transition from natural gas to hydrogen over time. The blend testing conducted in Athy is a significant step towards our long-term objective of integrating clean hydrogen usage into our network.

100% Renewable Gas Network

Gas Network Ireland's ambition, as outlined in Pathway to a Net Zero Carbon Network, is to transform the gas grid to exclusively transport renewable gases by 2045. This includes transitioning from the blending of hydrogen and natural gas to a network that transports 100% hydrogen, alongside sections dedicated to biomethane. The work being done in Athy not only supports this vision but also demonstrates our commitment to a sustainable and decarbonised energy future for Ireland.

A net zero carbon network will play a critical role in achieving the Government's climate targets and ensuring our country successfully transitions to a carbon-neutral economy by 2050. Pathway to a Net Zero Carbon Network reflects the Government's imperative to reduce greenhouse gas emissions, by ensuring the gas network transports only renewable gases, biomethane and hydrogen while ensuring Ireland has a renewable, secure, and reliable energy supply in an increasingly integrated energy system.



Case Study:

Farm Level Economic, Environmental and Transport modelling of alternative feedstock solutions for regional anaerobic digestion plants in Ireland (FLEET).

The FLEET study which concluded in March 2025 was run by Teagasc and co-funded by GNI and the SEAI. The study focussed on the application of the National Biomethane Strategy in Irish agriculture from the context of both environmental and economic sustainability.

The primary conclusions of the study included need for farming sectors to be combined for feedstock provision, ownership, and operation of AD systems. The development of an AD industry that uses grass DM and animal slurries to achieve that national biomethane target of 5.7 TWh by 2030 is projected to lead to an increase in agricultural sector income and a decrease in agriculture sector GHG emissions relative to a baseline where the use of grass and slurry feedstocks for AD does not occur.

The increase in sectoral income arises because the loss in cattle output value associated with the diversion of pastureland from bovine agriculture to use in AD is more than offset by savings in input expenditure associated with bovine agriculture (animal feed, fertiliser and veterinary services) and additional output value associated with the sale of grass dry matter to the AD industry.

By 2030 agricultural sector income, where the AD industry meets that national Biomethane target by using grass dry matter and animal slurry as feedstocks, is projected to be between 1.2% and 1.3% higher (€49 - €53m) than under the Baseline. This is equivalent to an income of circa €425 per ha for land used for AD.

The projected changes to agricultural activity levels, input usage and the diversion of animal slurries from use as nutrients in agriculture to use as feedstocks in AD is also reflected in reduced agricultural GHG emissions. By 2030 agricultural GHG emissions are projected to be 2.3% lower than under the baseline. Methane emissions are projected to decline by 1.8% and nitrous oxide emissions by 4% relative to the baseline by 2030.



Case Study:

Developing Economic Solutions for on-farm Anaerobic Digestion technologies under Irish conditions (EcoAD)

The EcoAD FLEET study which concluded in January 2025 was run by UCC MaREI and co-funded by GNI and the SEAI. The study focussed on optimisation solutions for Irish agriculture sector based AD systems. Key conclusions from the study included:

A substantial quantity of the national on-farm biomass (17%) is located in excess of 15km from the gas grid but within 15km of a large industry energy user.

- The current Irish on-farm biomethane resource is approximately 200% of industrial natural gas use.
- Virtual biomethane pipelines may be facilitate biomethane transportation in areas with limited gas grid infrastructure.
- Biochar addition enhances hydrolysis, acidification, and methane production in anaerobic digestion.
- A microbial electrolysis cell (MEC) AD system can increase biomethane output by 6-times the input electrical energy demand.
- The abatement cost of AD systems varies based on the processes considered within the system boundary.
- On-farm anaerobic digestion abatement costs ranged from -117 to +79 €/tCO₂eq for small scale systems.
- To make biogas upgrading financially viable at small scale, additional incentives and revenues streams are required.

Circular economy and resource use

The circular economy is all about eliminating waste and making the most of our resources through recycling, reusing, and repairing. This approach helps us create a closed-loop system that conserves natural resources and significantly reduces greenhouse gas emissions. One of the shining examples of this in action is biomethane production. Biomethane plants are true hubs of the circular economy, where materials that were once considered waste, from agriculture, industrial processes, and water management, are put to good use. By supporting and implementing circular economy principles, Gas Networks Ireland aims to minimise its environmental footprint and promote sustainable practices.

Gas Networks Ireland plays a pivotal role in advancing the principles of the circular economy, particularly in the context of biomethane. Biomethane is a renewable energy source produced through the anaerobic digestion of organic waste, such as agricultural residues, food waste, and sewage sludge. This process not only generates renewable energy but also helps in managing waste effectively. Gas Networks Ireland recognises the potential of biomethane in contributing to a sustainable energy future and is actively involved in its promotion and utilisation.

Our commitment to advancing circular economy principles and resource efficiency is evident through trialling the use of recycled construction materials on an infrastructure project at our Innovation Centre in 2024. By aiming to minimise our environmental footprint through the sue of low embodied carbon civils materials, we contribute to the conservation of natural resources and the reduction of GHG emissions.

Pollution and waste

We are committed to reducing our waste to landfill and the company's short-term target is to send zero waste to landfill by 2025.

All our waste suppliers are audited to assess operational best practice and to ensure adherence to Gas Networks Irelands standards. Our two main contractors who carry out work on our behalf also report monthly on their waste KPIs and are also striving to meet Gas Networks Ireland's target of zero waste to landfill by 2025.

We monitor and report on waste from office locations, including our regional offices, as well as site waste generated from our operations across the entire gas network in Ireland. Our waste data, including recycling rates, are calculated from waste collection documentation provided by our waste collection service provider.

In 2024, the overall figure for recycling and recovery in our offices was 100%. Overall, 149 tonnes of waste produced in 2024, all of this waste was recycled or recovered. Our total

carbon footprint associated with this waste was 33.5 tCO₂e (out of a total 248,047 tCO₂e.)

Recycled waste vs recovered waste

We monitor and report on waste from office locations. As well as site waste generated from our operations across the entire gas network in Ireland, we have regional office locations – headquarters in Cork, the Network Services Centre (NSC) in Dublin and smaller regional offices in Waterford, Limerick, Galway, Midleton and Brownsbarn Innovation Centre at Citywest.

Our main office waste includes recycled paper, mixed packaging, compost, cardboard, glass, wood, metal, waste electrical goods, and plastic. Our operational waste includes plastic, metal, timber and waste electrical goods. We have management systems in place to dispose of hazardous and biological waste. Our waste data, including recycling rates, are calculated from waste collection documentation provided by our waste collection service provider.

Of the 149 tonnes of waste produced in 2024, all of this waste was recycled or recovered. Our total carbon footprint associated with waste was 33.5 tCO₂e in 2024, compared to 12 tonnes in 2023. Increases in waste are related to higher volumes of operational waste returned to our facilities.

The NSC upgrade project continued throughout 2024, resulting in an increase in waste for that location in the latter part of the year.

Water

While water use is not a material issue for us as we are not a significant user of water, we do monitor and track usage. We have substantially reduced our water usage since 2013, as a result of improved performance and upgrading of our offices.

We monitor and report water consumption based on utility meters and reconcile this, where possible, with sub metering data. We report water consumption by supply and treatment of both volume and carbon equivalent using Department of Environment, Food and Rural Affairs (DEFRA) conversion factors. We utilise internally sourced emission factors for both supply and treatment of water. We do not consume water from areas of water stress.

In 2024, we used 8,405,000 litres of water at our facilities and through operational use. Our total carbon footprint associated with our water use was 3 TCO₂e in 2024 (out of a total of 248,047 TCO₂e).





Biodiversity and ecosystems

At Gas Networks Ireland, we emphasise the significance of biodiversity as part of our commitment to environmental stewardship and sustainability. We recognise our responsibility to protect and restore Ireland's biodiversity through our extensive underground infrastructure network and numerous AGIs and office locations. Our Biodiversity Action Plan outlines specific actions and goals to promote biodiversity awareness among colleagues and communities, and to create pollinator-friendly habitats across the country. By adhering to Biodiversity Best Practice and partnering with initiatives like the All-Ireland Pollinator Plan, we aim to achieve a “no net loss” impact on biodiversity and strive for “net gain” impact. Our approach encompasses comprehensive management processes, environmental planning, and design toolkits to ensure best practices in biodiversity management are integrated into our operations.



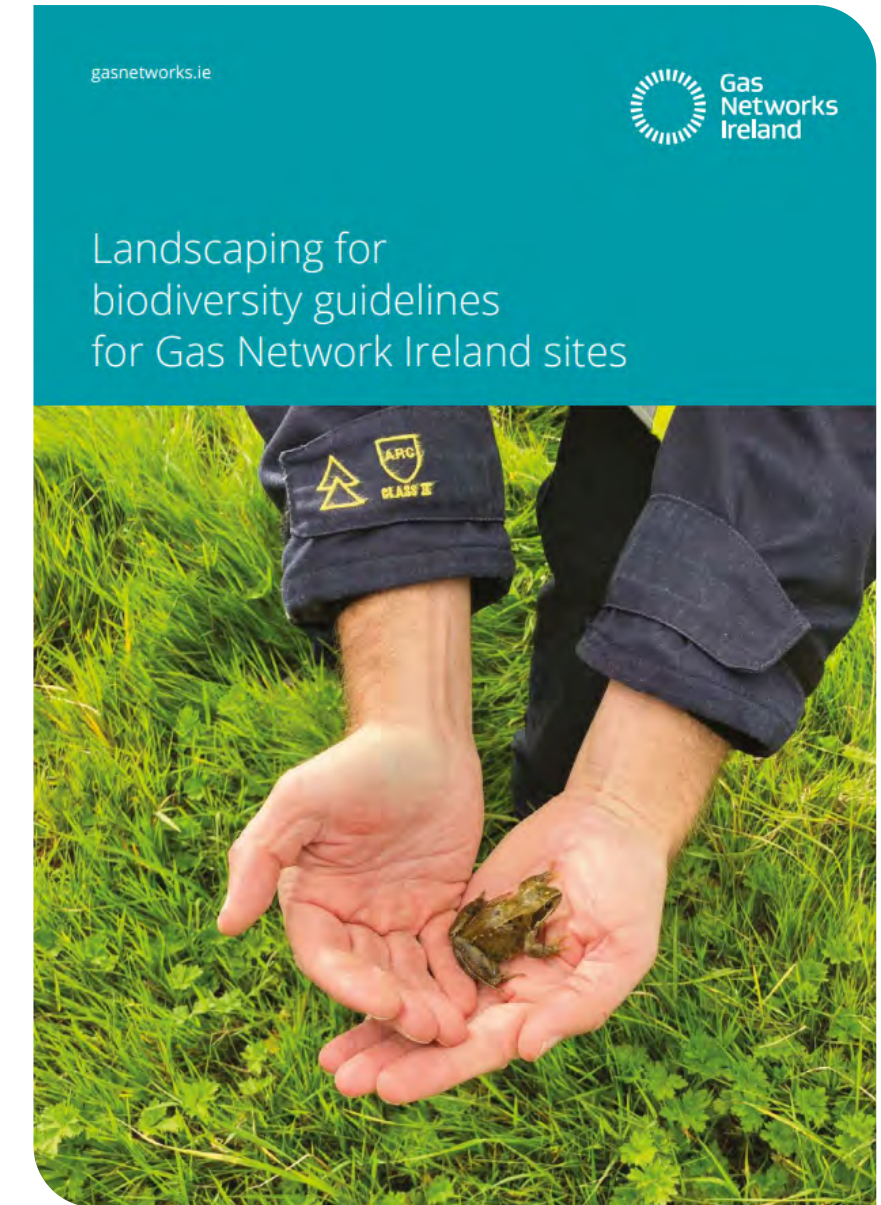
Biodiversity action plan

Gas Networks Ireland are signatories of the government's biodiversity 'Seeds for Nature' Charter, pledging to manage all of our infrastructure, asset base and office locations (on the island of Ireland and in Scotland) in line with Biodiversity Best Practice by 2025 and to strive to have a net gain impact on biodiversity across our operations to support, scale up and fast-track the implementation of the National Biodiversity Action Plan. Gas Networks Ireland is a Partner of the All-Ireland Pollinator Plan which is a leading biodiversity initiative in Europe.

Our Biodiversity Action Plan, which is a key part of our Sustainability Strategy, outlines action to

be taken by the business to help achieve our Biodiversity Commitments.

In 2024 we focused on delivering our Biodiversity Action Plan with specific goals and measurements to be achieved by the organisation, incorporating guidance for changing the way we design, build and operate our sites and assets including environmental criteria for assessing work by our contractors and increasing the delivery of biodiversity enhancements at our sites. Building on our 2023 biodiversity survey programme, in 2024 we surveyed an additional fifteen of our AGIs using our own Biodiversity Scoring Metric to establish the current biodiversity score for each AGI and potential for improvement.



Managing for biodiversity

Managing work that has the potential to impact on biodiversity is a key aspect of our approach to environmental management.

We have a duty to protect habitats and species, not just those in designated areas, but in the course of our day-to-day operations. We have a robust management process to enforce this as part of our Environmental Management System.

Our bespoke EnviroKit and EnviroPlan environmental planning and design toolkits assist our designers and planners in applying a standardised approach to Environmental Management including Biodiversity Management. EnviroOps, our in-house environmental guidance document was developed to assist our operations personnel in applying best practice while working for the organisation.

In 2024, Gas Networks Ireland developed a compensatory habitat calculator tool to be used at the design stage of a project to calculate the expected change to biodiversity as a result of a development. The tool compares the baseline habitats existing on the site to the proposed habitats post construction and generates a percentage change to biodiversity. This allows for a scientific and measurable method to designing biodiversity enhancement into project design.

Our Tree Felling and Hedge Cutting Permit and Carbon TreeSearch Tool are used further to protect biodiversity and wildlife on Gas Networks Ireland sites while allowing for essential activities. The Tree Felling/Hedge Cutting permit provides guidance to Gas Networks Ireland operational teams when they encounter scenarios where tree or hedge cutting is unavoidable. A mitigation hierarchy enables a development project to work towards “No Net Loss” of biodiversity and preferably, a “Net Gain”. The Carbon TreeSearch tool is used when tree felling is unavoidable for safety or operational reasons. The purpose of this tool is to calculate the expected carbon

sequestration of a tree over a period of 20 – 60 years and how many trees should be planted to replace the tree should it be cut down. When the predicted carbon sequestration of the tree to be removed is calculated, the tool will calculate the number of replacement native Irish trees to be planted. This aids in replacing Ireland’s native tree cover and enhancing biodiversity.

Our Landscaping for Biodiversity Guidelines for Gas Networks Ireland sites have been deployed in all new project designs where it is practical to do so, and also during operational works, for example, replanting hedgerows or trees appropriately to maximise biodiversity. The guidelines were implemented at several biodiversity-focused projects at specific AGIs adding Biodiversity Net Gain, in line with Gas Networks Ireland Biodiversity Action Plan.

Enhancing biodiversity

In 2024, Gas Networks Ireland completed significant biodiversity enhancement projects at five AGIs. The measures undertaken included removing non-native conifer treeline and non-native ornamental hedges and replacing with mixed species native hedgerow, creating ponds, hibernacula, log piles, and installing habitat boxes.

Gas Networks Ireland began changing how grass was managed on our large grassed AGIs in recent years through our Civil and Landscaping contractors, to provide more food and shelter for vital pollinators. Our efforts were rewarded with the appearance of the rare bee orchid at our Dublin office. In certain operations, for example on construction sites, rehabilitation planning forms part of our environmental management programme.

In 2024 Gas Networks Ireland continued the grass-cutting regime nationwide for pollinators, to upgrade more Republic of Ireland sites for biodiversity, to improve biodiversity measures on the Northern Ireland and Isle of Man assets and deliver on the Scottish Biodiversity Action Plan.



Promoting biodiversity awareness

We actively seek to promote biodiversity awareness in the community through education initiatives and publication sponsorship.

During National Biodiversity Week in May, we continued our annual sponsored content in the Irish Examiner raising awareness about the importance of biodiversity and highlighting our efforts to promote sustainable practices among our employees and contractors. Events during the week included a wildflower walk and scavenger hunt at at our headquarters office in Cork and sponsored nature walk facilitated by Midlands Science. These events go beyond mere participation; they serve as a demonstration of our leadership in promoting environmental awareness and our commitment to ensuring no net loss of biodiversity in our projects.

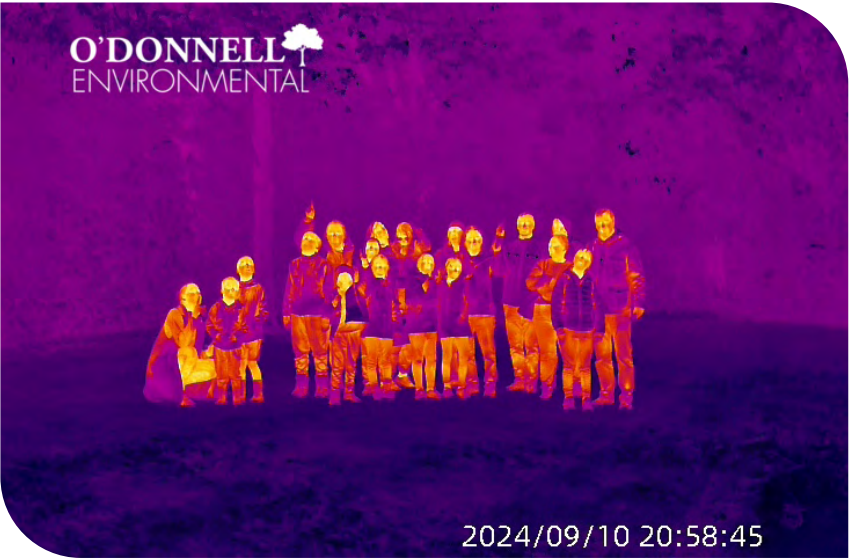
As partners of the All Ireland Pollinator Plan, we participate annually in No Mow May – an campaign asking that participants put away the lawnmower for the month of May to help our wild pollinators. Our environment team work closely with facilities, operations, and our landscaping contractors to avoid grass cutting for the entire month, encouraging biodiversity by allowing a variety of plant species to flourish. This year we were rewarded with the reappearance of the rare bee orchid at our Dublin office and the red-listed round-leaved crane’s bill at our Cork office.

During 2024 we developed new education content to promote biodiversity – an interactive wildflower quiz which we delivered to primary school students, and made available for employees to undertake with the young people in their lives over the summer holidays.

The unveiling of our second sponsored biodiversity mural at Nagle Community College is a vivid reminder of our dedication to inclusive education, aligning with our Diversity, Equity, and Inclusion (DE&I) goals. Students were asked to design a mural highlighting biodiversity to be installed in an outside space with a goal of fostering a connection with nature and promoting personal wellness. By choosing themes of biodiversity and well-being, and situating the artwork outdoors, it encourages students and the community to spend more time in nature, which is beneficial for mental and physical health. Additionally, the project bridges art with STEM, providing an inclusive way for students to explore and appreciate science subjects creatively, making learning accessible and engaging for all.

In 2024, the environment team hosted Bat Walk events at our premises at Brownsbarn and Midleton. Employees and their friends and families were welcomed to a bat education event, made possible with the support of O’Donnell Environmental. Armed with thermal imaging cameras and echolocation detectors, attendees learned about our native bats, and attempted to spot the Leisler’s Bat, Common Pipistrelle, Soprano Pipistrelle, and Brown Long-eared Bat.

Following our successful collaboration with Swift Conservation Ireland in 2023, we again supported their conservation efforts in 2024 by funding installation of swift boxes at schools across Dublin. This initiative was supported by our colleagues in Murphy Group and will provide invaluable nesting sites for these red-listed birds, whose population has declined by over 40% in Ireland over the past 15 years.





Case study:

Award winning Grange AGI

In 2024, a biodiversity enhancement project at Grange AGI was completed, following a comprehensive project aimed at restoring its ecological health. A baseline survey conducted in 2023 revealed challenges for the diversity of the site including a non-native conifer treeline and grassland areas consisting of dominant grass species. The survey also highlighted the site's high potential for biodiversity enhancement.

The non-native conifer treeline, which had been shading out the native flora and was not providing a habitat of high quality for fauna, was removed and replaced with a native hedgerow of mixed species including blackthorn, whitethorn, guelder rose, hazel and several other native hedgerow species. This hedgerow will provide essential shelter and food for local wildlife including pollinators, and a nesting habitat for birds. Hedgerows are also a vital ecological corridor and establish habitat connectivity. A pond was created to further enhance the site, which will allow for aquatic vegetation to grow, and will provide a water source for various species which will promote aquatic biodiversity. A hibernaculum was

added in proximity to the pond, providing a shelter and hibernation habitat for reptiles and amphibians. Log piles were placed strategically throughout the site to provide shelter for insects and small mammals.

Recognising the importance of grassland diversity, grass cutting has been reduced at the site. This approach will encourage the growth of native wildflowers and maximise diversity. These grasslands are vital for supplying food and shelter for pollinators and other species.

Grange AGI has been transformed into a haven for biodiversity, demonstrated by the species already utilising the habitats created on site. The restoration was a collaborative effort between the local community, our contractors and Gas Networks Ireland.

These efforts led to recognition by the Environmental Forum, which awarded Gas Networks Ireland for its outstanding contributions to biodiversity enhancement and ecological restoration at Grange AGI. The collaborative project at Grange AGI, involving the local community, contractors, and Gas Networks Ireland, set a benchmark for environmental stewardship and demonstrated a commitment to sustainable practices. This prestigious award underscores the importance of ecological projects and serves as an inspiration for future initiatives aimed at preserving and enhancing natural habitats.



Social

We are unwavering in our commitment to social sustainability—not only within the communities and customers we serve, but also throughout our dedicated workforce and the entire value chain supporting our operations. Serving our customers is at the heart of everything we do. We invest continuously in robust health and safety protocols to protect our communities in which we operate, our employees and all workers within our broader network.

We champion fair working conditions, professional development, and wellbeing across our organisation and insist these standards are upheld by our suppliers and partners. This holistic approach strengthens the Irish economy, reinforces environmental stewardship, and builds resilient communities.



Introduction



At Gas Networks Ireland, we are committed to social sustainability, supporting our communities and workforce. Customer service is core, reinforced by strong health and safety protocols for all connected to our network. Every individual in our organisation and supply chain is valued, with fair conditions, growth, and wellbeing promoted.

A secure, resilient energy network is vital for Ireland’s future. By keeping our gas infrastructure adaptable, we strengthen the economy, protect the environment, and empower communities for a prosperous, safe, and sustainable Ireland.

Our gas network supports Ireland’s economy by providing a consistent energy supply vital for industries such as manufacturing, agriculture, and technology. This stability attracts investments, stimulates job creation, and promotes economic growth. By ensuring a reliable energy supply, Gas Networks Ireland plays a crucial role in maintaining community stability and prosperity.

Safety is paramount in our operations at Gas Networks Ireland. Also about protecting lives and wellbeing. Our network is rigorously monitored and maintained, with rigorous safety protocols in place and emergency response plans to address any potential disruptions that could jeopardise public safety. Our dedicated teams are trained to act swiftly and effectively, minimising the impact of any incidents and ensuring the protection of our change to our customers, employees, business partners and the general

public. Our responsible operation of the gas network and our focus on supports for our people and our communities supports Ireland’s progress towards SDG 12: Responsible Consumption and Production and SDG 3: Good Health and Wellbeing.

Gas Networks Ireland continue to focus on the wellbeing of our people, our communities, and our customers. Our employees are the driving force, the creative intelligence, and the passionate energy behind our achievements and business success. During 2024, we successfully underwent an accreditation audit by Ibec for the “Keep Well Mark” workplace wellbeing award.

We remain committed to building a society that embraces diversity, where everyone is treated fairly, and where everyone has a real sense of belonging. Our Diversity,

Equity and Inclusion “iBelong” programme focuses on improving Diversity, Equity and Inclusion (DE&I) through Employee Resource Groups (ERGs), engagement and education initiatives.

Gas Networks Ireland are holders of the Business Working Responsibly Mark which is aligned to the Social Sustainability standard ISO 26000., We are also members of the Business in the Community Leaders Group on Sustainability and the Social Inclusion group, and signatories of the Elevate Pledge and Low Carbon Pledge. Employee volunteering is key to our social sustainability ambitions. We are honoured to be the first non-VIO (Volunteer Involving Organisation) in Ireland to achieve the “Investing in Volunteers” certification – the national quality standard for best practice in volunteer management.



Health and safety

Safety culture and management

Gas Networks Ireland is committed to the highest possible safety standards and during 2024, we continued to manage all aspects of our operations in a safe and environmentally responsible manner. We put safety at the heart of everything we do. It is our goal that our activities and assets shall not cause harm to anyone.

In 2024, we continued our track record of excellent safety performance. Our combined Lost Time Incident Frequency Rate for employee and key service providers of 0.24 is a proud reflection of our dedication and vigilance to our safety-first culture.

Safety management system

Our Safety Management System is certified by the National Standards Authority of Ireland (NSAI) to the ISO 45001:2018 standard for Occupational Health and Safety Management Systems, and applies to all employees and all workplaces controlled by the business, and aspects of it also apply to service delivery partners where they are working in our workplaces or on our assets. In 2024, Gas Networks Ireland underwent a successful surveillance audit of all five ISO systems by the National Standards Authority of Ireland (NSAI). The NSAI acknowledged Gas Networks Ireland’s strong performance, and there were no findings across any of our five management systems. The certification covers the development, design, construction, maintenance and operation of our gas transportation networks in the Republic of Ireland, Northern Ireland, Scotland and the Isle of Man and the management of leak detection for the natural gas distribution network in the Republic of Ireland.

Total LTIFR – No. of employee injuries (>1 day absence)/100k hours

We use the Lost Time Incident Frequency Rate (LTIFR) to track the number of employee workplace accidents per 100,000 hours worked that result in an employee needing to take >1 day off work.

In 2024, Gas Networks Ireland continued our track record of excellent safety performance. Our combined LTIFR for staff and key service providers of 0.24 is a proud reflection of our dedication and vigilance to our safety-first culture.

We also measure the safety performance of service delivery partners (contractors) that work in the field on our assets (these are the workers who are most directly affected by our activities and assets). These service delivery partners worked a total of over 1.41 million hours in 2024 and recorded a total LTIFR of 0.28.



None of the injuries were serious. All incidents are investigated, and recommendations are tracked and monitored via a Corrective Action Report (CAR) system to help reduce future incidents.

We are proud of this excellent performance; however, we continue to strive to achieve zero injuries in line with our stated Safety Policy goal that “our activities and assets shall not cause harm to anyone”.

Customer and public health and safety

Natural gas is a flammable fuel. When transported and used correctly it is safe, however leakage and misuse, whether deliberate or inadvertent, can pose risks. The primary risks associated with natural gas are fire or explosion arising from uncontrolled leakage and carbon monoxide poisoning arising from incomplete combustion. We work closely with the CRU, Register of Gas Installers of Ireland, the National Standards Authority of Ireland and Liquid Gas Ireland, amongst others, to ensure that safety standards are continuously improved, not only for the natural gas network, but also for consumers of natural gas.

In 2024, Gas Networks Ireland obtained CRU acceptance of Material Changes to the Safety Case for three new CNG stations. In addition, a further expansion of the Barberstown CNG Station required a Material Change Notice for the addition of a second dispenser unit, which was also obtained in 2024.

We are committed to the highest possible safety standards and operate a best-in-class emergency response service to respond to suspected gas escapes, carbon monoxide incidents or other gas related emergencies. Our independently certified Safety, Environmental, Quality, Energy and Asset Management Systems help to ensure that our activities are managed in accordance with international best practice. The target agreed with the CRU for the response to public reported gas escapes is 97%

within 1 hour. In 2024, we responded to 14,561 publicly reported escapes of gas with an average response time of 28 minutes, and 99.9% of these reports were responded to within one hour.

Safety advertising

Throughout the year, we continued to promote public safety awareness via a range of campaigns, including the Gas Emergency Service, Dial-Before-You-Dig, Meter Tampering, Always Use a Registered Gas Installer and Carbon Monoxide campaigns. During 2024, a new multi-media Dial Before You Dig advertising campaign was launched to promote the importance of checking for gas pipelines before commencing excavation work. The ad campaign, featuring a rather nervous badger called Keith, won gold and silver in categories at the internationally renowned Kinsale Shark Advertising Awards.

The Dial Before You Dig campaign encourages anyone planning or undertaking excavation or similar ground works to contact Gas Networks Ireland in advance to obtain gas network drawings and to follow safe digging practices to reduce the risk of damaging a gas pipeline. The Dial Before You Dig online portal has seen over 7,000 users registered for the service with nearly 26,000 plots generated in 2024.

The Gas Escapes campaign raises public awareness of what to do and who to call if you suspect a gas leakage. In 2024, 74% of adults were able to recall the gas escapes campaign, with 86% (unprompted) knowing at least one correct action to take in the event of suspecting a gas escape.

The Carbon Monoxide campaign raises awareness of the causes, signs, symptoms and preventative measures for carbon monoxide poisoning. 2024 research shows almost universal awareness (93%) of the dangers of Carbon Monoxide. 67% of homes now have at least one carbon monoxide alarm, compared to only 25% in 2014 prior to the launch of the Tommy McAnairey ads.

We also promote the Register of Gas Installers of Ireland (on their behalf) via a multi-media campaign. Results from 2024 show 73% of people are aware of the Register of Gas Installers, up from 67% in 2019.

Downstream gas incidents and non-compliances

Under the Gas (Amendment) Act 1987 we are obliged to disclose “Reportable Incidents” (fatalities, injuries requiring hospitalisation, and property damage of a value greater than €6,349) to the CRU where natural gas is involved, and are obliged to report any other incidents involving natural gas where we believe it is beneficial to do so. We are committed to transparent and open disclosure and have agreed additional categories of “Reportable Under Guidelines” (RUG) incidents with the CRU. Such incidents are reportable whether they occur on our network or on consumer installations downstream of the gas meter (which are the responsibility of the consumer).

In 2024, we reported ten Reportable Incidents; four on network installations and six on downstream (customer) intallations. None involved fatality or serious injury.

When working on customer installations, we have obligations in relation to the identification of unsafe or non-compliant gas appliances, installation pipework and ventilation that are downstream of the meter (and are thus the responsibility of the consumer). If safety issues or non-compliances are identified, we issue a Notice of Hazard to the consumer and may shut off either the gas supply to the whole property or the gas supply to an individual appliance depending on the nature of the issue identified. The consumer is then required to contact a Registered Gas Installer to rectify the issue(s). In 2024 we issued 13,931 Notices of Hazard.

Health and Safety awareness

Gas Networks Ireland has a written process for undertaking hazard identification and risk assessment. All our workplaces and tasks have written risk assessments completed. These are reviewed on a regular basis and when changes are made to existing sites, for example, after the completion of capital works projects. New risk assessments are completed for new tasks, locations and situations as required. An annual plan for reviewing and updating risk assessments is prepared and monitored.

Risk assessments are completed and reviewed by competent safety professionals in conjunction with subject matter experts from the business, including, as required, operational field employees.

All personnel are encouraged to report workplace hazards or abnormal or unsafe situations or behaviours (HAZCONs), so that potential accidents are prevented. Our HAZCON app enables our people to report safety risks and dangers from field, site or office locations by uploading photos, as well as GPS locations, so that hazards can be addressed as soon as possible. Key service delivery partners are required, to operate similar hazard reporting systems. In 2024, Gas Networks Ireland Employees reported 915 HAZCONs and service delivery partners reported a further 4,834 hazard reports. Examples of good HAZCONs are published on internal noticeboards and the individuals who reported them are credited.

We have a comprehensive Accident / Incident Manual in place which covers the arrangements for reporting and investigating accidents and incidents (unplanned events, which whilst not actually resulting in injury, had the potential to do so). Findings from accidents and incidents are reviewed at the Networks Safety Management Committee – a steering committee, chaired by our Chief Executive Officer, which meets six-eight times per year to consider safety performance and improvement initiatives.

Service delivery partners undertaking field work on our assets, are required to report accidents and incidents under the terms of their contracts and are also required to provide details of any investigations undertaken into these accidents/ incidents.

Safety performance metrics

We actively monitor our safety performance, measuring key safety performance indicators. Several of these form part of the overall corporate balanced scorecard of which safety comprises 10%. Of the 10%, lagging indicators form 4% and leading indicators form 6%.

Level 1 Metrics	2024 actual
Serious injuries/fatalities (monthly) => 2% weighting	Zero
=> 2% incident rate	105%
=> 6% leading metrics (see level 2)	105%

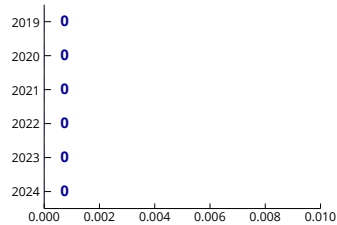
1. Each metric in the BSC includes a “target”, “stretch” and “threshold”. If the “target” is reached, the percentage assigned to that metric is awarded. If the target is exceeded, then up to 110% of the percentage assigned to that metric can be scored (pro-rata’d between the target value and stretch value). Below the target is the “threshold” value. Below the threshold, zero score is achieved, but between the target and threshold, a lower percentage is assigned. When it all comes together some metrics score their target, some more than their target (up to the stretch figure) and some below their target (down to the threshold figure). In the case of last year, when added up these metrics amounted to more than 100%.

Level 2 metrics - composite breakdown	2024 Actual
Incident rates	
a. Total LTIFR – Employees	0.20
b. Total LTIFR – Contractors	0.28
Leading KPIs	
a. Integrated HSQ Inspections	894
b. Integrated HSQ Audits	31
c. CAR Closure Rate	98%
d. HAZCONs raised by Employees	915
e. Safety Leadership Conversations (total number)	376
f. Safety Leadership Conversations (1 per “Key Influencer per quarter)	96%
g. HiPo – completion of HiPo investigations within 1 calendar month	100%
h. Completion of the Work Safe Home Safe programme (Continuous Improvement Initiatives)	96%

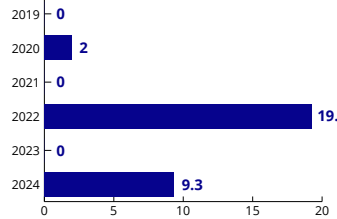
Safety statistics

A full breakdown of accident and incident data is provided below.

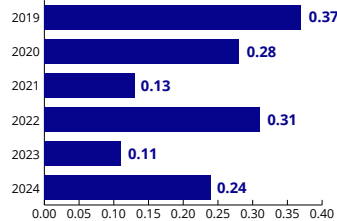
Employees Fatalities



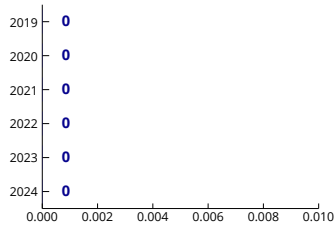
Employees Accident Severity Rate (Average Days Lost per LTI)



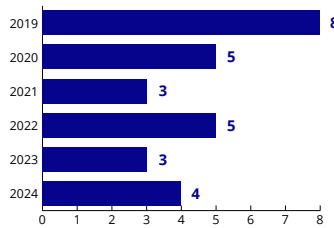
Combined Lost Time Incident Frequency (Employees and Contractors)



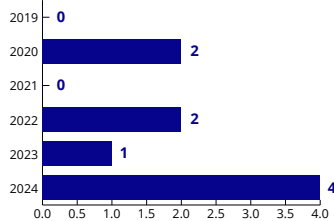
Contractor Fatalities



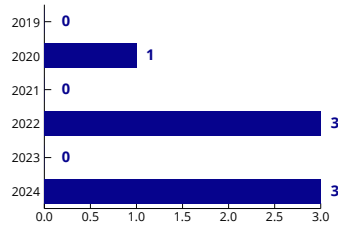
Contractor Lost Time Injuries (LTIs)



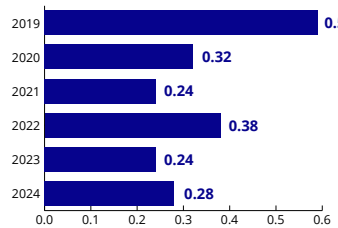
Reportable Gas Safety Incidents (Network Side of the Meter)



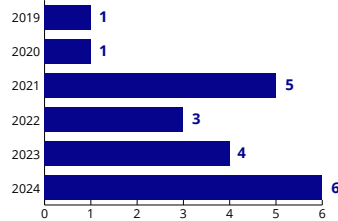
Employees Lost Time Injuries (LTIs)



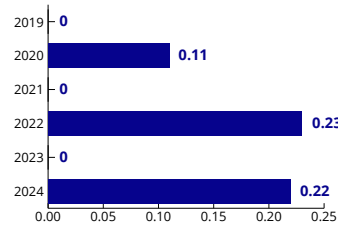
Contractor LTI Frequency Rate (per 100,000 hours)



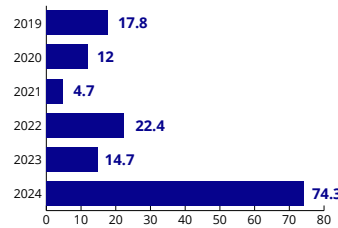
Reportable Gas Safety Incidents (Customer Side of the Meter)



Employees LTI Frequency Rate (per 100,000 hours)



Contractor Accident Severity Rate (Average Days Lost per LTI)



Worker safety

Occupational health and safety

During 2024, we reviewed and refreshed our Work Safe Home Safe safety culture strategy, incorporating feedback from over 70 employee through a series of focus groups. Board approval for the revised strategy was secured in November 2024. A number of safety communications and awareness campaigns for employee were run over the course of the year covering issues such as driving, stair and winter safety. Driving for work training was rolled out to employee in 2024 with a multifaceted training programme comprising eLearning, more advanced classroom-based training and in-vehicle training depending on the nature of driving duties undertaken by the driver. Over 175 employee completed the advanced classroom-based or in-vehicle training.

During 2024 we continued our quarterly meeting with Mental Health First Aiders, celebrated World Mental Health Day with a talk from Jack Kavanagh, one of Irelands leading speakers focusing on Mental and Emotional Wellbeing and Diverse Abilities, and a panel discussion with our own employees about mental wellbeing. Time to Talk breakfast gatherings took place with field employees at locations suitable to employees in Cork, Dublin and Galway.

Worker participation, consultation and communication

We encourage and facilitate the appointment of safety representatives selected by employees to represent them on safety and health matters (and if required, the election of same), appropriate to the number and geographic spread of personnel and the nature of the activities undertaken in the business. We provide safety representatives with training, time and resources to enable them to perform their roles.

A formal Safety Committee normally meets at least once per year. Informal consultation with safety representatives takes place regularly. Consultation also takes place via a number of fora including our Employee Forum and dedicated meetings with employee representatives.

In addition, we are committed to informing, communicating and consulting with our colleagues and partners through various methods including:

Safety presentations and briefings to Employees and contractors

- Formal and informal meetings between line managers and Employees
- Safety Leadership Conversations at buildings, sites and workplaces. Managers and leaders undertook 376 Safety Leadership Conversations in 2024
- Senior management round table sessions and roadshows
- Intranet site and other company publications
- Safety posters and performance information on noticeboards
- Hazard and accident/ incident reporting systems
- Employee participation in the review and selection of personal protective equipment (PPE), in working groups focused on safety issues (e.g., safe driving), in the development and review of new and revised procedures, and in risk assessments
- Development and circulation of safety bulletins and alerts by email and hardcopy, as appropriate
- Communication of accident / incident investigation findings

Worker training on occupational health and safety

All personnel, regardless of their position, receive basic safety training, which includes:

- Information on legislation, our Safety Statement / Safety Management System and safety related roles and responsibilities, and on workplace hazards and controls.
- Occupational health and welfare issues.
- Basic manual handling skills, basic first aid awareness, and basic fire safety, including the use of fire extinguishers.

This mandatory training is provided and managed by our Technical Training Centre. The content, effectiveness and frequency of this training are continuously reviewed. Additionally, we operate a technical competency management system, (which applies both to selected employee and service delivery partner roles), whereby minimum levels of safety and technical competency are identified for safety-critical roles in the business. Workers in these roles are assessed against these competencies and any gaps are identified for closure. The process involves training, mentoring, on the job learning and formal assessment.



Workers in the value chain

Gas Networks Ireland endeavours to build collaborative relationships with stakeholders across our entire value chain. We are committed to ensuring policies are in place to protect workers, and that our actions have a positive impact in relation to workers who are integral to our upstream and downstream operations. By focusing on the working conditions, human rights, and overall well-being of these workers, Gas Networks Ireland aims to ensure that our value chain is not only efficient but also ethical and sustainable. This commitment endeavours to align with International human rights frameworks and underscores our dedication to fostering a responsible and inclusive business environment.

Human rights and modern slavery

We have a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains. We are committed to ensuring that there is transparency in our business and in our approach to tackling modern slavery throughout our supply chain and we expect the same high standards from all our contractors, suppliers and other business partners.

Steps taken to prevent acts of slavery and human trafficking from occurring within our business and supply chains include:

- We always seek to comply with employment law applicable to the jurisdictions in which we operate and put in place contractual arrangements with providers of agency employee requiring that they achieve the same level of compliance.
- The principles of the UK Modern Slavery Act 2015 have been enshrined in the Code of Business Conduct (available at www.gasnetworks.ie) which is reviewed on an annual basis. This is also highlighted and supported by a group-wide programme called Doing the Right Thing which aims to ensure that everyone carrying out business on behalf of Gas Networks Ireland does so with integrity and in an ethical manner.
- We have developed anti-slavery and human trafficking requirements for incorporation into our procurement processes and contractual arrangements with contractors, suppliers and other third parties.
- We have completed a modern slavery assessment of third-party contractors and suppliers to assess any

high risk of acts of slavery / human trafficking. The assessment included workshops with high priority suppliers and review of their modern slavery policies and procedures.

- We provide training to relevant employees, particularly those involved in procurement processes, on the risks of slavery and human trafficking occurring.
- We provide a mechanism for employees, and others, to report suspected incidents of unlawful behaviour, including slavery and human trafficking.
- We have continued the review of the top 40 critical suppliers, including preparation of risk reports on each supplier, which include reporting on human trafficking and modern slavery.

Strong working conditions in value chain

Gas Networks Ireland is committed to ensuring strong working conditions throughout our value chain. This commitment is reflected in our rigorous supplier selection process, which prioritises suppliers that demonstrate fair wages, secure employment, and adherence to human rights standards. By fostering business relationships with suppliers who uphold these values, we aim to enhance the financial stability, quality of life, and satisfaction of workers within our value chain.

Our approach includes ensuring our suppliers comply with relevant legislation and working conditions requirements set out in our contracts. We also emphasise transparency of wages paid to workers employed on our Tier 1 supply chain contracts, that each worker is employed through individual employment contract that complies with Gas Networks Ireland standards, and protection of workers employment rights and wages when a contract is being transferred under TUPE.

We committed to enable all Tier 1 contract workers have the option to join a trade union and emphasise to our suppliers the importance of freedom of association and collective bargaining. We actively implement all relevant local and industry union agreements, ensuring that our suppliers recognise and work effectively with trade unions. This includes operating under collective bargaining negotiations and agreements, and supporting the right of all employees to join a trade union. Additionally, we comply with the Sectoral Employment Order on pay, pension, and sick pay schemes for workers in specific sectors. This ensures that workers receive fair compensation, pension benefits, and appropriate sick leave, contributing to their overall well-being and job security.

We strive to create a value chain that is not only efficient and resilient but also ethical and supportive of all workers involved.

GNi's Commitment to Ethical, Safe, and Equitable Working Conditions Across Our Value Chain

At GNI, we are focused in our commitment to fostering ethical, safe, and equitable working conditions throughout our value chain. This commitment is embedded in our supplier selection and management processes, which rigorously prioritise partners who uphold fair wages, secure employment, and comply internationally recognised human rights standards.

By cultivating relationships with suppliers who share these values, we aim to positively influence the financial stability, quality of life, and overall satisfaction of workers across our supply chain.

Supplier Compliance and Employment Standards

We require all suppliers to:

- Comply fully with relevant legislation and the working condition requirements outlined in our contracts.
- Maintain transparency regarding wages paid to workers on Tier 1 supply chain contracts.
- Employ each worker through an individual employment contract that aligns with GNI’s standards.
- Protect workers’ employment rights and wages during contract transitions under TUPE regulations.

Health, Safety, and Worker Well-being

GNI places the highest priority on the health, safety, and well-being of all workers in our supply chain. We ensure that:

- Suppliers implement robust health and safety protocols that meet or exceed regulatory requirements.
- Workers are provided with safe working environments, appropriate protective equipment, and access to health and safety training.
- Regular audits and assessments are conducted to monitor compliance and drive continuous improvement in workplace safety.

Training and Development

We believe that empowering workers through education and skill development is essential to building a resilient and high-performing value chain. GNI supports:

- Ongoing training programmes for Tier 1 contract workers, tailored to their roles and industry standards.
- Supplier-led initiatives that promote upskilling, career progression, and knowledge sharing.

- Access to training on workers’ rights, health and safety, and collective bargaining.

Upholding Freedom of Association and Collective Bargaining

GNI is resolute in enabling all Tier 1 contract workers to freely join a trade union. We actively promote the principles of freedom of association and collective bargaining, and we require our suppliers to:

- Recognise and collaborate effectively with trade unions.
- Operate under applicable collective bargaining agreements.
- Support the right of every employee to union membership.

We also implement all relevant local and industry union agreements, reinforcing our commitment to fair representation and worker advocacy.

Sectoral Employment Order Compliance

GNI fully complies with the Sectoral Employment Order governing pay, pension, and sick pay schemes for workers in designated sectors. This ensures:

- Fair and consistent compensation.
- Access to pension benefits.
- Provision of appropriate sick leave.

These measures contribute directly to the well-being, job security, and dignity of every worker in our supply chain.

We strive to build a value chain that is not only efficient and resilient, but also ethical, inclusive, and supportive of all workers. Through continuous improvement, transparency, and accountability, GNI remains steadfast in its mission to lead with integrity and elevate standards across the industry.

Supply chain

Gas Networks Ireland ensures environmental and sustainability requirements are embedded in the procurement processes right through to delivery stage of the contract. For example, our main/larger contractors and suppliers are required to provide us with regular reports and updates on their sustainability performance against a range of sustainability KPIs include, waste management, biodiversity management, carbon management and energy use.

We procure significant volumes of services and materials to support the construction, maintenance, and delivery of the gas transportation network. We are committed to sustainability, by embedding sustainability as a cornerstone of our procurement processes; we are also driving better sustainability practices throughout the entire supply chain.

Our main third-party contracts have been designed to deliver sustainability and environmental best practice throughout the project lifecycle. Where contractors and suppliers outperform set KPIs, the financial terms of the contract contain provisions to allow for additional performance awards to be made. Similarly, KPI underperformance can result in the imposition of financial performance adjustments. As part of the tendering process in 2024, when procuring works, services, and materials, we ensured our Sustainability Strategy objectives were key to the tender and contract requirements. In addition we have now also included new more challenging requirements around waste reduction targets, Biodiversity Enhancement Planning, Sustainable Procurement Planning, Sustainability Planning, Community Programmes, Modern Slavery and Carbon Emissions Management as part of our new contracts.

The three pillars of our supply chain activities



The key elements of our supply chain process

Procurement strategy setting	Sourcing and category management
<ul style="list-style-type: none">Category strategic planning	<ul style="list-style-type: none">Strategic sourcing
<ul style="list-style-type: none">Performance management	<ul style="list-style-type: none">Category policy and management
<ul style="list-style-type: none">Risk and resilience management	<ul style="list-style-type: none">Compliance monitoring implementation
<ul style="list-style-type: none">Sustainable procurement	

Supplier management	Requisition to pay
<ul style="list-style-type: none">Supplier relationship management	<ul style="list-style-type: none">Transaction processing
<ul style="list-style-type: none">Contract performance management	<ul style="list-style-type: none">Category buying
<ul style="list-style-type: none">Supplier risk management	<ul style="list-style-type: none">Master data management
	<ul style="list-style-type: none">Fulfilment

Gas Networks Ireland suppliers	2024
Republic of Ireland	666
Great Britain	57
Northern Ireland	31
Total	754

Key sustainable supply chain activities in 2024

Our supply chain team are working to deliver a comprehensive sustainable procurement strategy. The team has developed a sustainable procurement implementation framework, and our objective is to be recognised as a leader in the sustainable procurement arena. Key Sustainable Supply Chain Activities in 2024 under our sustainable procurement framework include:

- Launched in January 2024, Gas Networks Ireland is a co-founding member of the Irish Supply Chain Sustainability School that supports Irish industry in their transition to a sustainable and decarbonised economy.
- Gas Networks Ireland won the Sustainable Procurement Team of the Year Award at the National Procurement Awards 2024. The National Procurement Awards recognise the most innovative companies driving excellence in Ireland’s procurement and supply chain sector.
- Gas Networks Ireland was independently assessed and benchmarked against ISO 20400 Sustainable Procurement and achieved an “established” rating which was an improvement on its previous “evolving” rating from 2022. This positions Gas Networks Ireland as a leader in the utility sector among its UK and ROI counterparts.
- Gas Networks Ireland achieved A- CDP Rating for Supplier Engagement in 2024.
- As part of our continuing supplier engagement programme, a number of events were held to increase awareness of topical sustainability issues including annual supplier event, seminars training workshops.
- To further enhance understanding and transparency of our supply chain, we completed a supply chain mapping project of our critical material categories. The

project included a detail analysis of the supply chain in these material lines, identification of each tier supplier, identification of supply constraints and challenges, risk profile in terms of meeting our future requirement, identification of key sustainability risks including modern slavery.

- Implementation of a critical supplier risk framework that identifies the risk profile, including sustainability risks, of our key suppliers and extended supply chain, implementation of risk mitigating measures and actions, and continuous monitoring of our supply chain risk landscape.

Sustainable procurement and use of “green” suppliers or materials

Gas Networks Ireland ensures environmental and sustainability requirements are embedded in the procurement processes right through to delivery stage of all our contracts.

We are adopting best practice and process improvements in line with ISO 20400, the Sustainable Procurement Guidance Standard, which is the leading international standard in this area.

The procurement team developed a sustainability procurement policy. As part of the development of the policy, the supply chain team conducted a benchmarking exercise to compare our procedures against other best in class energy companies alongside conducting a sustainable procurement survey with our main suppliers. Our objective is to be recognised as a leader in the sustainable procurement arena.

Own workforce

We have a dedicated, loyal, talented and proud team who have a focus on serving our customers and playing our part in meeting Ireland's energy needs. Our team take pride in our ambition to help energise Ireland towards a sustainable future. To achieve this we want the people who work for our organisation to feel this is a great place to work, and that their experience at work is enriching and rewarding. We give employees an opportunity to provide insight and opinions on their organisational experience. By listening and addressing areas that are important for our people we can take steps to shape our culture, improve how we do things and better support our people.

Our people

Across 2024 our people programmes and strategy progressed further through continued delivery of our strategic initiatives, including the continued integration of our cultural programmes, strong internal communications and engagement, focused leadership, enhanced health and wellbeing programmes, and continued focus on future skills and capabilities.

During 2024, we delivered training programmes in person and virtually across a range of key personal and professional development topics, we supported our employees through our Digital Workplace Technology Project, and provided opportunities for teams to connect through All Hands and Quarterly updates.

One of our ongoing areas of focus is the wellbeing of our people. Time to Talk is our organisational mental health programme which aims to provide a structured approach to mental health initiatives in our workplace. This

programme continued to gain momentum in 2024, with further support for our mental health first aiders, a specific communication programme for our Field Force colleagues and numerous events organised to raise awareness and allow space for conversations and focus on mental wellbeing and health.

We ran a range of health and wellbeing events and supports in 2024, including a number under the “Time to Talk” mental health awareness banner. These included employee coffee mornings, information sessions with guest speakers, breakfast sessions for field employees and regular sessions for in-house Mental Health First Aiders. Supports available to employees, including the Employee Assistance Programme and Mental Health First Aiders are widely and regularly promoted.

During 2024, we successfully underwent an accreditation audit by Ibec for the “KeepWell Mark” workplace wellbeing award. A follow up audit will take place in 2025. Additionally in 2024, Gas Networks Ireland developed and launched a

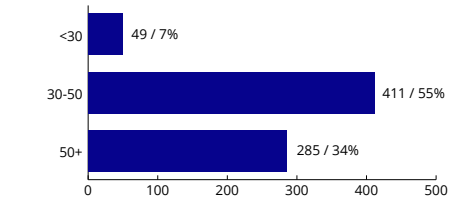
number of new health and wellbeing initiatives, including a health and wellbeing strategy, supports for employee suffering from domestic violence, a policy on intoxicants in the workplace, and free health screening of which over 500 employee availed.



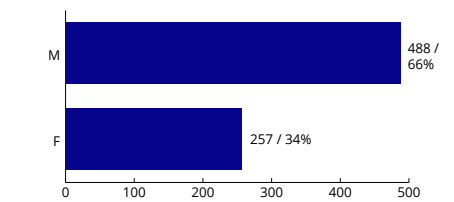
Employee statistics

Profile of employees
Total employees - 745

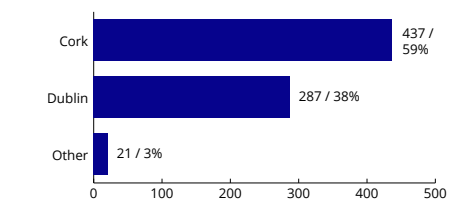
Age



Gender



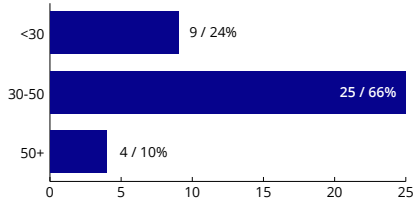
Region



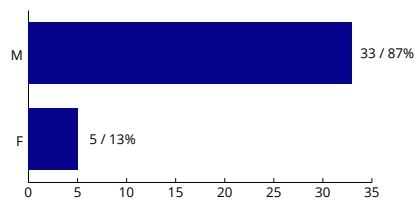
New hires

Total # joiners – 38 / 4.6%

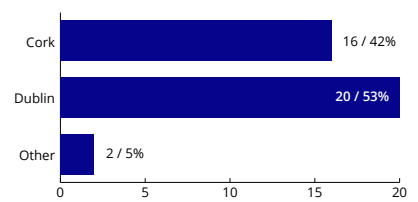
Age



Gender



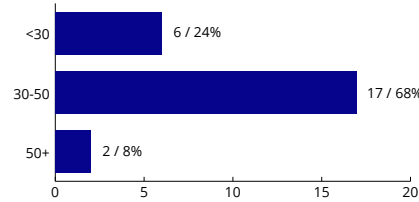
Region



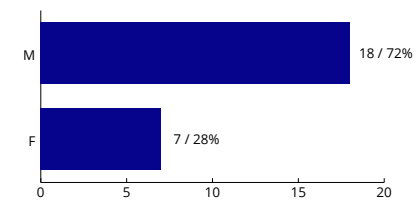
Turnover

Total # leavers – 25 / 9.5%

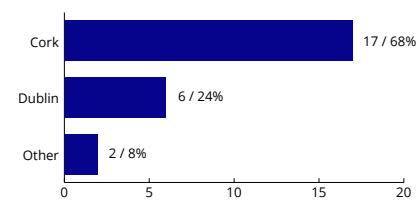
Age



Gender



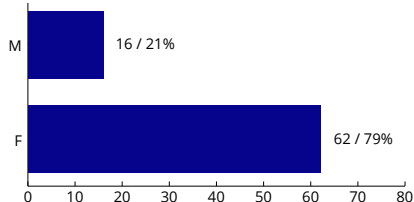
Region



Parental leave

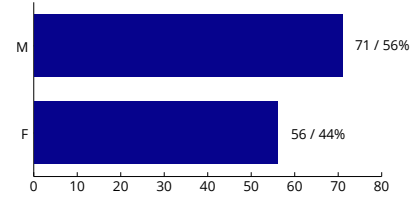
Employees using parental leave

Total - 78 / 10.5%



Volunteering

Total - 127



Fair wages and social dialogue

Fair wage

A culture that engages, excites and empowers our people and workforce is essential to delivering on our strategy. Fair compensation is a principal factor in achieving this. All our employees are paid beyond the Living Wage. We also comply with any other statutory compensation levels which may be applicable to our employees.

Remuneration

Details of the number of employees whose total employee benefits (excluding employer pension costs and termination benefits) for the financial year for each band of €25,000 from €50,000 upwards are set out in the following table.

	2024	2023
€50,000-€75,000	257	256
€75,001-€100,000	213	217
€100,001-€125,000	130	106
€125,001-€150,000	59	40
€150,001-€175,000	24	23
€175,001-€200,000	18	12
€200,001-€225,000	5	6
€225,001-€250,000	5	1
€250,001-€275,000	2	2

Note 1: All short-term employee benefits in relation to services rendered during the reporting period are included in the disclosure above. Refer to note 5 of Gas Networks Ireland Financial Statements for further analysis of the various benefits included.

Pensions

We operate a defined benefit and a defined contribution pension scheme.

Defined benefit – Gas Networks Ireland operates one funded defined benefit pension scheme in Ireland. The level of benefits provided depends on members’ length of service and their pensionable salary when they leave the scheme, i.e., a ‘final salary’ scheme. Increases to pensions in payment are generally provided on a discretionary basis with a long-term target of price inflation. The defined benefit scheme is subject to independent

actuarial valuations at least every three years with the latest valuation carried out as at 1 September 2022 by the scheme actuary.

A Board of Trustees is responsible for the management and governance of both pension schemes including compliance with all relevant laws and regulations. The Trustee Boards comprise of a mix of an independent corporate trustee, union member, pensioner, member and employer representatives. The assets of the schemes are held separately from those of Gas Networks Ireland.



Employee benefits

All benefits below are available to all employees – there is a 1-year qualification period for sick leave.

Core benefits

- Pension scheme
- 2.5 company days, 24 days annual leave
- Sick pay scheme, income protection, death in service
- Educational assistance
- Paid marriage/civil partnership leave
- Paid paternity leave
- Enhanced maternity leave pay
- Compassionate leave
- Other statutory leaves including parental, parents, carer’s and force majeure

Physical wellbeing

- Cycle to work scheme
- Onsite fitness room
- Subsidised employees restaurant
- Flu vaccinations
- Group health scheme - Laya, VHI, HSF
- Eyecare provision
- Digital doctor service
- Occupational health initiatives

Financial wellbeing

- Taxsaver ticket
- Employees Credit Union
- Microsoft home programme scheme
- Christmas saving facility
- Long service awards
- Payment of professional subscriptions

Emotional wellbeing

- People awards
- Flexible working
- Time to Talk mental health programme including:
 - Trained mental health first aiders
 - Manager and employee mental health awareness training.
- Employee assistance programme including
 - EAP online support website
 - Legal / financial information
 - Telephone counselling
 - Face-to-face counselling
- Wellbeing week / initiatives

Employee engagement

We continued to operationalise our employee engagement strategy throughout 2024 through the delivery of engagement and communication initiatives. From a performance perspective, we delivered four all employee meetings, with one of these in person at locations near our two main offices. Dedicated sessions were held for employees based in the field. We also continued to communicate organisational performance on a monthly basis, and continued engagement with the Leadership Group and People Manager group to ensure flow of information to all employees.

Our People Recognition programme included Long Service Awards and our People Awards, as well as key call outs in our all employee sessions. Our Employee Forum was held on alternate months where employees can anonymously ask questions which are discussed by the forum of representatives from around the business. Our monthly Learn from the Experts session continued, with subject matter influenced by employees or key milestones and projects.

Our internal communications continued to support employees and managers through a variety of information updates. The content included key business updates linked to our corporate strategy and goals, while also enabling employees to get to know their colleagues through highlighting key achievements, projects, and milestones. We launched our digital signage channel in our main offices to support our internal communications messaging which is also communicated via email, intranet and newsletter.

2024 engagement examples:

- Our fortnightly news and events e-zine “Staying Connected”
- Executive Round Tables
- Learn from the Experts sessions

- Quarterly all company business performance/highlights sessions – one in person
- Employee forum meetings
- Long Service Awards held in October/November
- Our Annual People Awards event held in March 2024
- Extensive employee engagement survey launched at year end, with a pulse/check in survey at mid year
- Our Leadership Development Progamme of offsites enhances the culture of our cross functional leadership group

In addition to our Engagement programme and Employee Resource Groups, a variety of social clubs ensure further engagement and inclusion for our employees, namely our employee choir, golf society, chess group, grúpa gaeilge, knitting club, and sprots clubs. Gas Networks Ireland has two golf societies the Dublin Golf Society and Cork Golf Society respectively, which approximately 200 members including both current and retired colleagues. They host regular events and outings through the year.

In April, our employee choir staged a performance in Cork Kent Train Station. They were also joined by members of the Cork Prison Officers Male Voice Choir and young adults from Caritas House training centre in Cork for the performance, fostering connection and collaboration through music.

During European SDG week in September, our knitting social club promoted two of our chosen sustainable development goals - SDG3 Good Health and Wellbeing (through the mindful activity of crafting) and SDG12 Responsible Consumption and Production (through a circularity zero-waste project). Members of the group made simple bookmarks from scrap yarn and invited colleagues to take a bookmark and to check out a book from our office library, which is made up of secondhand books donated by employees.

Collective bargaining and labour management relations

We support the right of all employees to join a trade union and recognise those trade unions. We operate under collective bargaining negotiations and agreements and work effectively with the Group of Unions.

Under GDPR, data that relates to membership of a Trade Union is classified as being a ‘special category of personal data’ and ‘sensitive personal data’, therefore the data of union members is subject to a high level of protection, and we do not monitor total membership numbers.

We engage with our Group of Unions across a range of key employment matters, including policy development, pay determination, change initiatives, from the onset of any change programme, and continue to work together until the implementation of any change. We do not have set numbers of weeks’ notice for business change processes but our collective agreement ‘Response 2000’ outlines our consultation and partnership approach. For all major change initiatives, a working group with both company and trade union representatives is set up to examine the issue and develop mutually agreeable solutions.

Gas Networks Ireland is committed to ensuring that we engage both individually and collectively with our teams in compliance with the applicable labour legislation, and that we inform, consult and cooperate with our collective partners in a positive and constructive manner. Our approach to both employee and industrial relations is underpinned by the values of integrity, trust and collaboration, and is supported by a range of policies and processes.

Gender pay gap

In Gas Networks Ireland, our gender pay gap is 4.5%. There are a number of contributing factors to our gender pay gap. The gender representation or the demographic breakdown in our organisation play a significant part. The workforce is comprised of 66% male employees and 34% female employees.

The majority of our operational roles, which attract variable compensation/payments such as overtime, on call and call out, are held by men resulting in higher remuneration rates.

- Male employees have longer tenure than female employees.
- There are more men than women holding management or senior management positions, such positions attract higher rates of total remuneration.

As a utility, much of our focus and the majority of our roles are in STEM areas, with an emphasis on the disciplines of Engineering, Construction and Technicians. The availability nationally of female talent at all experience levels remains challenging (as evidenced by the STEM Workforce in Ireland data) for our organisation.



We published our third [Gender Pay Gap Report](#), and we are heartened to see the modest reduction that was reported. We continue to support women in our organisation through our Female Development Programme which launched in 2023 and have seen very positive feedback. We will continue to work towards pay equity and increase diverse representation within our business – action plans are in place which are informed by the existing ibelong areas of focus including talent acquisition, development, and representation. These are set out in our gender pay gap report.



Employee development

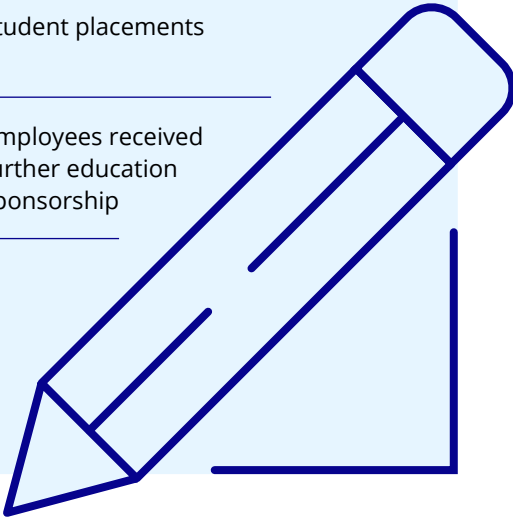
Employee development enhances the skills and capabilities of our workforce, fostering a culture of continuous improvement and innovation. Through comprehensive training and development programs, we support gender balance and diversity, promoting equality and inclusion. This investment in our employees not only drives individual growth but also strengthens our organisation's overall performance and resilience.

Learning and development

In 2024 we supported: 2,352 Training Days

Which included...

427	hours of Learning and Development eLearning courses completed on LearnWorks	54	employees took part in Lean Six Sigma Training (Yellow Belt, Green Belt and Sponsorship training)
130	participants at Internal Development Programmes, Leadership Development, People Manager Essentials, Female Development and Self-Leadership Development	122	IMI Events (Masterclass and Webinar) registrations across 15 events
1,302	days of Technical Training managed by the Technical Competency Development team and the Training School	4	participants in IMI Cross Industry mentoring programme
210	attendees at team development workshops using the psychometric tools, Insights Discovery and Strengths Profile.	81	employees attended New Hire Induction
116	employees took part in Peer Coaching embedding learning from development programmes	32	Student placements
250	employees attended 5 Learn from the Experts info sessions	16	employees received further education sponsorship



Performance reviews

All our employees participate in our annual performance management process which involves monthly performance discussions and three significant checkpoints including objective setting at the beginning of the year, a formal mid-year and end of year review. Managers have an objective included in their own performance reviews to ensure focus in this area.

Apprenticeship and graduate programmes

Apprenticeship programmes are an integral part of our workforce plans. These programmes help to ensure that

we have a strong technical talent pipeline developing throughout the organisation now and into the future. Our most recent intake took place in October 2024 where we hired 13 Apprentices, including two females, across three different craft areas, Mechanical Automation and Maintenance Fitting, Electrical Instrumentation, and Plumbing.

Our Graduate Programme is vital to our business to ensure continued growth and development of our capabilities and skills helping us to continue to deliver a safe and reliable gas network for our customers today and to support the decarbonisation and transformation of the network. The



two-year programme offers students and recent graduates in STEM (science, technology, engineering or maths) disciplines the chance to gain valuable hands-on experience through multiple rotations across different business areas, starting in Autumn 2025.

Diversity, equity, and inclusion

The organisational commitment to building a workplace that embraces diversity, where everyone is treated fairly and where everyone has a real sense of belonging continued strongly during 2024, with our Employee Resource Groups (ERGs) remaining a key component of our Diversity, Equity and Inclusion (DE&I) approach.

In 2024 we continue our focus on ensuring a greater gender balance within our organisation and are hearted once again to see a reduction in our gender pay gap. We have continued to keep a focus on female representation in our company and are heartened to see some modest improvements. Our hugely popular Female Development Programme continues to resource our female colleagues and provide strong foundations for their future career progression. We are particularly proud of this programme being endorsed and recognised by Engineers Ireland as a best in class learning offering within the Engineering Sector to facilitate greater female representation in the sector. In 2025, we will continue to mature our approach in areas of Inclusive Leadership Training, Talent Acquisition and Career Development.

In 2024, we have established our Diversity Equity and Inclusion roadmap and have committed to reviewing our Talent Acquisition, Learning and Leadership Development Programs to ensure that they support our DE&I ambitions. During 2024, our Executive Team in collaboration with our Diversity, Equity and Inclusion Council, agreed our DE&I roadmap which identifies our key activities and objectives in relation to the DE&I over the coming three years which we hope will be supportive of greater diversity and representation in our Company.



Case Study:

Female Development Programme

In 2024, we continued our Female Development Programme for its second year. This initiative is designed to increase the percentage of women within our senior management team to 40%.

We recognise that our people are critical to how we will deliver the network of the future. We also understand that to achieve our ambitions, we need to create and foster a balanced and inclusive workplace. We are committed to increasing female representation across our organisation and this programme aims to support that objective, by providing a structured development programme for our female colleagues. The programme is delivered through a blended approach, self-paced learning, interactive classes and learning communities.

In October, Gas Networks Ireland received the prestigious Engineers Ireland Continuing Professional Development (CPD) Employer of the Year Award for pioneering our Female Development Programme,

The award is a leading indicator of excellence for employers of engineering professionals and is given for demonstrations of exceptional commitment to continuous professional development. Gas Networks Ireland is one of over 100 leading engineering-led organisations that holds the Engineers Ireland CPD Employer Standard, a benchmark for Learning and Development excellence, innovation and best practice.

Gas Networks Ireland’s Director of People Nicola McSweeney, expressed the company’s pride in receiving the award:

“We are honoured to be recognised by Engineers Ireland for our Female Development Programme. At Gas Networks Ireland, we value diversity and understand that energised and engaged people are key to driving innovation and success. Our Female Development Programme is an important step towards creating a more inclusive workforce, and we are delighted to see the positive impact it has had on our employees. This recognition reinforces our commitment to fostering a supportive environment where women in engineering can thrive.”

Recognising the challenges with respect to female representation at Senior Management levels, the Female Development Programme aims to support female employees in progressing to senior leadership roles across the organisation and is open to employees at all levels of the company. The Programme applies best practice Learning and Development methodologies, and approaches, supporting almost 80 women to date across the company to develop their

leadership and personal competences.

Emma McQuiggan, Design Delivery Lead at Gas Networks Ireland and is also on the NI committee for the Pipeline Industries Guild, shared her experience:

“The Female Development Programme has been an invaluable experience, offering a tailored approach to career development. The workshops on leadership, emotional intelligence and communication have been instrumental in helping me to realise my full potential. I’m grateful for the network of support it has created within the company.”

Speaking following the award, Engineers Ireland’s Director General, Damien Owens, said,

“Gas Network Ireland’s Female Development Programme is vital to help female employees in building their careers in a discipline that has traditionally had low female participation, while the success achieved by it in such a short timeframe is testament to the commitment Gas Network Ireland has made to its implementation. We are proud to name the organisation as our CPD Employer of the Year, given its exemplary performance in this area.”

Cathal Marley, former CEO of Gas Networks Ireland added,

“The CPD Employer Standard has enabled Gas Networks Ireland to develop a strategic focus on CPD initiatives resulting in learning and development initiatives that are fully aligned with our strategy and values. The accreditation process allows the organisation to benchmark against leading engineering-led employers, and to develop best-in-class initiatives. Holding the Engineers Ireland CPD Employer Standard allows us to demonstrate to clients, our employees and future employees that we invest in developing the best in engineering talent.”

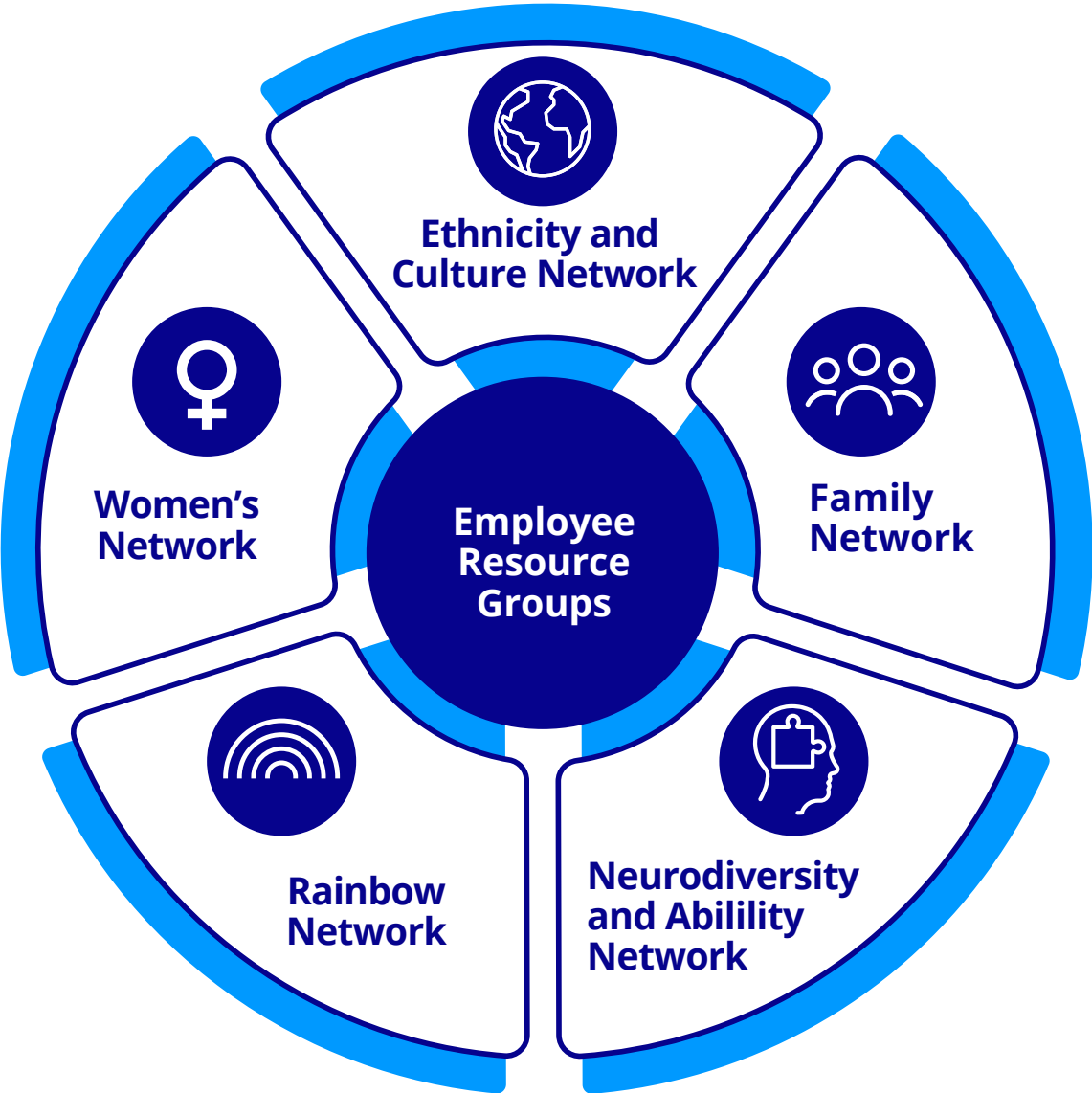
Employee resource groups

Our ibelong programme is about making our place of work more diverse, equitable and inclusive and enabling everyone to be their true-selves at work. Sponsored by our People Director Nicola McSweeney and Chief Operating Officer Bobby Gleeson, ibelong’s programme of work is overseen by our Diversity, Equity and Inclusion Council.

Our programme grew further in 2024, including the establishment of a new ERG, the NextGen Group, launching in 2025. This group will support and provide a key network to our younger colleagues to thrive and develop. This will be our sixth ERG, complementing the existing Women’s network, the Rainbow network, the Family network, Neurodiversity and Ability network, and the Cultural and Ethnicity network

Our Employee Resource Groups, with support from our DE&I Council, continued to provide an imaginative and diverse range of initiatives ranging from celebrations such as Holi, Eid, Diwali, Pride and International’s Women’s Day, to information and awareness session on such topics as Fertility, Domestic Violence, and Hidden Disabilities. This calendar of events has become a popular offering for all our employees and is a very visible way of supporting individuals across our business.

In addition, the council and ERGs were central to the launching of some progressive organisational policies including our Menopause, Holiday Swap and Fertility Treatment Support, and Domestic Violence policies. The council also oversaw the delivery, approval and launch of our ibelong DE&I roadmap to provide the framework of activity over the coming years. This is significant as it provides the programme of activity to ensure we embed real change in this space in the coming years.



In August, we delivered “The Magic of Reading” events creating a memorable experience that helped to foster a love for books and storytelling among employees’ families. The events, held at our offices in both Cork and Dublin, were hosted by Gas Networks Ireland’s ibelong Family Network and delivered by Children’s Books Ireland. They brought together over 30 children in each location for a morning filled with interactive activities, all designed to celebrate and inspire the joy of reading. A key feature was the visit from the “Book Doctors” – “Doctor” Derek Carney, a primary school teacher, “Doctor” Ruth Concannon holder of an MA in Children’s and Young Adult Literature and Dr. Becky Long, holder of a PhD. in Irish Children’s Literature - who prescribed book recommendations to Gas Networks Ireland’s employees children based on their individual interests and reading levels.

Employment, stability and engagement

Employment security and stability are essential components of a thriving workplace. They contribute significantly to employee morale, engagement, and overall productivity. When employees feel secure in their positions and confident about their future within the organisation, they are more likely to invest themselves fully in their work and pursue long-term career goals. This sense of stability fosters loyalty and reduces the attrition rate, which currently stands at 3.3%. Furthermore, our average tenure of 13 years reflects the commitment and dedication of our workforce. The sustainable engagement score on our latest employee engagement survey was 90. These statistics underscore the importance of creating an environment where employees can flourish and feel valued, ultimately driving the success of the organisation.

Long service awards

	# Employees	Combined Years
Cork Service (includes Waterford and Midleton)		1,205
Dublin Service (includes Galway)		1,000
10 Years	48	480
15 Years	12	180
20 Years	35	700
25 Years	11	275
30 Years	2	60
35 Years	7	245
40 Years	1	40
45 Years	5	225

Hybrid working

Following a successful trial of Hybrid working in 2023 its practice became well established in 2024. Hybrid working allows a significant portion of the organisation to avail of more flexible working. An individual may, subject to operational requirements, request to work from home up to three days a week, which has provided many with the opportunity to balance professional and personal responsibilities more effectively. This has been very well received across the organisation.

Resilient energy network

Gas Networks Ireland operate, build and maintain the natural gas network in Ireland to ensure a reliable service of behalf of our 720,000 customers. During 2024, we transported 30% of Ireland's energy needs. Gas underpins Ireland's energy mix being a major contributor to electricity supplies, producing an average 41% of Ireland's electricity.

Ireland’s gas network is among the most modern in Europe and provides a safe, secure, and reliable energy supply. Every year this c. €3 billion national asset transports almost a third (30%) of national primary energy requirement through 14,758 km of pipelines. In total, there are over 720,000 gas customers connected to our network across the country, including over 28,000 businesses. The network currently comprises a unitary ‘transmission’ (national, highpressure) ring main and spur lines supporting distinct ‘distribution’ (local, low-pressure) networks. The gas network is a vital national asset and plays a critical role in Ireland’s economy. Our gas interconnectors with the UK are Ireland’s most vital energy assets, importing c. 80% of the State’s annual gas demand and providing a safeguard for the intermittent nature of renewable generation forms in the electricity market, such as wind and solar. Today, networked gas is the primary dispatchable fuel source in Ireland’s electricity generation mix, fuelling 41% of all electricity generated each year, and 83% of electricity in peak periods. The network also serves the needs of industry, particularly those with high heat and energy reliability requirements, while also meeting the heating and cooking needs of businesses and homesRT.

Operating and Maintenance

Over the year we transported 74.23TWh, for Ireland, Northern Ireland and the Isle of Man. There were no gas

quality non-conformances. Congestion and capacity at the Twynholm entry point led to the Gormanstown entry point being used to supply gas to Northern Ireland on five different occasions during high demand.

Operating and maintaining our network 24/7 continuously across the year in an efficient and economic manner is a key element of our strategy. In 2024, we dispatched over 47,156 planned maintenance work orders on the transmission and distribution networks. 97% of all planned maintenance was completed.

We took over 1.8 million meter reads on behalf of gas suppliers. 14,561 publicly reported escapes of gas were responded to in 2024, 99.9% within the one-hour criteria. Remedial works were carried out on 50 multi-occupancy buildings and leakage surveys were completed on 1,761km of mains and services. Field trials were conducted for the leak detection and repair programmes of work mandated by the Methane Emissions Regulations.

Gas Networks Ireland, along with the Irish Navy, responded to a sub sea security incident when a foreign Vessel was detected operating on top of the sub sea pipeline Interconnector 1 in the Irish sea. As a result, Gas Networks Ireland undertook an unplanned subsea survey to ensure that no interference with the pipeline had taken place.

We undertook a review and update of engineering requirements documentation and Engineering

Design Manual. This saw the implementation of a structured framework for identifying, evaluating, and tracking emerging energy technologies, incorporating data from industry reports, academic research, market analysis and ensuring a comprehensive approach to technology assessment.

Gas Networks Ireland commenced a joint research initiative with Northern Gas networks, to review the feasibility of repurposing distribution assets for detailed evaluation of fifth generation and hybrid district heating technologies, focusing on their potential for energy efficiency, decarbonisation, and integration into existing infrastructure.

Infrastructure optimisation

In 2024, Gas Networks Ireland undertook a capital expenditure programme of €188m.

This included significant investment to improve the safety, capacity and reliability of the network. Investment to progress the delivery of new gas fired generation connections and capacity enhancing works at our compressor stations in Scotland will improve security of supply for Ireland's growing energy demand. The programme also included projects and activities designed to ensure the continuous and efficient operation of the gas transmission and distribution networks.



Key capital projects

- Completed construction of 4 new connections
– 1 power station and 3 other industrial customers.
- Commenced construction of 4 further new connections
– 2 power stations and 2 industrial customers.
- Completed construction on project to enable independent operation of the two compressor halls at Brighthouse Bay Compressor Station.
- Advanced pipeline diversion works for projects in Cork.
- Completed capacity upgrade at Ballyneasagh AGI.
- Mitchelstown CGI enabling works completed.
- Completed construction on replacement of Kerotest valves in the Leopardstown area of Dublin.
- Constructed and Commissioned Flogas Keelings and Lidon Junction 14 CNG station.
- Constructed Beauparc Cappagh CNG station.
- 3.6 km distribution reinforcement main laid.
- Three large distribution connections completed at Edgeconnex Grange Castle Dublin, Bulmers Grange Castle Dublin and Epark Cork.

Cybersecurity and infrastructure security

Throughout 2024, cyber and physical security remained critical priorities. We maintain regular cyber awareness communications and training to all employees and contractors. Cyber and physical security upgrades continued at various locations in the Republic of Ireland and Scotland, including the commencement of works at Ballough AGI in the Republic of Ireland and the material completion of works at Brighthouse Bay station in Scotland. In response to a security incident in the Irish Sea we completed an unplanned sub sea survey to ensure no interference to the Interconnector 1 pipeline. In 2024, Gas Networks Ireland became one of the founding partners for the EU Horizon project VIGIMARE which received €4.75m in grant funding to further develop our sub sea critical asset protection from the European Union’s Horizon Europe research and innovation programme. This innovation project uses artificial intelligence algorithms on multiple data sources to identify and alarm if a vessel is acting suspiciously in the vicinity of sub sea infrastructure. Gas Networks Ireland also attended the Digital Ocean Symposium at NATO headquarters, further developing connections across the sub sea infrastructure protection sphere.

Managing security of supply challenges and the risk of a physical/cyber attack on our network remain high priorities for our company. In 2025, we will invest in excess of €200m of capital investment to improve the safety, capacity, security and resilience of the network. We will progress the development of a strategic gas emergency reserve, key transmission connections required to facilitate the activation of gas-powered peaking facilities and a significant capacity upgrade project at the compressor stations in Scotland. The threat of a successful cyber attack remains a key risk, and we remain vigilant to this very real and growing threat.

Customers and end users

Natural gas plays a critical role in providing a cleaner, competitive, and secure energy supply for Ireland. Our challenge is to drive the evolution of Ireland’s energy system and respond to the challenge of climate change while providing a safe and secure energy supply for our customers.

Affordability and accessibility

Customers’ needs, wants, and perceptions change as the context around them and the world shifts. In this changing environment, we continue to listen to our customers. We consider customer understanding to be a guiding focus whether related to a specific interaction or a project or as part of broad scale strategy. Our multi-award winning programme continued to expand across new and existing customer segments in 2024 incorporating insights from:

- Fleet Operators, both those who are currently using bioCNG to fuel their fleets and those who may consider it to guide development of a bioCNG strategy.
- Energy Retrofit companies leading to enhanced efficiencies to progress their work to deliver SEAI retrofit works for customers.
- In 2024, the CX team worked with MARCOGAZ to implement a European Benchmarking exercise, enabling us to benchmark CX metrics amongst all our European counterparts. MARCOGAZ represents 29 member organisations from 20 countries. From 15 responses received, Gas Networks Ireland benchmark strongly against all our European counterparts albeit hard to compare due to inconsistencies in approach, metrics and customer segments surveyed.

Putting our customers first

We’re committed to putting our customers first. Customers’ concerns shape their priorities, and set their expectations of the service we need to deliver. Their perception of how we’re doing, is often coloured by how we hit, or miss the mark, when supporting them with their challenges. Across 2024 our customers repeatedly told us in their feedback, that as an organisation we’re doing a really great job delivering for them, giving us an impressive ‘Overall Satisfaction’ score of 94%.

Twice a year we host a Customer Experience Day, inviting colleagues from across the organisation and from within our business partners to come and hear directly from customers about what works well for them and where they need our support. These powerful days, attended by over 80 individuals cement the focus to deliver for our customers. 5 critical customers attended these events in 2024.

We launched a Customer Experience Induction Programme for all new employees within Gas Networks Ireland and our business partners. This programme empowers both employees and business partners to understand the importance of each and every one of us in delivering for customers no matter what role we have.

We are responsible for the process of switching customers from one supplier to another. his enables customers to achieve significant cost savings by changing there gas

68,799
customer
appointments
made with 99.5%
compliance rate

Over 1.8million
meters read

521,472
customer contacts
handled by our
Contact Centre

supplier. The CRU describes switching as the best way to save money on gas bills. During 2024, 128,000 gas customers changed supplier. There were six competing retail suppliers active in the Irish gas market in 2024.

Supporting our customers

We support the CRU initiative to implement a general moratorium on debt-related gas meter locks and disconnections for vulnerable customers during the winter months and for all customers over the Christmas and New year period (managed by gas suppliers and facilitated by Gas Networks Ireland). This ensuring customers have access to the gas they need to help heat their homes and cook food.

Ever conscious of the financial pressures people are dealing with, we continued our critical engagement with MABS and SVP quarterly meetings. In support of the financially vulnerable we listened to current challenges faced and strived to demonstrate empathy as we offered information and advice. We also engage with The Money Advice and Budgeting Service (MABS) and The Society of St. Vincent de Paul (SVP), where quarterly meetings allow both parties to share information in relation to the challenges faced by customers relating to energy costs.

In conjunction with gas suppliers and the CRU we are progressing the project to replace the existing Pay As You Go (PAYG) Solution for the gas market. We help customers to manage their energy costs by installing Pay as You Go (PAYG) meters. There are 112,000 Pay As You Go meters on the network, constituting 16.2% of the total residential meter population. These meters can be used as an important tool in the fight against energy poverty.

Enabling accessibility

Ensuring equality and accessibility for all is an important part of how we operate.

We launched our new Age Friendly phone line in 2024. This new service, available at 1800 628 427, provides a direct line to our trained customer service team, who understand the unique needs of older customers. Each team member has received specialised training through Age Friendly Ireland to offer a supportive, respectful and effective experience, especially during the colder months when reliable access to energy is vital. Age Friendly Irelands Older Council Members assessed the service and were happy to endorse it giving the service a strong thumbs up.

In the event that a customer will have difficulty reading our Field Employees identification, or to allay concerns of scam visits, we offer a Secure Password service. If a customer requests this service, we will agree a password with the customer in advance which will be given by the Field Engineer to the customer upon visiting their home.

All key Gas Networks Ireland communications are translated into the most frequently spoken languages in Ireland – English, Irish, French, Polish, Mandarin Chinese, Russian – and HTML plain text. In addition, alongside standard mystery shopping activities to assess customers’ experiences, we conduct monthly mystery shopping engaging an older customer, a customer for whom English is not their first language, and a person with a disability to ensure that our communications are tailored specifically and understood by everyone.

We work closely with the National Disability Authority to continuously improve our website accessibility and reduce the barriers between our digital content and our diverse online audiences. ReachDeck, our digital inclusion solution providing assistive features on www.gasnetworks.ie, continued to see strong engagement in 2024.



We continued to work with our customers and stakeholders to explore opportunities to support those with disabilities. We collaborated with industry groups such as CCMA Ireland, CCA Global and CXPA Ireland to gain insights on best practice in this area.

Insights into action

Listening to customers is key to achieving great customer satisfaction. Our ‘insights into action’ approach means we reach out to all categories of customers for their frank insight into how our service has gone for them. These discussions equip us with a clearer understanding of the broad spectrum of priorities and challenges that our customers are dealing with.

Customer Journey Mapping using customer insight equips us to adapt our processes to deliver on our customer needs – a number of key journeys were mapped in 2024:

- customers who alter their services/meter;
- customers who chose to disconnect from the network; and domestic customers wishing to connect.
- To capture improvements and share these across the business, we created a “Customer Initiative Register” which offers a collaborative platform for cross-departmental cooperation. In 2024, 95 new customer focused initiatives were identified and added to our Initiative Register. 74 initiatives were completed in 2024, far surpassing our target of 26, with the remaining pieces of work ongoing into 2025.

This continuous improvement approach has lead to a 31% decrease in complaints in 2024 and a 15% reduction in the number of customer contacts escalated to the back office for additional support.

Putting our Customers First

In 2024, we stayed true to our ambition of prioritising our customers. After interacting with Gas Networks Ireland, some customers are invited to complete a survey about their experience. We achieved 94% Overall Satisfaction (CSAT) in 2024: This tells us how happy the customer is with the interaction. Customer feedback is tied to their specific experience, helping us identify and fix issues. Everyone who works for Gas Networks Ireland and for their partners plays a part in delivering for our customers and empowers us to deliver such high Customer Satisfaction scores.

Standards of service

We publish our “standards of service” guides on our website to help ensure that all customers experience open and transparent service standards.

Our published service standards include:

- Customer Charter
- Vulnerable Customers Guide

Vulnerable customers

We are committed to providing the best customer service possible to all our customers. Making specific provisions for those who require special services, we strive to support our vulnerable customers.

The Irish Statute Book defines a ‘vulnerable customer’ as a household customer who is particularly vulnerable to disconnection during winter months for reasons of advanced age or physical, sensory, intellectual or mental health.¹

Our commitments and provisions are detailed in our Vulnerable Customer Guide, which can be found [here](#) and include:

All customers classified as vulnerable on the Special Services Register will be dealt with as a priority for reconnection in the event of an area outage

In the event of a gas network outage or planned gas supply interruptions, we will provide alternative heating and cooking facilities comprising of a two-ringed electric cooker and electric heater

Gas Networks Ireland will not lock or disconnect your gas supply in the winter period from 1st October to 31st March, unless it is necessary for safety reasons.

¹ S.I. No. 463 2011 - European Communities (Internal Market in Electricity and Gas) (Consumer Protection) Regulations of 2011



We are committed to maintaining the highest possible standard of service to our vulnerable customers, continued feedback collected from our monthly “Mystery Shopping” scenarios provide up to date validation of the effectiveness of our processes or identifies opportunities for improvement.

Above and beyond recognition programme

Our Above and Beyond Recognition Programme recognises and rewards Employees and contractors who have received positive feedback from a customer via our survey programme. The goal of the programme is to:

- **Encourage** our employees and business partners to surpass expectations in their delivery of excellent customer service

- **Recognise** those individuals and teams who have contributed more than their role calls for, as they rise to meet challenges and provide a customer experience above and beyond that expected
- **Celebrate** and share our customer experience success stories across the business
- **Promote** and embed the principal that each individual and team can affect a demonstrated impact on the customer, all playing a part in Gas Networks Ireland’s delivery of industry leading customer experience, further promoting our customer centricity mindset
- Quarterly celebrations of going above and beyond for our customers were held in 2024, with each of the 259 above and beyond leaders receiving a token reward and entered into a prize draw. In addition, we celebrated 35

€3billion
national asset

720,000
connected customers

28,000+ business
across the country

14,758km
of pipelines

30% of national
primary energy
requirement

contact centre representatives rewarded through our “Voice of the Customer” programme, which recognises great customer service delivered by our contact centre business partners.

Supporting customer industry partners

In 2024, we hosted two Customer Industry Events at Gas Networks Irelands Networks Services Centre:

- CCA (Customer Contact Association) Global Industry Council event – Creating a Customer Centric Workplace Culture. Approximately 50 guests from across industries including speakers from DPD Ireland and Gallup attended.
- CCMA (Customer Contact Management Association) Winners Showcase event - CCMA members including representatives from 123.ie, Abtran, Actavo, AIB, Covalen, CPM, Department of Social Protection, Dublin City Council, eir, Electric Ireland, KPI Consulting, Phonewatch, Pobal, PowerNI, SSE Airtricity, Uniquely, and Workair attended a breakfast event at the NSC Training School which was held to showcase why Gas Networks Ireland were worthy winners of the award Best Customer Experience in the Public, Voluntary and Non-Profit Sector in 2023.

These events along with participating with these industry partners, and other organisations e.g. CXPA (which Bernard Mooney, Customer Care Manager is a council member), keeps us up to date with industry trends.

Business delivery and continuity

As the operator of Ireland’s gas network, we have robust and tested procedures in place to maintain security of gas supply to our customers and to ensure that employee and customer welfare is protected.

As the National Gas Emergency Manager, Gas Networks Ireland continuously undertakes planning for the purposes of the National Gas Emergency Plan in consultation with the gas industry, electricity industry, the CRU and Government. Along with the robust procedures we have in place to maintain security of gas supply, a number of teams within Gas Networks Ireland, including the Executive, Operations and Communications teams regularly participate in simulation exercises to test a range of potential crisis scenarios. These exercises are critical to planning a coordinated response to major incidents in the rare event that they occur. They also allow us to test the effectiveness

of the current crisis management arrangements, provide an opportunity for our Crisis Management Team and tactical crisis response teams to rehearse the response and assist with the review and update of existing crisis management and crisis communications plans. Representatives from across the Irish energy utility sector and Government, including EirGrid, ESB Networks, the CRU also participate where relevant.

2024 crisis simulations and exercises included:

- An annual exercise to test the effectiveness of the National Gas Emergency Manager (NGEM) plan.
- A crisis management exercise to test the arrangements to respond to public protests.
- Participation in the annual UK National Gas Transmission exercise where they test their role as Network Emergency Coordinator (NEC) to test communication methods between the National Gas Network Emergency Management Team (NEMT) and all relevant gas industry participants in the UK.
- A number of comprehensive energy system emergency exercises, including exercise Brigid and Cathal, involving government departments and selected agencies, regulators and the electricity Transmission System Operators / Distribution System Operators.
- An exercise with Manx Utilities to test co-operation in response to a cyber emergency affecting gas supplies to the Isle of Man.



Case study:

Aurora sustainability activities

As part of Gas Networks Ireland we were appointed as an SDG Champion, it is important to Aurora to relay our company's commitment to sustainability by engaging at a local level to create awareness around sustainability. In 2024 the Aurora team organised two separate events which emphasised this commitment and drive to raise awareness and engagement through various social initiatives within local communities.

Aurora Telecom strives to manage operations sustainably to reduce environmental impact and minimise disruption to local communities.

In 2024, Aurora Telecom and our partner Circet Ireland completed an extension of the fibre-optic cable network in County Mayo connecting a number of local towns, including Westport and Castlebar. That same year we constructed and commissioned over 100kms of fibre backhaul network, in addition to extending the footprint



of our co-location sites. The project, which supports the social and economic development of the local area, required the removal of trees to facilitate construction. During these works we engaged with ecologists and local organisations to mitigate our impact on the surrounding environment and communities.

As part of our corporate responsibility strategy to deliver this service in a sustainable manner, employees from Aurora Telecom, Gas Networks Ireland and Circet Ireland

planted 200 native Irish trees on the grounds of McBride Community Nursing Home in Westport to enhance the town's green spaces and help cultivate a future vibrant community garden for its residents. This was in addition to providing 900 native trees that Westport Tidy Towns have planted around the town – including at the Westport Community Garden Biodiversity Project.

The 2nd initiative Aurora focused on this year, was the importance of STEAM education in fostering innovation and sustainability and encouraging students to study STEAM subjects in school.

In November, to celebrate International STEAM Day, Aurora Telecom ran a STEAM-themed design community initiative. Five Dublin primary schools took part, granting each student the opportunity to design a piece of artwork entitled 'What STEAM Means to Me'. The schools involved were O'Connell CBS, Drumcondra NS, Scoil Santa Maria, Our Lady of Lourdes (Inchicore), and Presentation Primary School, Halston Street.

These students displayed their understanding of STEAM through artwork, with selected designs wrapped around Aurora Telecom's cabinets, which support the operation of Aurora Telecom's dark fibre network. We proudly presented prizes to five talented young students as part of a local initiative to promote science and technology. Each student received a framed copy of their artwork, an e-kindle, and a 'Let's Experiment Science Kit' for their school.

This initiative encouraged youth creativity and created eye-catching designs for each telecom cabinet, highlighting Aurora Telecom's commitment to supporting education and enhancing community development.

Aurora Telecom's General Manager Sean O'Donnell praised the schools, saying: "We were very impressed by the creativity of the artwork and are delighted to present each student with their award today. Their artwork not only educates but inspires future generations on what STEAM means to them".



Community impact

Acting responsibly and building strong relationships in the communities where we operate is fundamental to carrying out our business effectively.

We at Gas Networks Ireland play a pivotal role in the energy sector by providing safe, reliable, and efficient gas transportation services throughout the country. As part of our core operations, we aim to the communities we serve.

By undertaking social responsibility activities which positively impact communities, Gas Networks Ireland demonstrates our commitment to promoting the importance of social inclusion, diversity and equity, education, accessibility, and environmental awarness with our stakeholders, our colleagues and the communities where we work.

Landowner and community engagement

Gas Networks Ireland places significant importance on engaging with landowners and community members when planning and undertaking works. Gas Networks Ireland has a dedicated Land Management team we also have a number of internal and external Agricultural Liaison Officers (ALOs) who form the cornerstone of this engagement, ensuring clear and consistent communication with all stakeholders. Before commencing any projects, we actively reach out to local towns, community groups, farmers, and landowners to inform them of the upcoming works and address any concerns they might have. By collaborating closely with these groups, we foster trust and transparency, exemplified by our approach in projects. This proactive communication strategy helps mitigate potential disruptions and ensures that our operations are in harmony with community expectations and needs.

In June, our teams undertook a CSR blitz in Westmeath to complement local pipeline construction activities. The day was packed with purposeful activities including Energize workshops and wildflower quizzes in Summerhill National school in Drum, followed by a community clean up and Wheelmap exercise in Rochfortbridge. This impactful event engaged with 110 students, cleared 21kg of waste, and adding 15 places to the local Wheelmap enhancing accessibility and inclusion for the local area. This activity exemplifies Gas Networks Ireland's dedication to making a positive impact, as well as building strong relationships with stakeholders on our projects.

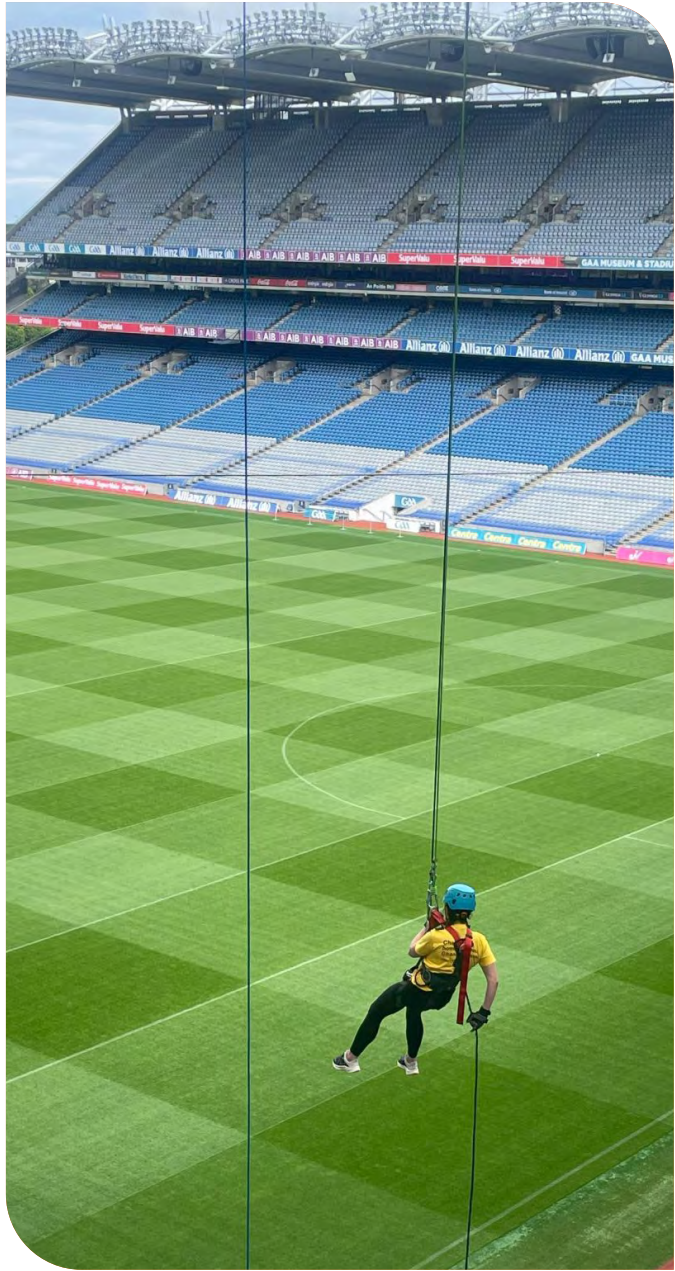
Corporate social responsibility

Supporting local communities

In 2024 we supported 90 community initiatives, provided €219,595 of support to local communities, and delivered 799 volunteering hours.

Fundraising

Our longstanding culture of employee fundraising continued in 2024 with our employees undertaking a number of creative activities to raise money for charities, including an abseil at Croke Park, a masked singer event, a sunflower growing competition, as well as sponsored walks and fun runs.



Organisations supported

We are proud to have supported the below organisations in 2024.









Operations with significant impact

We are committed to responsible and sustainable business practices and as holders of the Business Working Responsibly Mark and five ISO certifications, we ensure that the highest standards are maintained across all levels of our business. Based on the successful execution of these processes and ongoing monitoring of our community projects, we do not have operations do not have significant potential or actual negative impacts on local communities.

Social inclusion

We are committed to supporting social inclusion, valuing all individuals, and recognising their diverse contributions to communities and workplaces. In Gas Networks Ireland we promote diversity, equity, inclusion and accessibility in both our internal and external social initiatives. We are striving to ensure our volunteering opportunities and community initiatives are diverse and inclusive.

Gas Networks Ireland have Access Officers in place who are responsible for promoting equality and social inclusion by making sure that vulnerable customers and persons with disabilities can access public services. The Access Champions are further supported by a number of Access Champions throughout the business who have undertaken Disability Inclusion training to better support both our customers and our colleagues. In 2024 our Accessibility guidelines and Access Programme members were refreshed, with a relaunch of the programme planned in 2025.

Gas Networks Ireland's Neurodiversity and Accessibility ERG provided sponsorship for the AsIAm Run4Autism Fun Run in Corkagh Park, funding the entertainment village which included facepainting, magicians, a mini-zoo, and most importantly, ice-cream!



Charity partners

We collaborate with three charities – Age Action Ireland, Merchants Quay, and Pieta House – to address challenges faced by society's most marginalised and vulnerable through funding, equipment donations, and volunteer supports.

In August, employees spent a day working in the gardens of elderly Age Action clients in Cork and Dublin. The volunteer teams tackled DIY challenges that some of the more overgrown gardens presented and carried out light gardening and outdoor tidy-ups to get the gardens winter ready. We regularly donate Carbon Monoxide alarms for Age Action to distribute to their clients, and donated 500 alarms in 2024.

Every December, past and current employees assist Merchants Quay staff in packing bags of socks, gloves hats, fleeces and jackets which are handed out to the

service users attending the Christmas Dinner in Merchants Quay. These care packages are crucial for society's most vulnerable during the cold winter months.

Education initiatives

Gas Networks Ireland sponsor and deliver impactful education initiatives across Ireland promoting Science, Technology, Engineering, Arts, Maths, employment and the development of life skills. Our multi-award winning school engagement programme comprises:

- Energize with Junior Achievement Ireland
- Time to Count and World of Work with Business in the Community
- Participation at STEM initiatives including I Wish and BT Young Scientist
- Facilitating and sponsoring events during STEPS Engineers Week and Biodiversity Week

Energize

2024 marked the 14th year of our partnership with Junior Achievement Ireland with over 400 Gas Networks Ireland employees volunteering on Junior Achievement programmes to date, working with over 30,000 students nationwide. Not only did students enjoy the Energize programme, there were more positive attitudinal associations with education, the world of work and science following participation.

Carbon monoxide poster competition

Each module of Energize features a creative element allowing students to engage with STEM subjects in a creative way; in the “Safety First” module, students design a poster promoting carbon monoxide awareness. Through this activation method students learn the important message of carbon monoxide safety and in turn convey that message in their own homes.

We received many artistic entries to our carbon monoxide poster competition. The term winners were from Scoil an tSeachtar Laoch, Ballymun, Dublin 11, Bunscoil na Cathrach, Cahir, Tipperary, Harold’s Cross National School, Dublin 6W, and Scoil Chaitriona Renmore, Galway. Each winning submission won an iPad for their class donated by Gas Networks Ireland.

“My class thoroughly enjoyed the Energize programme which brought science to life through fun and interactive sessions. The programme enables pupils to understand career possibilities in STEM areas and encourages them to continue with science in second-level education. Our pupils engaged in the poster competition and grasped the important safety messages related to carbon monoxide with wonderful creativity.” - **Teacher, St Paul’s Senior National School, Drogheda**



Time to Count

The Business in the Community Time to Count programme fosters children’s confidence around numeracy and maths problem solving skills which play a vital role in their development. Third class pupils at our partner schools – Scoil Aiséirí Chríost in Cork and Mother of Divine Grace in Dublin – were visited by Gas Networks Ireland employees for a programme of specially designed numeracy activities aimed at building confidence and enjoyment of maths, supporting problem solving skills, and reinforcing number concepts. The students are treated to a tour of our office local to their school at the end of the programme.

“The students engage better when learning is made fun and the site visit is a highlight of the Time to Count programme for the students, it is a great day out for all and a wonderful way to end off the programme.” - **Teacher, Mother of Divine Grace, Dublin**



World of Work

Gas Networks Ireland continued to support the World of Work programme, which offers secondary school students an opportunity to meet employees from a local company to learn about the workplace and consider future careers, and includes a sustainability module sponsored by Gas Networks Ireland. We work directly with two partner schools on the programme, celebrating our 17th year working with Nagle Community College in Cork and our 13th year partnering with Beneavin College in Finglas. Both partner schools visit our offices for a tour during the programme.

“Gas Networks Ireland has been an invaluable partner in shaping our students’ futures. Their support through workshops, site visits and mentorship has made a lasting impact on their educational journey.” - **Teacher, Nagle Community College**

We were proud to celebrate the second year of our annual YES campaign (Youth Engagement in Sustainability), in which schools participating in the World of Work programme deliver a project in their school or community on the theme of “How can I make my world more sustainable?” Congratulations to the winners, Beneavin De La Salle College, Dublin, who created a herb garden planted in old disused pipes, with the herbs being used in the school kitchens during the school year, and by an adjacent nursing home outside of term time.

I Wish

I Wish is an award-winning initiative to inspire, encourage and motivate secondary school female students to consider careers in Science, Technology, Engineering and Maths through direct high impact, fun and inspirational engagement. Gas Networks Ireland participated in a panel event focused on careers in STEM, and facilitated a stand in the RDS event exhibition hall to engage with students on sustainability and careers in gas.



STEPS Engineer’s Week

Gas Networks Ireland joined forces with Junior Achievement to deliver STEM workshops to primary school students to celebrate Engineer’s Week in March. Students from St Josephs Bonnybrook visited our Network Services Centre in Finglas for a tour and a workshop where they learned about the science behind renewable energy.

Environmental Awareness

During Sustainable Development Goals week in September, employees volunteered at Harper’s Island Wetlands to undertake an oak tree survey. Harpers Island is a unique facility, owned and managed by local council but tended to by Glounthaune Community Association (including Glounthaune Men’s Shed and Tidy Towns Groups) and BirdWatch Ireland. These local community groups greatly appreciate support in managing the publicly accessible wetlands, and this presented an ideal opportunity for Gas Networks Ireland to support SDG 17: Partnerships for the Goals. Logging the oak trees provides the council and community groups with a dataset indicating the valuable biodiversity of the area, while the team got to engage in an activity to support our local community.





Governance

Within Gas Networks Ireland good corporate governance is at the core of our business decisions and key to the achievement of our business strategy. We believe that good corporate governance serves as the cornerstone of ethical organisational practices, encompassing principles and structures that guide decision-making, transparency, and accountability within our organisation.



Introduction



At Gas Networks Ireland, we recognise that strong governance, ethics, and integrity are the cornerstones of our operations. Upholding these principles means not only complying with legal standards, but also fostering a culture of transparency, accountability, and social responsibility at every level of our organisation. Good governance guides our decision-making, ensuring we act in the best interests of all stakeholders, while steadfast ethics cultivate trust with our customers, employees, and partners. We believe that integrity underpins every action—building sustained confidence in our network, strengthening relationships, and enabling us to contribute meaningfully to Ireland's secure, resilient, and sustainable future.

We welcomed the introduction of the Corporate Sustainability Reporting Directive (CSRD) as it presented a valuable opportunity for us to reexamine our sustainability practices. We commenced preparation for CSRD in 2024, establishing a cross functional working group to support the delivery of the programme and the requirements. As part of the preparations, we conducted a double materiality assessment (DMA) to identify and assess our material sustainability related impacts, risks, and opportunities (IROs). We work continuously to integrate sustainability into our strategy and business model and to effectively manage these IROs. The introduction of CSRD is a valuable

opportunity to further embed sustainability culture and awareness activities in our business. We are committed to fostering transparency, accountability, and continuous improvement in our sustainability efforts. This is achieved through a strong leadership commitment. Our Board is responsible for overseeing the delivery of our business strategy, and in 2024 the Board Safety, Sustainability and People committee continued to oversee our sustainability practices since its establishment in 2023.

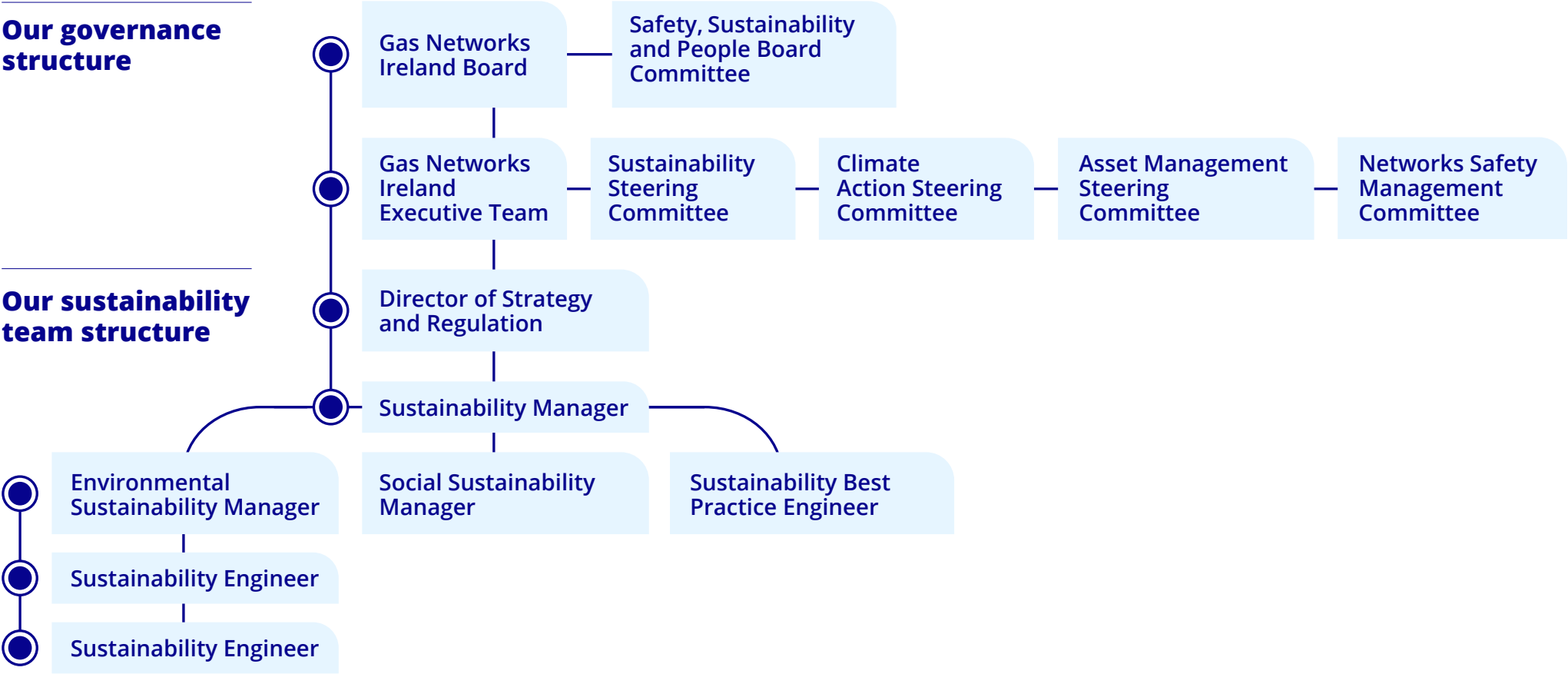


Governance, integrity and ethics

Business conduct

Sustainability governance structure and resources

Sustainability is at the heart of our business and is overseen by our Board and our Steering Committees. The role of committees and steering groups with sustainability oversight, and the sustainability team, is to drive sustainability action and change across the business and to embed a sustainability culture.



Safety, sustainability and people committee

The Safety, Sustainability and People Committee's responsibilities are set out in the Terms of Reference for the committee which is available at www.gasnetworks.ie. The Safety, Sustainability and People Committee held three meetings during the year.

Key activities undertaken by the Safety, Sustainability and People Committee in 2024 include:

Reviewing and challenging performance against the sustainability strategy.

- Monitoring safety and sustainability culture, employee engagement, DE&I, and talent development
- Reviewing and challenging people strategies and organisational development plans
- Reviewing and challenging safety strategy, performance, actions plans, policies, and initiatives including health and wellbeing
- Monitoring customer and communications strategies
- Monitoring stakeholder strategy

Ethics and integrity

Our reputation and the trust and confidence that our customers, stakeholders, and the public place in us is fundamental to our success. Integrity is key to building that trust. Our “Doing the Right Thing” programme helps all employees understand and recognise the importance of ethics and integrity.

Employees are trained to ensure that any business decision made is:

1. Legal
2. In line with company values
3. In line with company policy
4. The right thing to do

As part of the initiative, guidance booklets are issued to employees on key ethics related policies with annual training updates and quarterly team integrity conversations.

Transparency

As a commercial state body, we are an open organisation which strives to be accountable and transparent to the public. We are committed to improving the public’s understanding of how the organisation operates and our role in delivering important national infrastructure and services to support the social and economic development of Ireland.

Evaluation of our approach

Controls are in place to ensure our obligations are met, including detailed financial procedures, budgets, finance system automated workflows, external audit process, internal audit process and Audit and Risk Committee oversight of the financial statements.

Anti-corruption and bribery

We actively promote a culture where acts of bribery and corruption are never acceptable. This culture is led by the Gas Networks Ireland Board, executive and leadership team. Nobody within Gas Networks Ireland or acting on behalf of the company, may give or accept, directly or indirectly, a bribe or inducement in any form or solicit a bribe, directly or indirectly. An example of behaviours prohibited in this context is the giving or receiving of excessive gifts or hospitality or receiving gifts or hospitality in exchange for information.

The Gas Networks Ireland Chief Legal Officer is responsible for overseeing adherence to the anti-bribery and corruption policy and the Gas Networks Ireland Director of People is responsible for communicating our anti-bribery and corruption policy to new employees during induction. Refresher training on relevant anti-bribery and corruption topics for existing employees

is also provided in accordance with our “Doing the Right Thing” policy.

Gas Networks Ireland's policies encourage employees to report any concerns relating to activities that may constitute an act of bribery or corruption to their line manager without delay – or if that is inappropriate in the circumstances to Gas Networks Ireland’s Chief Legal Officer, or anonymously to a confidential email address or voicemail. Employees are routinely reminded and encouraged to discuss concerns relating to bribery or corruption without fear of victimisation, knowing that the strictest confidence will be maintained – this process is also outlined in Gas Networks Ireland’s Protected Disclosures Policy.

‘Doing the Right Thing’ training is also incorporated into the Learning and Development training programme for new joiners and new managers. Anti-Fraud Bribery, Corruption and Protected Disclosures training was rolled out to all employees in 2024. A number of integrity conversations were rolled out by managers to their teams across the business. In addition, fraud risk assessment workshops were held with relevant Executives, their direct reports and risk leads.

Protected disclosures and raising concerns

The mechanism whereby Gas Networks Ireland employees and management may raise concerns, or make disclosures in the public interest, in accordance with the Protected Disclosures Act 2014 (as amended), is outlined in the Gas Networks Ireland Protected Disclosures Policy. Section 22 of the Protected Disclosures Act 2014 (as amended) requires Gas Networks Ireland to publish an Annual Protected Disclosures Report providing details of protected disclosures made during the preceding calendar year. Per this requirement, Gas Networks Ireland confirmed that, in the year ending 31 December 2024, no protected disclosure was made to Gas Networks Ireland.

Regulation of lobbying

Gas Networks Ireland is registered on the lobbying register maintained by the Standards in Public Office Commission and has made the required submissions for the return periods in 2024 in accordance with the requirements of the Regulation of Lobbying Act 2015.

Data protection and customer privacy

We are committed to meeting and exceeding our data protection obligations. All customer data is stored on encrypted systems that have appropriate segregation of duties. We have TLS (Transfer Layer Security) in place with customer facing vendors which encrypts all emails. We also have strong internal security controls around firewalls, patching, anti-virus protection, and align ourselves to the National Institute of Standards and Technology (NIST) Framework. All employees and contractors have undertaken general, and as necessary specific role based, GDPR training.

The Gas Networks Ireland Data Protection Officer has not raised any areas of significant concern regarding non-compliance with regards to legislative requirements under GDPR during 2024.

Freedom of information

Section 8 of the Freedom of Information Act 2014 requires Gas Networks Ireland, to conform with the model publication scheme published by the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation. Under the scheme, Gas Networks Ireland publishes as much information as possible in an open and accessible manner outside of Freedom of Information requests, having regard to the principles of openness, transparency and accountability as set out in the Act.

The Publication Scheme is published on www.gasnetworks.ie. Gas Networks Ireland strives to apply the principle of transparency and adheres to the model publication scheme by publishing relevant information on its website

www.gasnetworks.ie. Freedom of information data requests can also be made by email to foi@gasnetworks.ie or by post to FOI Officer, Gas Networks Ireland, Networks Services Centre, St. Margaret’s Road, Finglas, Dublin 11.

How to request environmental information

The Access to Information on the Environment (AIE) Directive was transposed into Irish law by the European Communities (Access to Information on the Environment) Regulations 2007 to 2014 (the “AIE Regulations”). Under AIE Regulations, members of the public can request access to environmental information from public authorities. Gas Networks Ireland have appointed an AIE Officer to oversee the formal process and to assist in meeting transparency obligations set out in the Directive.

Requests for environmental information should be made via the AIE Officer by email to foi@gasnetworks.ie or via post at: AIE Officer, Gas Networks Ireland, Networks Services Centre, St. Margaret’s Road, Finglas, Dublin 11.

	2024
Access to Information on the environment requests made to Gas Networks Ireland	0
Freedom of Information (FOI) requests	12

Environmental performance

Any significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations are demonstrated in the table below.

	2024
(i) Total monetary value of significant fines	0
(ii) Total number of non-monetary sanctions	0
(iii) Cases brought through dispute resolution mechanisms	0

Official Languages Act

Gas Networks Ireland is committed to meeting all its obligations under the Official Language Acts (2003 & 2021). The Head of Customer Care and Communications has been appointed to oversee performance and report on it’s obligations under the Official Languages Acts (2003 & 2021).

During 2024, Gas Networks Ireland met the new obligations under section 10A (Advertising by Public Bodies) requiring a minimum of 20% (10A. (1) (b)) of all advertising undertaken to be in the Irish language. Gas Networks Ireland was close to full compliance with the obligation of 5% of annual advertising spend on Irish language media as also prescribed under section 10A (1)(b) and will continue to work towards full compliance during 2025.

Prompt payments

Gas Networks Ireland is a signatory to the Prompt Payment Code as launched by the Government in 2015 and, pursuant to its provisions, undertakes to pay suppliers on time, to give clear guidance to suppliers on payment procedures and to encourage the adoption of the code by suppliers within their own supply chains. Appropriate internal financial controls are in place within Gas Networks Ireland to ensure material compliance with the provisions of the Prompt Payments of Accounts Act, 1997 and the European Communities (Late Payments in Commercial Transactions) Regulations 2012-2016. All non-disputed invoices received in 2024 were paid within agreed payment periods. When Gas Networks Ireland validates a late payment request from a supplier, it is Gas Networks Ireland's policy to pay interest due on such late payments. No such interest payments were made in respect of late payments during the year 2024.

Innovation

The decarbonisation of Ireland’s gas network is essential if the country is to transition to a net-zero energy system by 2050. As we transform, driving innovation across our business is critical if we are to thrive.

Gas Networks Ireland has a new Gas Innovation Steering Group in 2023, which includes representation from all the business pillars within the organisation. The Group also includes two independent steering members. The steering group acts as the governance board for the allocation of Gas Innovation Funds (GIF) provided by the CRU under the current Price Control. The €5.3m for the PC5 period. This innovation funding encompasses a Network Based Innovation Fund (NBIF) and a Strategic Innovation Fund (SIF). Steering has convened on six occasions over 2023/24 gas year, providing governance, oversight and approval on key Innovation Initiatives.

We strive to improve our network and our Innovation Fund which provides funding to promote and encourage innovative projects in the gas industry with potential to:

deliver
significant carbon savings

assist
in the transition to a
low carbon economy

provide
measurable value
to all gas customers

increase
throughput in the gas system

The network innovation centre (NIC)



Research and testing



Hydrogen compatibility, functionality and operational procedures



Partnerships, collaborations and academic input



On-network related innovation



Evidence base for hydrogen safety case



Training, skills and knowledge

In 2024 the NIC, located in Citywest, Dublin, continued to play a key role in supporting our research and innovation activities. There are two aspects to the NIC, the testing and assessments of innovation ideas, technologies and equipment and the second, an off-grid network with a downstream installation with the capability of blending hydrogen with natural gas.

Hydrogen research and development initiatives take place at the NIC and are focused on enabling the introduction of green hydrogen onto the gas network, as well as testing network and end user capability to utilise hydrogen. Throughout 2024, efforts have continued to enhance the functionality of the NIC’s off-grid underground gas network facility and testing of hydrogen blends. Several measures and pieces of equipment have been added in 2024, including a blending facility, gas analyser equipment, and the completion of civil and drainage works, to support innovation and research. The off-grid network is currently operated with 100% natural gas or 20% hydrogen blends, with further engineering assessment underway for 100% hydrogen.

A commercial sized boiler was also commissioned on-site, to support site load network requirements and support further testing of end user appliances. Our own operational staff are engaged in all operation and maintenance activities on site, building competency development for Future Role of Gas initiatives.

The construction of new roads and pathways using recycled aggregates at the NIC demonstrates our commitment to both sustainability and innovation principles. Following approval of an Innovation Project, and collaborative effort with our period contractor GMC, we are not only reducing our environmental impact but also paving the way in our innovation efforts by leveraging from reclaimed materials. These recycled

aggregates are sourced from materials reclaimed from construction and demolition waste, including concrete, bricks, and asphalt.

Innovation related to the existing gas network is also a fundamental activity at the NIC. This supports initiatives that will improve how we operate and manage the gas infrastructure both now and into the future.



Innovation funding highlights

Gas Innovation Fund – NBIF:

Over €1.1m of the Network Based Innovation Fund (€3.4m) has been allocated to 27 innovation projects by the Innovation Steering Group to date. 7 Projects are completed, of which 4 will be progressing to business as usual adoption. The other 20 Projects are at various stages of progress. Projects approved in 2024 include Satellite-based Monitoring and Carawler Inspection Tool, which both support integrity activities for our network pipelines.

Gas Innovation Fund – SIF:

The research ‘challenges’ for the Strategic Innovation fund in collaboration with Research Ireland were approved by the Gas Networks Ireland Executive.

Gas Innovation Fund - Reporting:

Agreement was reached with the CRU in relation to PC5 annual reporting timeframes and the proposed structure for Innovation reporting, which will be submitted in 2025.

Risk management

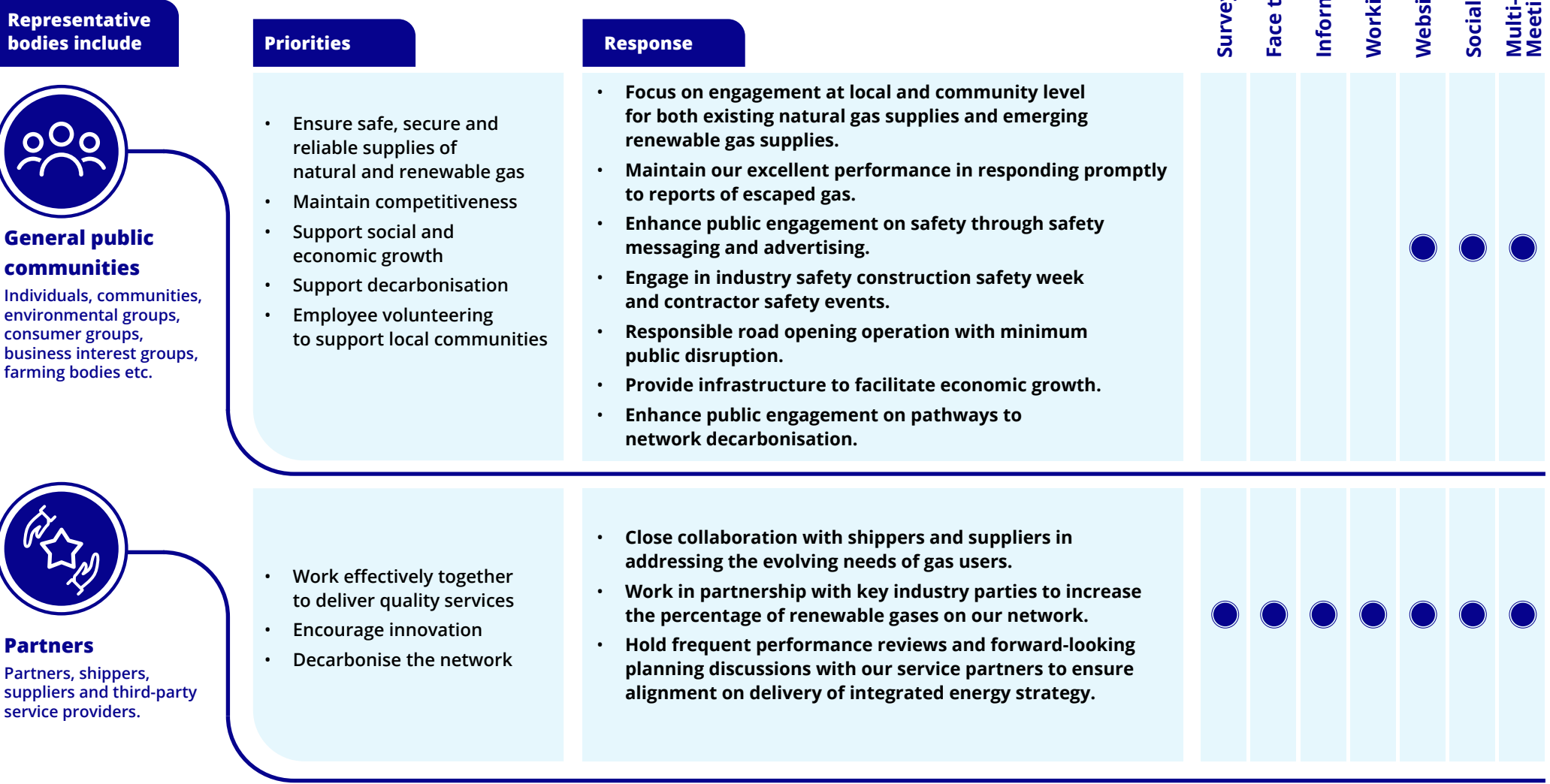
Risk management supports Gas Networks Ireland to navigate challenges and seize opportunities in order to develop and implement our strategy.



The risk management landscape for the organisation continues to evolve. Proactive risk management is integral to our activities, allowing us to create added value for our shareholders, customers and the wider community. It provides for the effective identification, management and mitigation of risks.

The nature of our business operations is long-term, resulting in a number of enduring risks. The potential impact and likelihood of these risks can evolve in response to internal and external developments. At the same time, new risks continue to emerge, so a speak up culture is encouraged. Managing safety risk is a priority for Gas Networks Ireland, with proactive identification and mitigation occurring as outlined earlier in this report.



Stakeholder engagement



Representative bodies include	Priorities	Response	Surveys	Face to Face	Information events	Working groups	Website	Social media	Multi-stakeholder Meetings
<div>Regulators Commission for Regulation of Utilities (Republic of Ireland), Utility Regulator (Northern Ireland), Office of Gas and Electricity Markets (UK).</div>	<ul style="list-style-type: none">• Deliver initiatives to implement energy and climate policies• Operate efficiently• Deliver on our regulatory commitments• Deliver Gas Network Stakeholder Evaluation Panel	<ul style="list-style-type: none">• Deliver on Gas Networks Ireland’s Climate Action Plan commitments in cooperation with key industry participants.• Invest in biomethane, hydrogen and compressed natural gas projects.• Work with all relevant bodies on gas security of supply and emergency planning.• Operate effectively and efficiently to deliver on our regulatory commitments.		●		●			
	<ul style="list-style-type: none">• Implement Government policy• Aid the achievement of Government decarbonisation targets by increasing the percentage of renewable gases on the network• Communicate accurately and transparently and demonstrate progress against plans	<ul style="list-style-type: none">• Operate, maintain, develop and decarbonise a safe, reliable and efficient network.• Develop and deliver business plans that are aligned with Government decarbonisation targets.• Work with our Shareholder and other key industry participants on security of energy supply to further enhance reliability of the gas network.• Issue regular performance reports and updates to monitoring and oversight bodies.• Deliver on Governmental actions and roles assigned to us.	●	●	●	●	●	●	●
<div>Stakeholders The Department of Housing, Local Government and Heritage, The Department of Climate, Energy and the Environment and The Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation.</div>									

Gas Networks Ireland understands and values the critical role stakeholders play in our business. We have a comprehensive stakeholder engagement plan that takes a holistic, pragmatic approach to stakeholder engagement based on the internationally recognised Stakeholder Engagement Standard (AA1000SES).

Community stakeholder engagement

The importance of holding stakeholder sessions and supporting the community in towns where the gas network is expanding is recognised. We work with communities to ensure that construction projects in the locality cause minimum disruption providing regular updates in local newspapers and on local radio.

National policy and European affairs

Our teams articulate our standpoints at a European (EU) and national level, advocating on behalf of gas and the gas network and the increasing role the gas network can play in enabling Ireland to achieve net-zero by 2050.

Engaging with a wide range of EU stakeholders including the European Commission, European Parliament, key European gas associations (ENTSOG, Eurogas, GIE and GD4S) and key European institutions, the team leverages strong EU working relationships and actively participates in Working Groups and initiatives to extend the company’s influence as an energy leader in Europe.

Europe’s plans for climate neutrality by 2050, as outlined in the European Commission’s European Green Deal, places importance on how all gas system operators manage infrastructure and deliver services for the future. We ensures our position is reflected in the implementation of key legislation from the EU during 2024, this included the Hydrogen and Decarbonised Gas Market Package, the Methane Emissions Reduction Regulation and the Energy Performance of Buildings Directive (EPBD).

Europe’s decarbonisation ambition brings with it the significant challenge for Transmission (TSO) and Distribution System Operators (DSO) of delivering work practices and services in a sustainable manner. Our team’s ongoing collaborations ensure collective focus on this challenge and a stated commitment to delivering best practice. Our European Affairs team and Sustainability Team helped develop the first progress report on the ‘Sustainability Charter’ of the European gas association, Gas Distributors for Sustainability (GD4S).

Ireland’s gas network can play a central role in helping Ireland achieve its commitment to net-zero by 2050 and We focused on ensuring we deliver on the relevant actions assigned to us in the Government’s Climate Action Plan (CAP) 2024 and actively developed key policies and measures and advocated for their inclusion in CAP 2024 and beyond.

Driven by climate change mitigation policy and geo-political considerations, Ireland’s energy landscape is rapidly changing. National energy policy at present is primarily concentrated on Ireland’s decarbonisation targets and security of energy supply, with the Government’s CAP 2024, the Hydrogen and Biomethane Strategies and Energy of Irish energy policy for many years to come. As we move to a low carbon society, the role of the gas network has come increasingly under the spotlight.

We actively engage with Government departments and key stakeholders, such as Government Minister, TDs, MEPs, Hydrogen Ireland, Ibec, Wind Energy Ireland, advocating for the increasing role of renewable gas in the context of the gas network playing its part in Ireland’s decarbonisation journey.

Looking forward

Gas Networks Ireland will build on our previous successes and empower our dedicated team to shape the future of the gas network. We are committed to delivering a future-ready network that supports Ireland’s ambitious climate and energy policies.

Progress renewable energy infrastructure

Construct our central grid injection facility at Mitchelstown, and progress delivery of the requisite regulatory and commercial arrangements. We will work with Biomethane producers to connect them directly to the network. We will champion the biomethane industry to support the delivery of government targets of 5.7 TWh by 2030. We will develop our hydrogen safety and technical roadmap and we will actively work to advance the transposition of the EU Hydrogen and Decarbonisation Gas Market Package Directive and the certification of Gas Networks Ireland as the National Hydrogen Network Operator.

Network resilience

In 2025 we will invest in excess of €200m of capital investment to improve the safety, capacity, security and resilience of the network.

Security of supply

We will progress the development of a strategic gas emergency reserve, key transmission connections required to facilitate the activation of gas-powered peaking facilities and a significant capacity upgrade project at the compressor stations in Scotland.

Corporate strategy

We will evolve our strategy to ensure alignment with our long-term goal of decarbonising the gas network and to ensure that we are focused, resourced and organised to deliver

Sustainability culture

In 2025 Gas Networks Ireland will focus on refining and improving the new ways of working and further embedding a sustainability culture across the organisation.

Value for our customers

We will continue to create meaningful value for the people of Ireland by advancing the transition to a low carbon energy system, by supporting the expansion of renewable electricity and by increasing the security and diversity of Ireland’s energy supply.

Financial performance

Gas Networks Ireland Board recommends €62 million dividend for 2025.

Appendices



Governance statement

Gas Networks Ireland is a commercial semi-state company, established in 1978 under the the Gas Act 1976, (as amended) providing strategic national gas and broadband infrastructure and services that underpin the growth of the Irish economy.

Gas Networks Ireland owns and operates Ireland’s gas network, delivering the gas flows upon which our customers depend and providing resilience and diversity for Ireland’s energy system. We have a pivotal role to play in enhancing the environment, playing our part in the transition to a low carbon energy system, and increasing network security, capacity, and flexibility.

Aurora Telecom owns and operates an extensive national backhaul dark fibre network providing secure, high-speed connectivity solutions for carriers and enterprise.

Information relating to Gas Networks Ireland’s performance in 2024 can be found in our 2024 Annual Report and Financial Statements available at www.gasnetworks.ie.

Governance

The Gas Networks Ireland Board (“the Board”) is accountable to the Minister for Housing, Local Government and Heritage (“the Minister”) for the overall performance of the Group and for ensuring good governance.

This report outlines how Gas Networks Ireland has applied the principles and complied with the applicable provisions of the Code of Practice for the Governance of State Bodies (“the Code”). Gas Networks Ireland

recognises that good corporate governance is pivotal to its success and to this end we continuously review and update our policies and procedures to comply with best practice. The Board is satisfied that Gas Networks Ireland has complied with the applicable requirements of the Code in all material respects throughout the year under review.

Roles and responsibilities of the Board

The Board is responsible for leading and directing activities that are implemented within a framework of prudent and effective controls that enable risk to be assessed and managed. The Board takes all significant strategic decisions, retaining full and effective control of the Group’s organisation’s activities, while delegating regular day-to-day management to the Chief Executive Officer and his Executive Team.

The Chief Executive Officer and Executive Team are required to implement the strategic direction set by the Board and to ensure the Board has a clear understanding of the key activities, decisions and performance results and of any significant risks likely to arise. The Chief Executive Officer acts as a direct liaison between the Board and management.

The Board has put in place a corporate governance structure which delegates authority to its Committees to carry out certain tasks on its behalf so that it can give the right level of attention and consideration to those and other matters. Board Committees are outlined in further detail in our 2024 annual report.

The activity of the Board and its Committees is planned annually to ensure that there is effective supervision and control of the Group’s business. The work and responsibilities of the Board are set out in the Governance Framework. The framework also contains the matters specifically reserved for Board decision, as summarised below.

Standing items considered by the Board at each meeting include:

- Declaration of any conflicts of interests.
- Reports from Committees.
- Financial report.
- Chief Executive’s report.
- Safety report.

Taxation policies

We are committed to complying fully with all applicable laws, rules, and regulations in meeting our tax compliance and reporting responsibilities. We fulfil our corporate obligations by paying appropriate taxes in compliance with both the letter and the spirit of the laws and regulations in both Ireland and the UK. Ireland and the UK are the primary locations where we operate and further detail on our subsidiaries, primary activities and the taxes paid by our business are included in the Gas Networks Ireland financial statements available on our website.

Tax governance and control framework

Our Board has overall responsibility for risk management and the systems of internal control. Gas Networks Ireland’s Chief Financial Officer is the executive responsible for ensuring that we comply with all applicable laws, rules and regulations associated with tax compliance.

We have a quarterly risk governance process in place which identifies the nature, extent and financial implication of risks we face including tax risks and also assessing our ability to manage and mitigate risks that may occur through putting appropriate controls and actions in place and also reports the risk profile to the Risk Management Committee and onwards to our Board and the Audit and Risk Committee.

Across the Organisation, fraud, bribery, and corruption are not tolerated, and it is each employee’s responsibility to report any suspected acts of fraud, bribery or corruption or suspicious behaviour they encounter, this would include any tax concerns that are identified.

The internal control environment includes internal policies requiring all employees to act with integrity and maintain the highest ethical standards. These polices include the Code of Business Conduct, Anti- Fraud, Anti-Bribery and Anti-Corruption, Lobbying and Protected Disclosures policies. It also includes a comprehensive anti-fraud programme including anti-fraud policy, training and communication and a fraud response plan.

Management of tax compliance

The following principles are applied to maintain and improve tax compliance:

- Hiring of tax and accounting qualified personnel to manage the tax obligations of the company.
- Paying the right amount of tax and filing all necessary tax returns based on the tax laws, rules, and regulations. These returns and payments will be made in full and on time.
- Maintaining segregation of duties to ensure the preparation and review steps in filing all tax returns are completed independently.
- Training and support provided to all non-tax qualified personnel with responsibilities for tax required information to ensure that they have the skills, technical expertise, and knowledge to effectively and accurately fulfil tax responsibilities and perform to the best of their abilities.

- Ensuring key risk areas are monitored and material risks minimised by adhering to strict controls to ensure material compliance with all applicable tax laws, rules, and regulations.
- Engaging with the tax authorities and / or procuring the support of tax accounting firms where legislation is unclear or is subject to interpretation.

Assurance process

Following the review of our annual corporation and deferred tax workings the auditor issues a letter of compliance confirming the tax charges are materially correct and that statutory obligations of timely filing of corporation tax returns have been fulfilled. Such a letter was issued in respect of 2024.

Financial notes detailing our tax expense can be found in our [Annual Report](#).

Relationships with Tax Authorities

We have an open and transparent relationship with all tax authorities, working to maintain and improve good tax corporate governance. We have signed up to the Co-operative Compliance Framework (CCF) with Irish Revenue.

The CCF is designed to promote open communication between Irish Revenue and larger taxpayers, reflecting the mutual interest in being accurate about tax liabilities. This provides for a relationship based on trust and cooperation between Irish Revenue and large businesses where both parties work together to achieve the highest possible level of tax compliance.

Financial performance

We delivered a strong financial performance in 2024, generating earnings before interest, tax, depreciation and amortisation (EBITDA) of €323m (2023: €273m), a profit before tax of €165m and operating cashflows of €354m enabling the delivery of €188m of capital investments during the year.

The strong performance for the year was principally driven by higher transportation tariffs, reflective of the continuing requirement to operate, maintain and invest in a safe, reliable, secure and resilient network. In addition, the solid performance follows lower profitability outcomes, particularly in 2021 and 2022, driven by the unprecedented market volatility for wholesale gas prices.

In September 2024, we successfully completed a €300 million Corporate Bond issuance at a 3.25% coupon rate. This represented a strong endorsement from the investment community and reflects their continued confidence in Gas Networks Ireland. In December 2024, we

redeemed €164 million of the 2026 Eurobond, resulting in a redemption gain of €4 million.

Gas Networks Ireland maintained its credit rating investment grade of A2 with Moody's and A+ with S&P in 2024. These strong credit ratings enable Gas Networks Ireland to access a diverse range of competitively priced funding sources.

The financial outcome for the year and our robust financial metrics will enable Gas Networks Ireland to continue to invest in critical infrastructure on our gas network to support energy security while transforming to deliver on Ireland's decarbonisation ambitions.

Return to the Shareholder:

We made a dividend payment of €44m to the Exchequer

State support:

We paid €158m in Irish tax & €31m in business rates

Employees:

We paid €74m in wages, salaries and other employee benefits

Supply chain:

72% of Goods and Services procured form Irish Suppliers
€269m of Goods and Services procured from Irish Suppliers

Global Reporting Initiative (GRI) content list

GRI standard	Disclosure required of GRI		Disclosure or section where disclosure is provided
GRI 101: Foundation 2016 – General Disclosures			
1. Reporting principles	Organisational profile		
	1.1: Stakeholder inclusiveness - The reporting organization shall identify its stakeholders and explain how it has responded to their reasonable expectations and interests.	Actions for sustainability, Stakeholder engagement, Double materiality assessment	
	1.2: Sustainability context - The report shall present the reporting organization's performance in the wider context of sustainability.	CEO's introduction, Actions for sustainability, Double materiality assessment	
	1.3: Materiality - The report shall cover topics that: - reflect the reporting organization's significant economic, environmental, and social impacts; or - substantively influence the assessments and decisions of stakeholders	Actions for sustainability, Stakeholder engagement, Double materiality assessment	
	1.4: Completeness - The report shall include coverage of material topics and their boundaries, sufficient to reflect significant economic, environmental, and social impacts, and to enable stakeholders to assess the reporting organization's performance in the reporting period.	Double materiality assessment, Environment, Social, Governance	
	1.5: Accuracy - The reported information shall be sufficiently accurate and detailed for stakeholders to assess the reporting organization's performance	Our sustainability achievements, Key performance indicators	
	1.6: Balance - The reported information shall reflect positive and negative aspects of the reporting organization's performance to enable a reasoned assessment of overall performance.	Our history and sustainability journey, Environment, Social, Governance, Risk management	
	1.7: Clarity - The reporting organization shall make information available in a manner that is understandable and accessible to stakeholders using that information.	Table of contents, Navigation elements, Report structure	
	1.8: Comparability - The reporting organization shall select, compile, and report information consistently. The reported information shall be presented in a manner that enables stakeholders to analyse changes in the organization's performance over time, and that could support analysis relative to other organizations.	Table of contents, Navigation elements, Environment, Social, Governance	
	1.9: Reliability - The reporting organization shall gather, record, compile, analyse, and report information and processes used in the preparation of the report in a way that they can be subject to examination, and that establishes the quality and materiality of the information.	Actions for sustainability, Our sustainability achievements, Key performance indicators, Double materiality assessment, Key projects and investments	
	1.10: Timeliness - The reporting organization shall report on a regular schedule so that information is available in time for stakeholders to make informed decisions.	Our sustainability report is published annually	

GRI standard	Disclosure required of GRI	Disclosure or section where disclosure is provided
GRI 102: General disclosures 2016	102-1 Name of the organization	Gas Networks Ireland
	102-2 Activities, brands, products, and services	Our purpose, vision and story
	102-3 Location of headquarters	Our headquarters are based in Gasworks Road, Cork, T12 RX96
	102-4 Location of operations	Our purpose, vision and story
	102-5 Ownership and legal form	Our governance structure
	102-6 Markets served	Our purpose, vision and story
	102-7 Scale of the organization	Our purpose, vision and story, Employee statistics, Customer
	102-8 Information on employees and other workers	Our purpose, vision and story, Employee statistics
	102-9 Supply chain	Supply chain, Governance, ethics and integrity
	102-10 Significant changes to the organization and its supply chain	Our purpose, vision and story, Supply chain
	102-11 Precautionary principle or approach	Risk management, Supply chain
	102-12 External initiatives	Renewable energy services, Climate change
	102-13 Membership of associations	GHG emissions generated by own activitiesMethane emissions performance, Renewable energy services, Social, Customers and end users, Supply chain, National policy and European affairs,
Strategy	102-14 Statement from senior decision-maker	CEO's introduction
	102-15 Key impacts, risks, and opportunities	Our strategic framework, Risk management, Key projects and investments
Ethics and integrity	102-16 Values, principles, standards, and norms of behaviour	Our strategic framework, Governance, ethics and integrity
	102-17 Mechanisms for advice and concerns about ethics	Governance, ethics and integrity
Governance	102-18 Governance Structure	Our governance structure
	102-19 Delegating authority	Our governance structure
	102-20 Executive-level responsibility for economic, environmental, and social topics	Our governance structure
	102-21 Consulting stakeholders on economic, environmental, and social topics	Double materiality assessment, Stakeholder engagement

GRI standard	Disclosure required of GRI	Disclosure or section where disclosure is provided
Stakeholder Engagement	102-40 List of stakeholder groups	Stakeholder engagement
	102-41 Collective bargaining agreements	Collective bargaining and labour management relations
	102-42 Identifying and selecting stakeholders	Stakeholder engagement
	102-43 Approach to stakeholder engagement	Stakeholder engagement
	102-44 Key topics and concerns raised	Stakeholder engagement
Reporting practice	102-45 Entities included in the consolidated financial statements	Refer to Annual Report, Financial Performance
	102-46 Defining report content and topic Boundaries	Double materiality assessment
	102-47 List of material topics	Double materiality assessment
	102-48 Restatements of information	No restatement of the 2023 report was made.
	102-49 Changes in reporting	There are no significant changes in the list of material topics and topic boundaries compared to previous reporting periods.While Biodiversity and Water were found to be not material during our Double Materiality Assessment, we have opted to continue to report on same.
	102-50 Reporting period	The reporting period covered in this report is January 2024 to December 2024.
	102-51 Date of most recent report	Our most recent sustainability report covered the 2023 period. This report covers our 2024 performance.
	102-52 Reporting cycle	Our sustainability report is published annually.
	102-53 Contact point for questions regarding the report	Any queries related to this report can be sent to sustainability@gasnetworks.ie
	102-54 Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with GRI Standards: Core option.
	102-55 GRI content index	Appendices
	102-56 External assurance	Our 2024 Sustainability Report has not been externally assured.
Material topics		

GRI standard	Disclosure required of GRI	Disclosure or section where disclosure is provided
200 series (Economic topics)		
Economic performance		
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	CEO's introduction, Our sustainability achievements, Governance
	103-2 The management approach and its components	Governance, ethics and integrityGovernance, ethics and integrity
	103-3 Evaluation of the management approach	Governance, ethics and integrityGovernance, ethics and integrity, Key performance indicators
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	Governance, Community impact, Refer to Annual Report, Financial Performance
Indirect economic impacts		
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	CEO's introduction, Our sustainability achievements, Governance
	103-2 The management approach and its components	Governance, ethics and integrityGovernance, ethics and integrity
	103-3 Evaluation of the management approach	Governance, ethics and integrityGovernance, ethics and integrity, Key performance indicators
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	CEO's introduction, Resilient energy network, Innovation
	203-2 Significant indirect economic impacts	CEO's introduction
Tax		
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	Taxation policies
	103-2 The management approach and its components	Taxation policies
	103-3 Evaluation of the management approach	Taxation policies
GRI 207: Tax 2019	207-1 Approach to tax	Taxation policies
	207-2 Tax governance, control, and risk management	Taxation policies
	207-3 Stakeholder engagement and management of concerns related to tax	Relationships with Tax Authorities

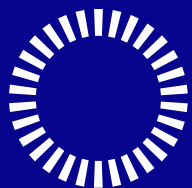
GRI standard	Disclosure required of GRI	Disclosure or section where disclosure is provided
300 series (Environmental topics)		
Energy		
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	Climate change, Renewable energy services. Resilient energy network
	103-2 The management approach and its components	Renewable energy services, Climate change
	103-3 Evaluation of the management approach	Renewable energy services, Climate change, Key performance indicators
GRI 302: Energy 2016	302-3 Energy intensity	Renewable energy services, Climate change
	302-4 Reduction of energy consumption	Renewable energy services, Climate change
Water		
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Circular economy and resource use
	103-2 The management approach and its components	Circular economy and resource use
	103-3 Evaluation of the management approach	Circular economy and resource use
GRI 303: Water and effluents 2018	303-5 Water consumption	Circular economy and resource use
Biodiversity		
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Biodiversity and ecosystems, Biodiversity and ecosystems
	103-2 The management approach and its components	Biodiversity and ecosystems, Biodiversity and ecosystems
	103-3 Evaluation of the management approach	Biodiversity and ecosystems, Biodiversity and ecosystems, Key performance indicators
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	Biodiversity and ecosystems, Biodiversity and ecosystems
Emissions		

GRI standard	Disclosure required of GRI	Disclosure or section where disclosure is provided
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	GHG emissions generated by own activities
	103-2 The management approach and its components	GHG emissions generated by own activities
	103-3 Evaluation of the management approach	GHG emissions generated by own activities, Key performance indicators
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	GHG emissions generated by own activities
	305-2 Energy indirect (Scope 2) GHG emissions	GHG emissions generated by own activities
	305-3 Other indirect (Scope 3) GHG emissions	GHG emissions generated by own activities
	305-4 GHG emissions intensity	GHG emissions generated by own activities
Effluents and waste		
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Circular economy and resource use
	103-2 The management approach and its components	Circular economy and resource use
	103-3 Evaluation of the management approach	Circular economy and resource use
GRI 306: Waste and effluents 2016	306-2 Management of significant waste-related impacts	Circular economy and resource use
Environmental Compliance		
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Integrated management systems, Environment
	103-2 The management approach and its components	Integrated management systems, Key performance indicators
	103-3 Evaluation of the management approach	Integrated management systems
GRI 307: Environmental compliance 2016	307-1 Non-compliance with environmental laws and regulations	Environmental performance
400 series (social topics)		
Employment		

GRI standard	Disclosure required of GRI	Disclosure or section where disclosure is provided
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Own workforce
	103-2 The management approach and its components	Own workforce
	103-3 Evaluation of the management approach	Own workforce
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employee statistics
	401-3 Parental leave	Employee benefits, Employee statistics
Labour/ management relations		
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Own workforce
	103-2 The management approach and its components	Own workforce
	103-3 Evaluation of the management approach	Own workforce
GRI 402: Labour/ management relations 2016	402-1 Minimum notice periods regarding operational changes	Collective bargaining and labour management relations
Occupational health and safety		
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Worker safety, Safety, sustainability and people committee
	103-2 The management approach and its components	Worker safety
	103-3 Evaluation of the management approach	Worker safety, Key performance indicators

GRI standard	Disclosure required of GRI	Disclosure or section where disclosure is provided
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	Safety management system
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety awareness
	403-3 Occupational health services	Worker safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Worker Participation, Consultation and Communication
	403-5 Worker training on occupational health and safety	Worker Training on Worker safety
	403-6 Promotion of worker health	Worker safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Risk management, Worker safety
	403-8 Workers covered by an occupational health and safety management system	Safety management system
	403-9 Work-related injuries	Safety performance metrics
Training and education		
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Own workforce
	103-2 The management approach and its components	Own workforce
	103-3 Evaluation of the management approach	Own workforce
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	Employee development, Key performance indicators
	404-3 Percentage of employees receiving regular performance and career development reviews	Performance reviews
Diversity and equal opportunity		
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Diversity, equity and inclusion
	103-2 The management approach and its components	Diversity, equity and inclusion
	103-3 Evaluation of the management approach	Diversity, equity and inclusion, Key performance indicators
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity, equity and inclusion
Local communities		

GRI standard	Disclosure required of GRI	Disclosure or section where disclosure is provided
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Community impact
	103-2 The management approach and its components	Community impact
	103-3 Evaluation of the management approach	Community impact, Key performance indicators
GRI 413: Local communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	Community impact
Customer health and safety		
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Customer and public health and safety
	103-2 The management approach and its components	Customer and public health and safety
	103-3 Evaluation of the management approach	Customer and public health and safety
GRI 416: Customer health and safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Downstream gas incidents and non-compliances
Customer privacy		
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	Data protection and customer privacy
	103-2 The management approach and its components	Data protection and customer privacy
	103-3 Evaluation of the management approach	Data protection and customer privacy
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data protection and customer privacy



Gas
Networks
Ireland

The main contact details for
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General Enquiries

1800 464 464

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