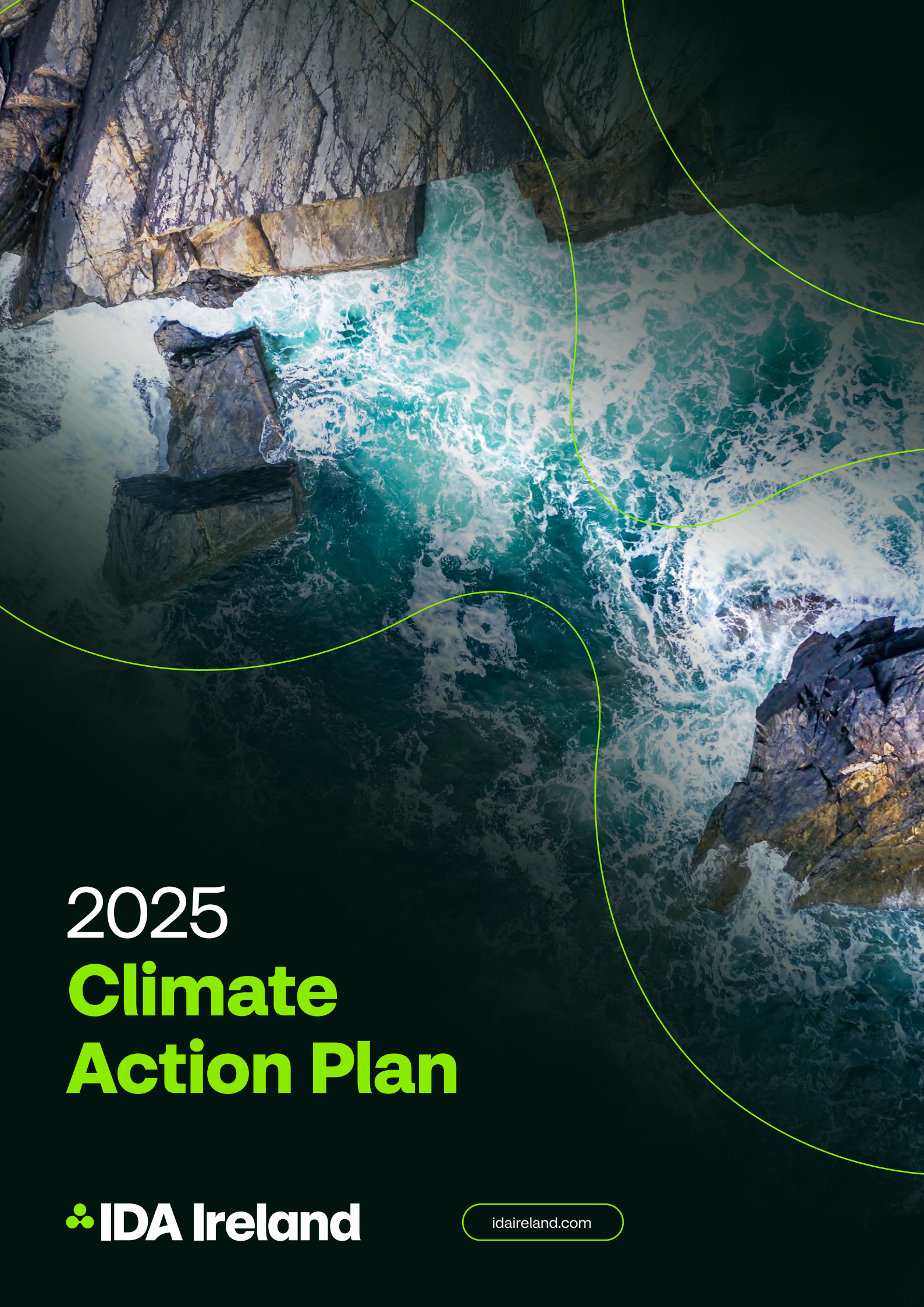




2025 **Climate Action Plan**

Contents

Foreword from IDA Ireland's CEO	3
1. Introduction	4
1.1 Background to IDA Ireland	4
1.2 Progress to Date	6
2. Our People - Leadership and Governance	10
2.1 Leadership Commitment	10
2.2 Governance Structure for Climate and Sustainability	10
2.3 Green Team Structure	11
3. Our People - Engaging our staff	12
3.1 Staff Training Plans	13
4. Our Targets	14
4.1 Carbon Emissions	14
5. Charting our Progress Towards Energy Efficiency	15
6. Our Wider Climate Action Ambitions	23
Appendix 1 – Detailed Gap-to-Target Analysis	25

Foreword from IDA Ireland's CEO

Taking responsibility for our environmental impact and doing all we can to address that impact remains as critical as ever. Recognising this imperative and that climate action is essential to safeguarding Ireland's long-term resilience and global reputation, sustainability and decarbonisation are central to IDA Ireland's corporate strategy, *Adapt Intelligently: A Strategy for Sustainable Growth & Innovation 2025-2029*.

As we continue to support our clients in decarbonising and delivering sustainability initiatives across their operations in Ireland, we aim to position ourselves as leaders who together will drive meaningful progress and impactful change for our communities, our clients and the wider environment. We will make a key contribution to Ireland's development as a frontier location for green powered enterprises, partnering with clients to achieve their own climate action goals while also identifying new green investment opportunities.

IDA Ireland is making real strides in delivering on the ambitious targets set out in our Climate Action Plan. Our team demonstrates remarkable dedication, collaboration and innovation to ensure that we not only meet our commitments but also set an example for others to follow.

I'm very pleased that to date our organisation has achieved a 48.6% improvement in energy efficiency and a 49.2% reduction in our total carbon emissions. These are milestones that reflect the collective effort of every individual across our organisation and, to hold steady on this trajectory, we are committed to embedding sustainability into every facet of our operations.

The climate crisis however challenges us to do more, to innovate further and to embed sustainability deeper into the core of our operations. By investing in leadership; integrating renewable solutions; pursuing best practices in green procurement; reducing waste throughout our business; and ensuring robust governance we aim to position IDA Ireland at the forefront of responsible business practices, setting a powerful example both nationally and internationally.

Michael Lohan
Chief Executive | IDA Ireland



1. Introduction

IDA Ireland's 2025 to 2029 strategy, 'Adapt Intelligently: A Strategy for Sustainable Growth and Innovation' details decarbonisation and sustainability as strategic objectives for IDA in the coming years. The green and digital transition is gathering pace, presenting both a global challenge and an opportunity. Sustainable energy, the decarbonisation of industry, and the development of low carbon technologies will drive growth in the Irish economy.

IDA Ireland's Climate Action Plan prioritises actions to deliver our 2030 Scope 1 and Scope 2 efficiency and decarbonisation targets as set out in the Public Sector Climate Action Mandate, and it looks to the future beyond 2030.

Our emissions reduction projects are consistent and aligned with best practice. Our plan to deliver on goals and objectives is ambitious, it builds on work already completed and sets out long term goals across the organisation.

Our annual Climate Action Plan reports on progress made, updates actions, and adopts new initiatives over time.

1.1 Background to IDA Ireland

IDA Ireland is the Irish Government's inward investment promotion agency. We are a non-commercial autonomous statutory agency with responsibility to contribute to Ireland's economic development through the promotion of inward investment in the economy. IDA Ireland provides comprehensive support for new and established businesses to expand their operations in Ireland, to invest in talent development, to collaborate with Ireland's research and development community and to transform business through digitalisation and sustainability.

Over the past 75 years, Ireland has won significant foreign direct investment (FDI) projects into Ireland across many industry sectors such as life sciences, technology, financial services and engineering. Today, we work with more than 1,800 multinational clients who employ over 300,000 people directly and approximately 240,000 people indirectly throughout Ireland.

IDA Ireland's vision and purpose reflect our ambition to be an extraordinary partner for our clients, those already established here and those still to establish operations in Ireland, and to make a meaningful social and economic impact for the people of Ireland.





Our Vision

We want to be the world's best investment promotion agency, offering extraordinary opportunities to global companies.



Our Purpose

We want to cultivate sustainable global FDI partnerships, delivering economic opportunity and success for the people of Ireland.



Our Values

The IDA Ireland team is the vital asset to our mission and goals, and our clients value them highly. Our four key values, "Enterprising, Inclusive, Resourceful and Empowering", reflect who we are and how we will achieve our purpose and deliver our vision.



Our Team

IDA Ireland has 396 staff members globally. Our global headquarters is located in Three Park Place, Upper Hatch Steet, Dublin 2, D02 FX65. Ireland's regional headquarters is in IDA Business and Technology Park, Athlone, Co. Westmeath.



Our Buildings

IDA Ireland owns our regional HQ building in Athlone and we share five offices with Enterprise Ireland in Cork, Waterford, Galway, Dundalk and Letterkenny. Our largest office is our global headquarters at Three Park Place, Dublin. We have a 25-year lease over the period 2019 – 2044, with 10,433 square metres. In the same building, IDA Ireland sub-leases 4,733 square meters office space to Sustainable Energy Authority of Ireland, Taighde Éireann-Research Ireland (previously Science Foundation Ireland) and Marine Institute Ireland.

Additionally, to complement Ireland's Foreign Direct Investment proposition, IDA Ireland is the owner and manager of Business and Technology Parks and Strategic Sites. These properties and assets are dedicated to industry use, with buildings and offices leased or owned by IDA Ireland and Enterprise Ireland clients or other industry users.

IDA Ireland does not own or operate any company vehicles.



Our Climate Targets and Commitment

IDA Ireland expects to meet and will plan to exceed the requirements of the Public Sector Climate Action Mandate. Our Executive Leadership team has approved this Climate Action Plan, which is reviewed and updated annually.

The Public Sector Climate Action Mandate sets emissions reduction and energy efficiency targets for public bodies which includes IDA Ireland.

- ✓ Achieve a **50% increase** in the improvement of energy efficiency by 2030 (2009 baseline).
- ✓ Achieve a **51% reduction** in energy related GHG emissions by 2030 (2016-2018 baseline).
- ✓ Achieve a **net zero energy-related** emissions target by 2050 at the latest.

Together with these targets, and inclusive of Ireland's 2030 national grid decarbonisation goals, SEAI has modelled a 75% 'total carbon reduction' target, to be achieved by 2030.

SEAI's Monitoring and Reporting data trends show IDA making significant progress in improving our energy efficiency and reducing our total carbon emissions, and from our 2024 data, we are on course to meet the targets set out in the public sector mandate.

1.2 Progress to Date

Projects Completed to Date

Since the energy efficiency baseline year of 2009, IDA has actively worked to increase our energy efficiency across the organisation. These projects included:



Incorporating operational efficiency upgrades across our regional offices (Sligo, Athlone, Waterford, Galway).



Relocated global headquarters from Wilton Park House, Dublin 2 to Three Park Place, Dublin 2 (LEED Platinum building), in 2019.



Upgrading LED public lighting across all our business parks.

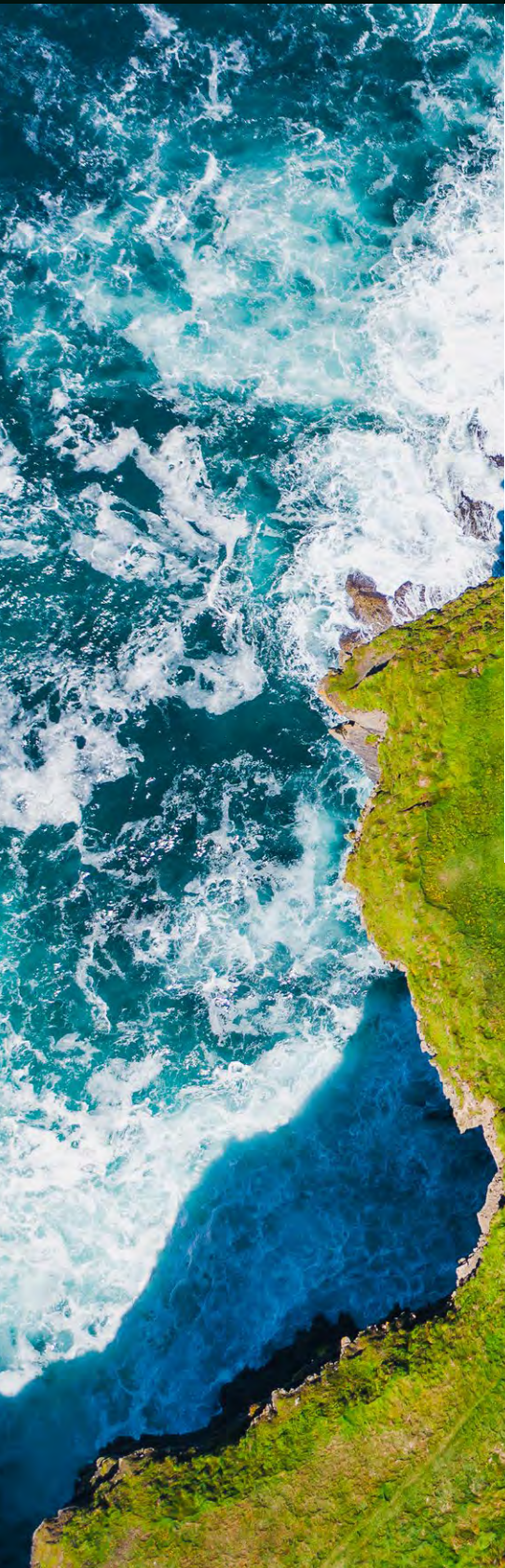


Our Energy Efficiency

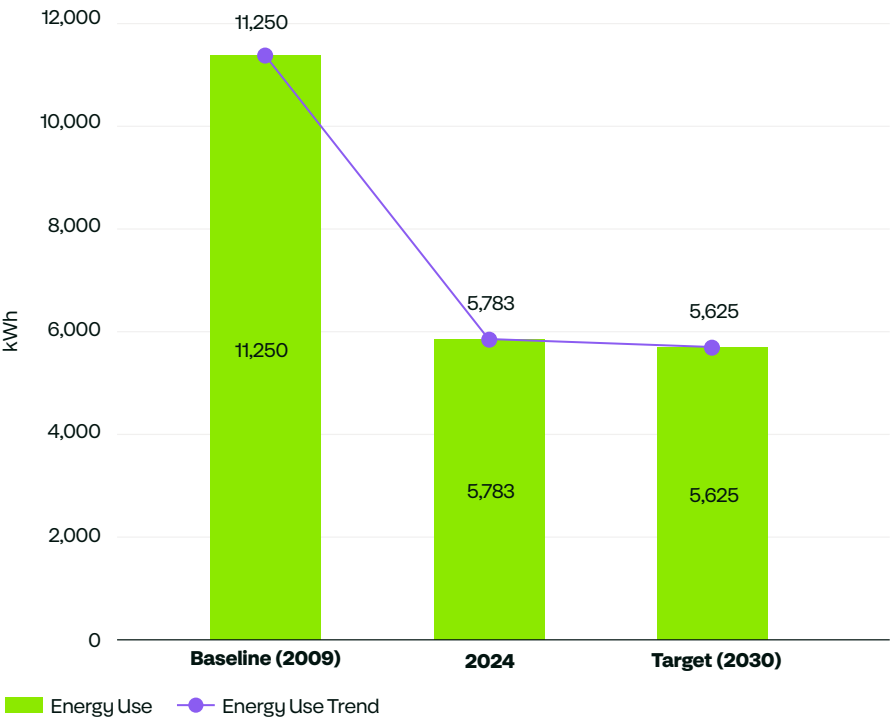
IDA's energy use in 2009 was 11,250 kWh; reducing in 2024 to 5,783 kWh. The table on the right shows our energy use for our baseline year (2009), 2024 and our 2030 target. IDA has delivered a 48.6% improvement in energy efficiency to date, compared to our 2009 baseline. We need to improve our energy efficiency by an additional 1.4% to achieve the 2030 target.

	Baseline (2009)	2022 (kgCO ₂)	Target (2030) (kgCO ₂)	Percentage Improvement
Energy Use (Scope 2)	11,250	5,783	5,625	48.6%

The data above is detailed in the following graph which shows a visual representation of our energy efficiency improvements with our baseline (2009), 2024 progress and 2030 target.



Energy Efficiency Improvement to 2030



Our Fossil Fuel Emissions

IDA's fossil fuel emissions were 162,026 kgCO₂ in our baseline year. By 2024, our fossil fuel emissions reduced to 100,124 kgCO₂. The table on the right shows our fossil fuel emissions for our baseline year (average 2016-2018), 2024 and our 2030 target.

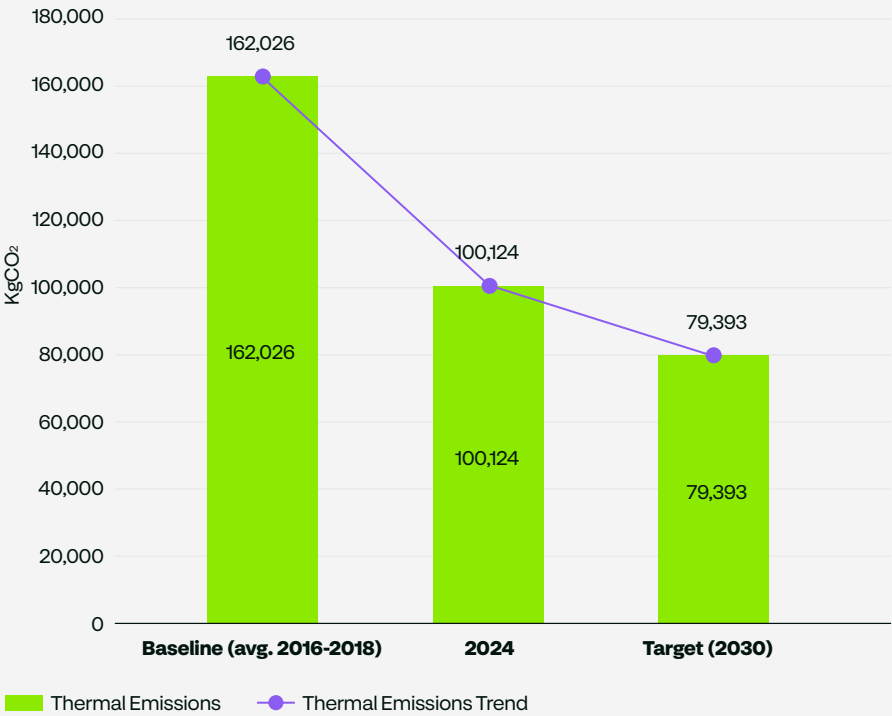
Our fossil fuel emissions reduced by 38.2% compared to our baseline year across our office network in Ireland. We need to reduce our fossil fuel emissions by an additional 12.8% to achieve the 2030 target.

Fossil Fuel Emissions	Baseline (avg. 2016-2018)	2024 (kgCO ₂)	Target (2030) (kgCO ₂)	Percentage Improvement
Thermal Emissions (Scope 1)	162,026	100,124	79,393	38.2%

The data above is detailed in the following graph which shows a visual representation of our fossil fuel emissions for our baseline year, 2024 progress and 2030 target.



Thermal Emissions Progress to 2030



Our Total Carbon Emissions

Inclusive of Ireland’s 2030 national grid decarbonisation goals, SEAI has modelled a 75% ‘total carbon reduction’ target, to be achieved by 2030. To date, our total carbon emissions have reduced by 49.2% compared to our baseline. We need to reduce our total carbon emissions by an additional 25.8% to achieve the 2030 target.

The table on the right shows IDA’s total carbon emissions baseline (average 2016 – 2018), our total carbon emissions in 2024 and our 2030 total carbon emissions target. This is separated further into our thermal emissions and electricity emissions.

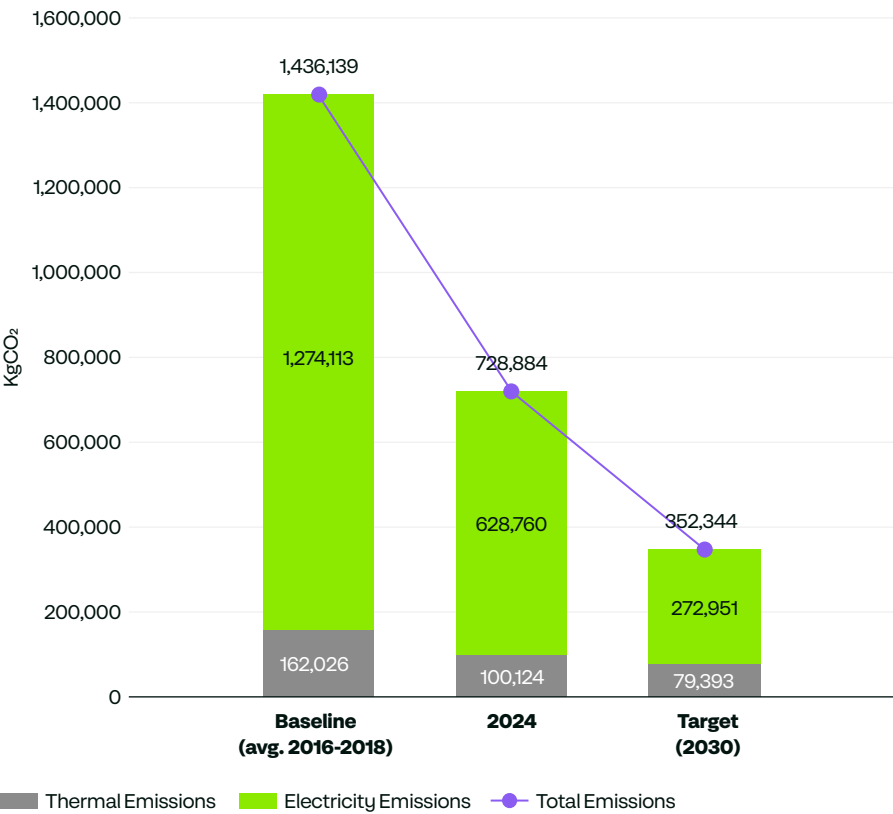
Carbon Emissions	Baseline (avg. 2016-2018) (kgCO ₂)	2024 (kgCO ₂)	Target (2030) (kgCO ₂)	Percentage Improvement
Thermal Emissions (Scope 1)	162,026	100,124	79,393	38.2%
Electricity Emissions (Scope 2)	1,274,113	628,760	272,951	50.7%
Total Emissions (Scope 1 + Scope 2)	1,436,139	728,884	352,344	49.2%

The data above is also detailed in the following graph which shows a visual representation of the breakdown of our total carbon emissions with our baseline, 2024 progress and 2030 target.



We expect to continue to make good progress in reducing our total carbon emissions through 2025 and beyond as a result of the energy efficiency and decarbonisation upgrade and retrofit project progressed in our Sligo office in 2024 (in line with lease commitments) and through operational efficiencies gained in our Dublin headquarters office.

Carbon Emissions Reduction to 2030



2. Our People – Leadership and Governance

2.1 Leadership Commitment

IDA Ireland’s Executive Leadership recognise that climate action is central to Ireland’s competitiveness and attractiveness for foreign direct investment. This link between sustainability and competitiveness was a common theme throughout IDA’s strategy development process in 2024.

Decarbonisation and sustainability were identified as strategic imperatives and IDA Ireland’s Leadership team is wholly committed to driving organisation-wide climate action initiatives that will deliver sustainable and positive environmental impact; deliver on our sustainability targets; position us to meet our regulatory obligations; and foster a culture of environmental stewardship and innovation to the benefit of our organisation, clients and communities we serve.

IDA’s 2025-2029 strategic focus on sustainability, as part of the wider transformation agenda, builds on the progress made in recent years in response to the increase of client and national policy emphasis on climate action. As part of this commitment, IDA aims to support our client companies in achieving a 35% reduction in carbon emissions by 2030. IDA has placed a dual focus on supporting the installed FDI base to decarbonise, while also supporting companies to reduce and avoid carbon associated with new investments in Ireland.

To accelerate this ambition, a dedicated Sustainability team was established in 2024 to strengthen collaboration with clients and help embed sustainability into our client companies’ investment planning through customised decarbonisation and sustainability strategies.

Internally, IDA has invested in upskilling our teams and embedding sustainability expertise across operations, client transformation and overseas engagement.

2.2 Governance Structure for Climate And Sustainability

IDA Ireland’s Climate Action Plan puts in place ambitious goals with challenging actions and initiatives to be delivered incrementally and progressively, year on year, between now and 2030. IDA Ireland’s Executive Leadership Team fully support these goals.

The design, development and implementation of our Climate Action Plan is led by IDA Ireland’s Climate and Sustainability Champion, and supported by a ‘Green Team,’ comprised of Divisional and Department managers.

	Leadership Team
Head of Client Transformation	
Head of Facilities	
Head of Property	
Head of Sustainability	
Climate Action Plan Manager	

	Support Team
Organisation Development	
Communications	
Corporate Services	
Financial Management	



Governance Responsibilities

- Established and resourced a 'Green Team' to report into IDA's Executive Leadership team on climate and sustainability actions and initiatives.
- Nominated a member of the Executive Leadership team as the Climate and Sustainability Champion with responsibility for implementing and reporting on the Public Sector Mandate.
- Incorporating appropriate climate action and sustainability training into learning and development strategies for all staff members.

- Continue to organise staff workshops to engage on climate issues and decreasing the organisation's carbon footprint.
- Conducting climate action leadership training for all senior management and members of IDA Ireland's Board.

Our 'Green Team' has responsibility to lead, manage and implement the goals, objectives and targets set out in the organisation's Climate Action Plan. To support our 'Green Team' to carry out their responsibilities, we have put in place a Terms of Reference for the 'Green Team' which includes:

- Monitoring progress towards delivery of the targets in our Climate Action Plan and providing support to relevant Divisions in achieving them.

- Incorporating and implementing the actions (updated annually) as outlined in the Public Sector Climate Action Mandate into our own Climate Action Plan.
- Supporting IDA's People and Leadership in embedding a Sustainability ethos across all areas of business.

2.3 Green Team Structure

The 'Green Team' is responsible for implementing the goals and objectives of IDA Ireland's Climate Action Plan and delivery of all Public Sector Climate Action Mandate targets. The structure of the 'Green Team' is as follows:

Members of IDA's Green Team

Position	Name	Roles and Responsibilities
Divisional Manager, Client Transformation	Matt Kennedy	Chair and Climate and Sustainability Champion
Divisional Manager, Corporate Services, Global Communications, IT and Facilities	Shane Nolan	Global Facilities, IT and Travel Policy
Global Facilities Manager	Gareth Sheehan	Facilities and Energy Management
Divisional Manager, Property, Regions and Enterprise Development	Deirdre O'Connor	Property and Regions
Department Manager, Property	Sarah O'Connell	Property
Department Manager, Sustainability	Ian O'Hora	Sustainability
Sustainability Manager, Sustainability	Brendan Fay	Sustainability

Support Members of IDA's Green Team

Position	Name	Roles and Responsibilities
Department Manager, Global Communications and Marketing	Paul Bailey	Communications and Publishing
Department Manager, Corporate Services	Síle Murray	Public Procurement
Department Manager, HR and Organisation Development	Ronna Doocey	Organisation Training
Department Manager, Financial Management	Regina Gannon	Travel and Budget Reporting

3. Our People – Engaging our staff

We continue to work across all parts of IDA, with all teams, empowering our staff to make a difference in the way we work, how we support our clients and ensuring knowledge and talent is core to our business. Engaging and educating our employees on the importance of sustainability and building a culture of environmental responsibility through training programmes and awareness campaigns is a high priority for the organisation.



Adding technical, behavioural and green procurement training into learning and development programmes for all staff.

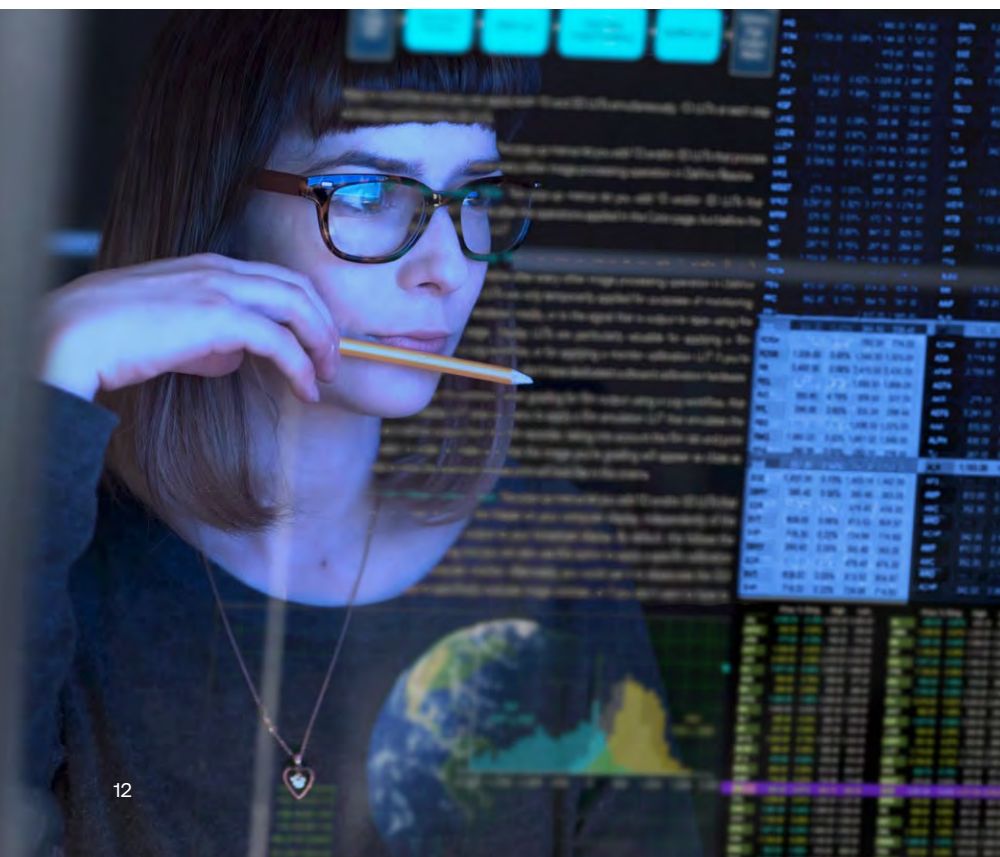


Ensuring the senior leadership of IDA Ireland is regularly briefed on climate action developments, and training for IDA's management and Board members is completed in line with public sector requirements.



Organising staff workshops to engage on climate issues, including a focus on decreasing IDA Ireland's carbon footprint.

- The organisation organises multiple events during 'EU UNSDG week' which includes activities on biodiversity, circularity and waste, water and smart cities.
- Our progress against targets and our climate action activities are highlighted at our annual conferences and mid-year reviews.
- Produce a quarterly newsletter highlighting the work and investments made by clients to deliver positive environmental impact across key headings including decarbonisation, circular economy & waste, water and biodiversity.
- Deliver workshops for our client facing teams to support clients to increase sustainability skills, implement talent development and training programmes and to progress RD&I projects through a sustainability lens; and to target new green economy investments.



3.1 Staff Training Plans

The organisation delivers training across three areas:



Delivering staff engagement workshops throughout the year and focussing on supporting knowledge development, and building capability across the organisation.



Incorporating climate action and sustainability training into colleagues' ongoing learning and development programmes.



Delivering climate action leadership training to all senior management to upskill our leadership capability and to support our teams and client companies as they progress their decarbonisation journeys.



4. Our Targets

A priority of IDA is to deliver on the goals and objectives of our climate action plan and achieve the targets set out in Ireland's National Climate Action Plan and Public Sector Climate Action Mandate.



Reduce

our energy related GHG emissions by 51% by 2030.



Improve

energy efficiency within our organisation by 50% by 2030.



Achieve

a net zero energy-related emissions target for 2050 at the latest.

4.1. Carbon Emissions

Our Baseline for Carbon Emissions Reporting

The baseline we use for our carbon emissions reporting is the average of years 2016 to 2018. Our carbon emissions are reported via SEAI's Monitoring and Reporting (M&R) system.

Emissions Trends to the 2030 Targets

SEAI's Gap-to-Target modelling projects IDA's total carbon emissions for 2030 to be 352,344 kgCO₂ achieved through operational efficiency upgrade projects and initiatives, and supported by the decarbonisation of the electricity grid over the next five years. SEAI's modelled projections show IDA trending to achieve the 75% total carbon emissions reduction target with a 49.2% reduction achieved to date (see appendix 1).

IDA has no plans to increase the use of fossil fuel and will continue to proactively implement decarbonisation projects to reduce our fossil fuel emissions by 51% by 2030. To achieve our target, we need to cut an additional 20,731 kgCO₂ (12.8%) fossil fuel from our office portfolio by 2030. We will continue to engage with our landlord in our Dublin headquarters building to reduce our fossil fuel emissions over the course of the next five years.

Appendix 1 provides details of IDA Ireland's Gap-to-Target analysis which shows our trajectory towards our 2030 mandated targets for both our fossil fuel and total carbon emissions reductions. This data shows that IDA is trending to meet our 2030 mandated targets.

5. Charting our Progress Towards Energy Efficiency

Current Projects

Buildings

IDA Ireland operates out of ten office buildings in Ireland: our headquarters in Dublin and nine regional offices across the country. We own our regional headquarters building in Athlone and we share five office buildings with our sister agency, Enterprise Ireland, who own four of the five buildings. We lease our remaining offices including our Dublin headquarters.

In 2019, we relocated our headquarters from Wilton Park House, Dublin 2 to Three Park Place, Dublin 2. Three Park Place is a LEED Platinum building; and some of its features include rainwater harvesting and solar PV panels on the roof, complete building insulation, energy efficient lighting and its proximity to public transport.





Meeting the Public Sector Climate Action Mandate

IDA Ireland ensures all our buildings continue to comply with the requirements as set out in the legislation. IDA's Facilities Department plans to place Display Energy Certificates (DEC) in all our office buildings in Ireland, where required. We are also in the process of completing an overview of our stage 1 building stock plan in Ireland and have identified our Dublin headquarters as the largest energy user in our office portfolio.

Through our Facilities and Property Divisions, we are updating procurement and design procedures to comply with non-fossil fuel heating in new builds and office refurbishments. This process began in 2023 with the upgrade of our Waterford and Galway office buildings and continued through 2024 with the operational efficiency upgrades of our Athlone and Sligo offices (see more details below).

Embracing Climate Action Goals

IDA continues to review the carbon footprint of our property solutions to minimise impact in line with the Public Sector Climate Action Mandate and we will retrofit existing build stock, where required.

IDA's property portfolio extends beyond buildings, to Business & Technology Parks, Strategic Sites and Industrial Estates. Within this portfolio, IDA is responsible for the installation and maintenance of the public lighting network and any pumping stations.

As part of our Business and Technology park upgrades, we have 25 public lighting and one treatment plant project underway as of the start of 2025. Our Mobility Management initiative includes eight active travel projects, one bus connection and depot, and three pedestrian walkways and cycleway projects in the pipeline.

Within our office network, we continue to reduce our carbon emissions and improve energy efficiencies in line with mandated targets.

Completed refurbishment projects include:

- ✓ **Sligo office building**
– upgraded building including installation of heat pumps (eliminating the use of LPG).
Status: completed in 2024.
- ✓ **Athlone office building**
upgraded with heat pumps installed (eliminating use of LPG). Solar PV panels installed on the roof.
Status: completed in 2024.
- ✓ **Waterford office building**
upgraded with heat pumps installed.
Status: completed in 2023.
- ✓ **Galway office building**
upgraded with heat pumps installed.
Status: completed in 2023.



Existing energy projects include:

- ✓ **Dublin headquarters building**
additional controls and zoning of existing HVAC system, supporting the reduction of heating and cooling energy use across our office floors, and increasing the sensor / BMS management controls across our office space.
Status: Ongoing.
- ✓ **Dublin headquarters building**
additional controls and zoning of existing lighting system and installation of an upgraded lighting control platform to reduce energy use across our office space.
Status: Ongoing.

Vehicles and Transportation

Our Dublin headquarters is located in Dublin 2 where staff have access to a range of public transport services. On the relocation of our headquarters from Wilton Park House to Three Park Place, we reduced the number of parking spaces for staff and visitors by approximately 66%.

As an organisation, IDA Ireland does not own any company vehicles and our staff members use public transport or their own vehicles for business travel. Where appropriate, we have installed EV charge points across our office network as part of the office refurbishment upgrades.

We continue to promote the use of public transport when travelling for business, as appropriate and we will continue to promote alternatives to car use, such as public transport, cycling or walking to and from work, where appropriate. IDA Ireland is committed to achieving the National Transport Authority's Smarter Travel Mark and will aim to achieve this by the end of 2025.

Future Actions

Reporting on Climate Action Activity in our Annual Report

IDA Ireland reports on the following items in our Annual Report:

- Greenhouse Gas emissions
- Implementation of the Climate Action Mandate
- Sustainability activities across the organisation
- Compliance with Circular 1/2020: Procedures for offsetting the emissions associated with official air travel.

We report annually on how we implement the Public Sector Climate Action Mandate requirements using SEAI's Public Sector Monitoring and Reporting system and have adopted a "comply and explain" approach, as required.

We are also progressing the following multiple activities to reduce our carbon footprint and increase energy efficiencies as set out in the Mandate.

Energy Management

IDA Ireland is:

- **Carrying out** energy management audits across our office network and will implement projects to improve energy efficiencies, as appropriate. We are reporting energy efficiencies across our office network annually via SEAI's M&R system.
- **Reviewing** SEAI's Energy Management Action Plan (EMAP) system to support us in increasing energy efficiencies across our global office network.
- **Reporting** on energy efficiency improvements across the organisation to our senior leadership team, as required.



Green Public Procurement

IDA Ireland is:

- **Implementing** Green Public Procurement in accordance with the EPA's Green Public Procurement Implementation Mandate as set out in the Buying Greener: Green Public Procurement Strategy and Action Plan 2024 to 2027 for all tenders including works, goods and services tenders.
- **Following** the Office of Government Procurement's online Green Public Procurement criteria search tool as a resource when drafting tenders.
- **Incorporating** Green Public Procurement training into Learning and Development programmes for staff members.
- **Striving** to measure the environmental and climate benefits achieved from applying green criteria in future procurements which is extremely important for our Property and Facilities departments.
- **Gathering** data on Green Public Procurement implementation and recording it in a system which we plan to implement.
- **Will adhere** to the new circular, which is replacing Circular 20/2019 and will be published by the Department of Public Expenditure, NDP Delivery and Reform in relation to new Green Public Procurement obligations which are included in the Green Public Procurement Strategy and Action Plan 2024 to 2027.

Construction Methods and Materials

- As per the Climate Action and Low Carbon Development (Amendment) Act 2021 IDA's Property and Facilities departments will specify low carbon construction methods and low carbon cement material as far as is practicable for procured construction and refurbishment projects in our tender processes.
- We are following best-practice guidelines for preparing resource and waste management plans by contractors for construction and refurbishment builds. This will form part of the procurement process for these projects.
- As part of our construction and refurbishment procurement processes, we will ensure that a minimum proportion of construction materials procured will comprise of recycled materials. We will follow the guidelines as set out in the Circularity Roadmap for the Construction Sector and the second Whole of Government Circular Economy Strategy which is due to be published in 2025.

Food Waste

- We are measuring and monitoring all food waste generated on IDA premises by using a standardised approach to food waste measurement as set out in the EPA Public Sector guidance.
- New contract arrangements for canteen and food services, including onsite events and conferences, include measures to address food waste with a specific focus on food waste prevention and food waste segregation which takes into account Ireland's commitment to reduce food waste by 50% by 2030.
- We work closely with our catering contractor and staff to minimise food waste across the organisation. We are progressing this by:
 - **Calculating** our food waste benchmark.
 - **Setting** annual targets to reduce food waste.
 - **Identifying** actions required to meet our food waste targets.
 - **Reporting** on food waste reduction annually via SEAI's M&R system.
- Our catering contractor is aware of the EPA's Food Waste Charter and we have encouraged them to sign up.
- IDA supports the National Stop Food Waste Day (held in March each year) and promotes this to staff to encourage the reduction of food waste. We also promote and share Stop Food Waste resources with IDA staff members.



Organic Food

- IDA has acknowledged 'organic food' as a new action in this year's public sector mandate and will put the required implementation plan in place, and outline our approach regarding this action item in our 2026 Climate Action Plan.

Water

- We provide drinking water through filtered taps for staff members and visitors across IDA's office network, where suitable.
- IDA Facilities measures and monitors our total water consumption across the organisation and is focussed on reducing water consumption, where feasible.
- IDA uses rainwater harvesting to capture water in our Dublin headquarters building.

ICT Equipment

- IDA recognises the procurement of 'ICT Equipment' as a new action in this year's public sector mandate and will draft an implementation plan regarding this new action item. We will outline our approach in relation to this item in our 2026 Climate Action Plan.

Paper

- We continually review our paper-based processes to assess opportunities for digitisation processes as our default approach. In 2023, our IT department launched a new CRM system which has eliminated numerous paper-based processes and we use an IT software tool for all Committee and Board meetings.
- We procure recycled paper as the default to meet our printing and photocopying requirements.
- We continue to measure and monitor paper consumption across the organisation.
- We measure paper waste by quantity and expenditure, such as wastepaper collected onsite for shredding, as appropriate.
- We report on our paper consumption annually via SEAI's M&R system.



Single Use

- IDA Ireland is seeking to eliminate single-use items across the organisation. Where this isn't possible, we have introduced 100% compostable cups, etc. in place of single-use items.
- We are also seeking to eliminate other single-use items within the organisation, and from events and conferences we organise, fund, or sponsor in Ireland and overseas, where feasible.
- As an organisation, we are focussed on reducing our overall consumption of single-use goods and services and we will avoid procuring any unnecessary single-use items.

Other Materials

- IDA supports Ireland's Producer Responsibility Initiatives in the collection and recycling of products.
- We use waste collection services that are segregated into a minimum of three streams which includes:
 - residual / general waste
 - recycling waste
 - organic / biowaste
- IDA supports our catering contractor to measure and monitor food waste generated and we will also track waste generation in the following areas of the business:
 - general waste
 - dry recyclables
 - organic waste
 - waste electrical and electronic equipment
- IDA Facilities will work with our service contractors to set out plans to progressively reduce all waste generation across our organisation.

Energy-Related Products

- For all procured tenders related to energy-related products, heating equipment, and indoor and outdoor lighting, IDA will require tenderers to specify environmentally sustainable options for these products and their components at the end of their life cycle. This includes options for reuse, repair and recycling.
- IDA's Procurement team will engage with relevant IDA departments in the procurement of these tenders to ensure that the related tender documentation has set out this requirement for these products.
- IDA's Procurement department will ensure that relevant departments across the organisation procure Triple E registered products or equivalent.

Cleaning Services

- For all procured tenders related to indoor cleaning services, IDA will require tenderers to specify the training which will be put in place to ensure that all staff involved in the delivery of the cleaning contract have the knowledge and skills to apply cleaning methods which will reduce the environmental impact of the services.
- IDA's Procurement department will track the procurement of indoor cleaning services to ensure that the relevant tender documentation has set out this requirement.



6. Our Wider Climate Action Ambitions

As an organisation, IDA Ireland constantly strives to implement climate initiatives across our business in line with the UN's Sustainable Development Goals and Ireland's National Climate Action Plan.

Our 2025 to 2029 strategy, 'Adapt Intelligently: A Strategy for Sustainable Growth and Innovation' identifies decarbonisation and sustainability as a strategic objective. In alignment with our current organisation strategy, we have identified four directional goals in our Climate Action Plan which are ambitious, and we will progress and implement over time. These goals thread public sector targets with our 'Adapt Intelligently' strategy, our climate ambition and with 'Environmental, Social and Governance' goals.

Our long-term directional goals are set out as follows:

- **Goal 1** – Achieve zero scope 1 emissions by electrifying 'direct' fossil fuel use in our Dublin headquarters building and our regional offices.
- **Goal 2** – Achieve minimal scope 2 by developing renewable energy solutions to support IDA's energy use and reduce our energy operational expenditure across the organisation.

- **Goal 3** – Achieve minimal embodied carbon emissions by partnering with industry to design and develop, from 'cradle to grave', net zero industrial buildings.
- **Goal 4** – Support IDA client companies to achieve net zero scope 1 emissions by threading the decarbonisation work they are progressing with national goals.

The growth of our client companies while simultaneously reducing their carbon emissions is a national priority and a strategic imperative for IDA Ireland. We will support new clients establishing operations in Ireland with their net zero scope 1 emissions goals and ambition. We will also support our existing clients, especially our large energy users, to reduce their scope 1 emissions by targeting strategic sub-supply companies to establish operations in Ireland.

The organisation also has ambitious plans to investigate and develop renewable energy generation solutions on our business parks and strategic sites to support our energy use and reduce our energy operational expenditure across the organisation.

IDA remains focused on progressing biodiversity projects across our network of business and technology parks, and strategic sites. We have completed 16 biodiversity projects with an additional 21 biodiversity and ecosystem projects planned over the next five years.

Achieving minimal embodied carbon emissions by partnering with industry to design and develop net zero industrial buildings is a priority for our Property division. This will have a significant positive impact on our property build programme, our contractors and our professional service providers, while also providing world class net zero buildings for our existing and future client base.

IDA will continue to engage with our landlords across our office network to replace gas boilers with heat pump technology to achieve zero scope 1 emissions. We will also investigate 'green back-up' solutions as an alternative to fossil fuel use.



IDA's Strategic Property Division has developed a forward-looking Sustainability Strategy to support IDA's Climate Action Plan and to meet national climate objectives. This strategy aligns with key government policies including the National Climate Action Plan, Public Sector Climate Action Mandate, and the Climate Action and Low Carbon Development Act 2021. It outlines a comprehensive approach to embedding sustainability across IDA's Strategic Property portfolio, from buildings and Business and Technology parks to next-generation strategic sites.

The strategy is built around seven core pillars:

1. Sustainable Building Design & Construction

Focused on carbon avoidance through low-carbon design, whole life carbon assessments, and maintaining LEED and NZEB standards.

2. Energy Efficiency & Renewables

Targeting carbon abatement via retrofitting, smart energy systems, and renewable energy generation including solar PV and geothermal.

3. Mobility Management

Promoting sustainable transport through Framework Mobility Plans, active travel infrastructure, and partnerships with the National Transport Authority.

4. Biodiversity & Ecosystems

Enhancing natural environments across IDA's Business and Technology parks in line with the National Biodiversity Action Plan, including biodiversity net gain initiatives.

5. Governance & Reporting

Implementing green leasing, green procurement, and green budgeting practices to ensure transparency and accountability.

6. Training & Upskilling

Equipping staff with the knowledge and skills to deliver sustainability goals through targeted training and leadership development.

7. Stakeholder Engagement & Marketing

Strengthening collaboration with internal and external stakeholders and promoting IDA's sustainability achievements through digital-first marketing.



Key initiatives include whole life carbon assessments, low-carbon building design, solar PV and geothermal energy development, biodiversity net gain projects, green leasing and procurement practices, and the rollout of mobility masterplans.

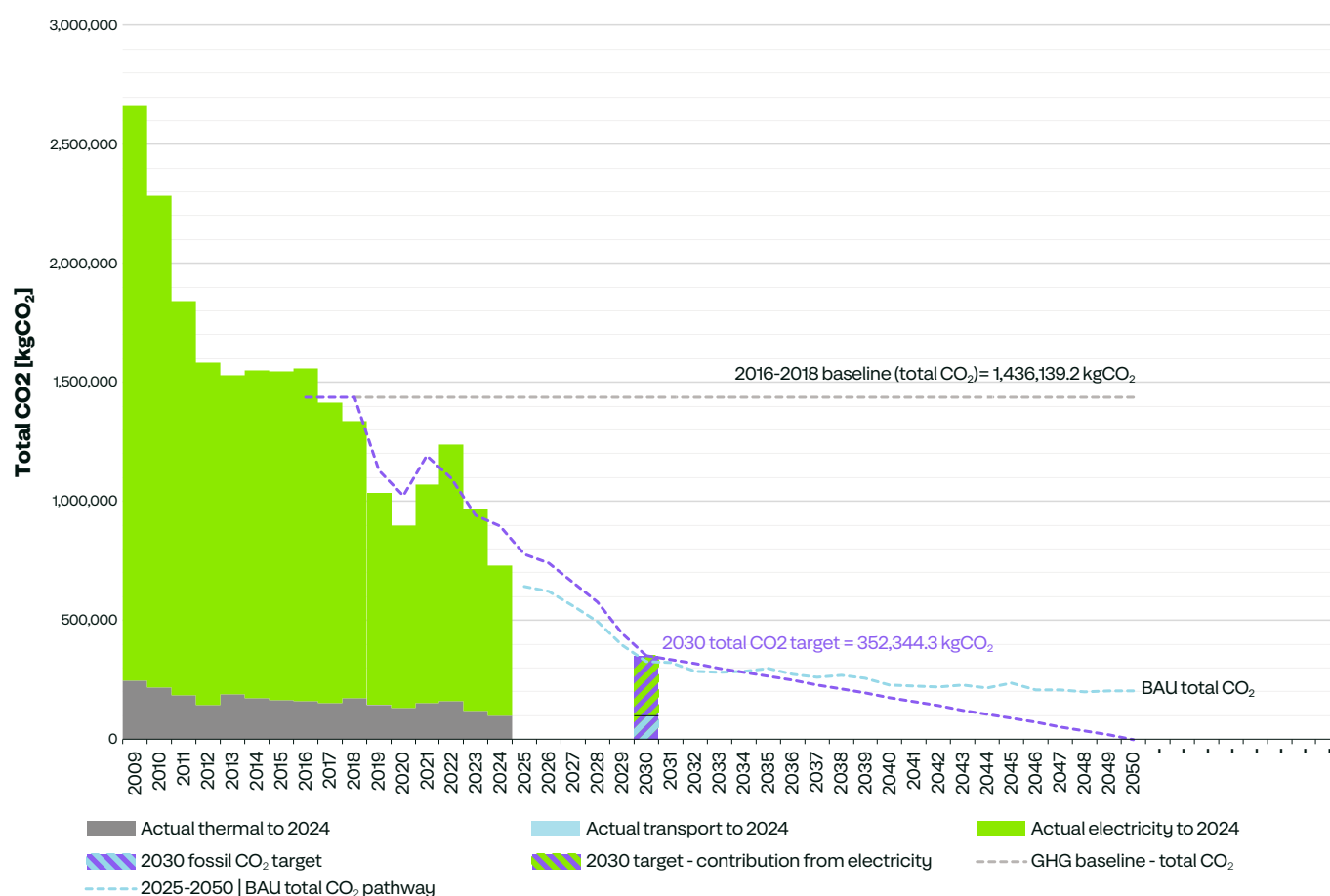


Through annual reporting, continuous stakeholder engagement, and a dedicated sustainability tracker, IDA's Strategic Property Division aims to position the organisation as a leader in sustainable property development and contribute meaningfully to Ireland's transition to a low-carbon, climate-resilient economy.

Appendix 1: Detailed Gap-to-Target Analysis

With IDA actively progressing decarbonisation projects, we will achieve the targeted 352,344 kgCO₂ total carbon emissions by 2030. Our current trend shows our Gap-to-Target as zero due to the operational efficiency upgrade projects which we are implementing across our portfolio. This needs to continue if we are to maintain our current positive trajectory of reaching 352,344 kgCO₂ total carbon emissions by 2030.

Total CO₂ to 2050 | IDA Ireland



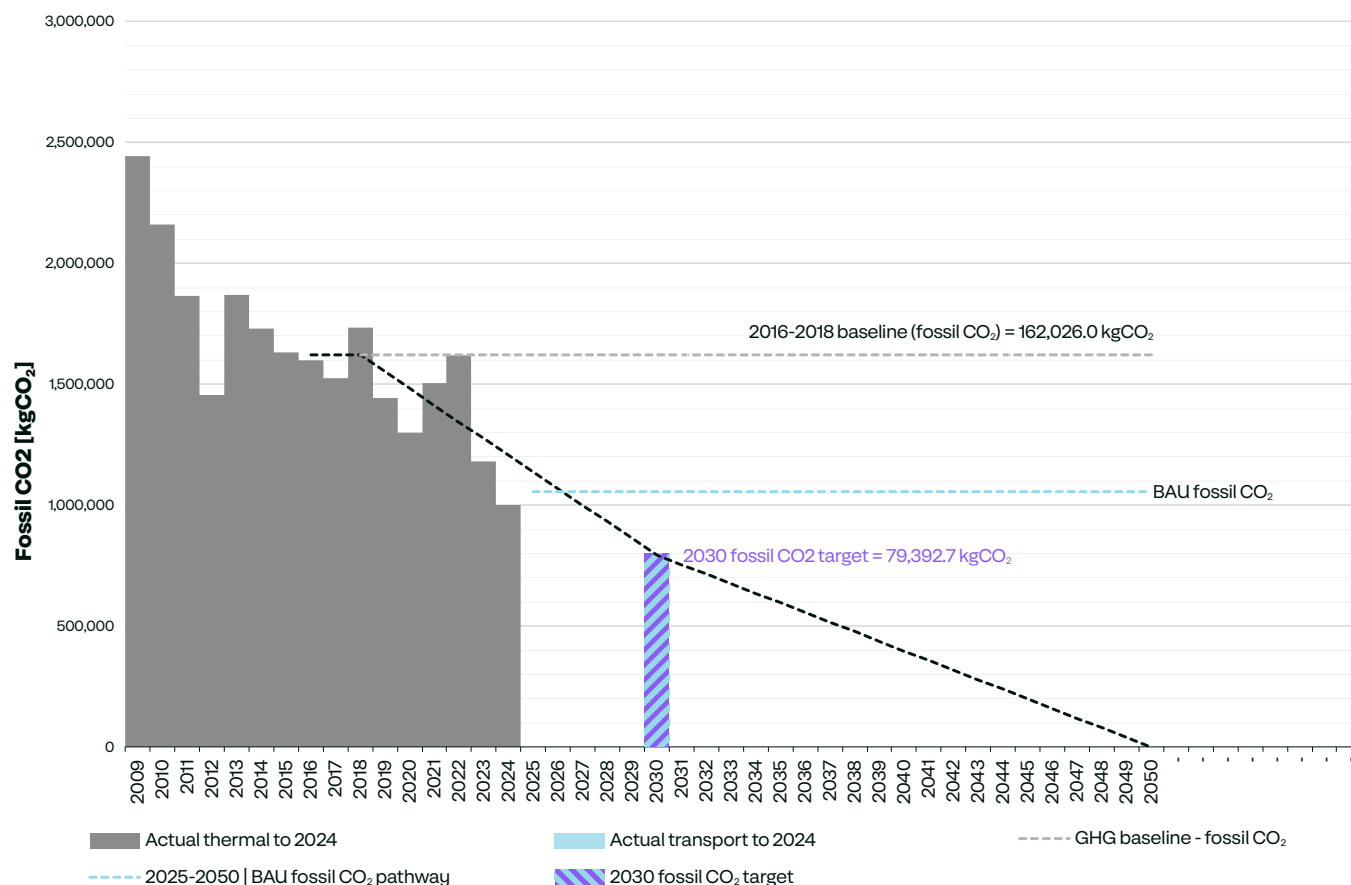
Our total carbon emissions in 2024 were 728,884 kgCO₂ comprised of 100,124 kgCO₂ fossil fuel emissions and 628,760 kgCO₂ electricity emissions. The target is to reduce our total carbon emissions to 352,344 kgCO₂ by 2030 which is comprised of 79,393 kgCO₂ fossil fuel emissions and 272,951 kgCO₂ electricity emissions.

The graph above also shows our pathway to reduce total carbon emissions (thermal plus electricity) through to 2050 to reach net-zero. It shows the work we need to do to meet both the 2030 and the 2050 emissions targets as set out in the public sector climate action mandate.

The graph below shows our pathway to reduce fossil fuel emissions by 51% by 2030 from our baseline and to achieve net-zero emissions by 2050.



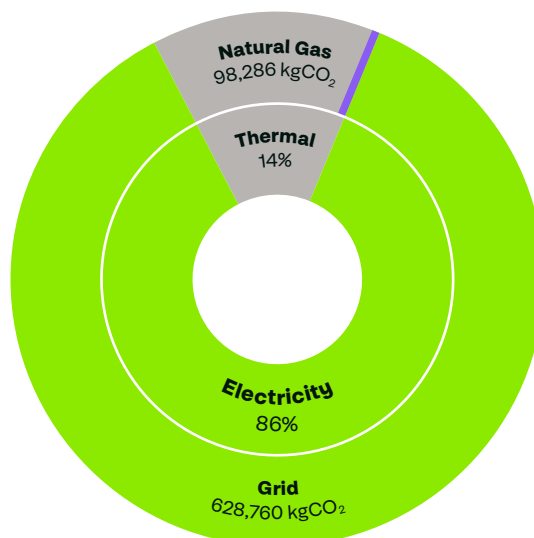
Fossil CO₂ to 2050 | IDA Ireland



The following pie chart represents the breakdown of our total carbon emissions for 2024 as follows:

- Natural Gas** – 98,286 kgCO₂
- LPG** – 1,838 kgCO₂
- Electricity** – 628,760 kgCO₂

2024 CO₂ emissions | IDA Ireland

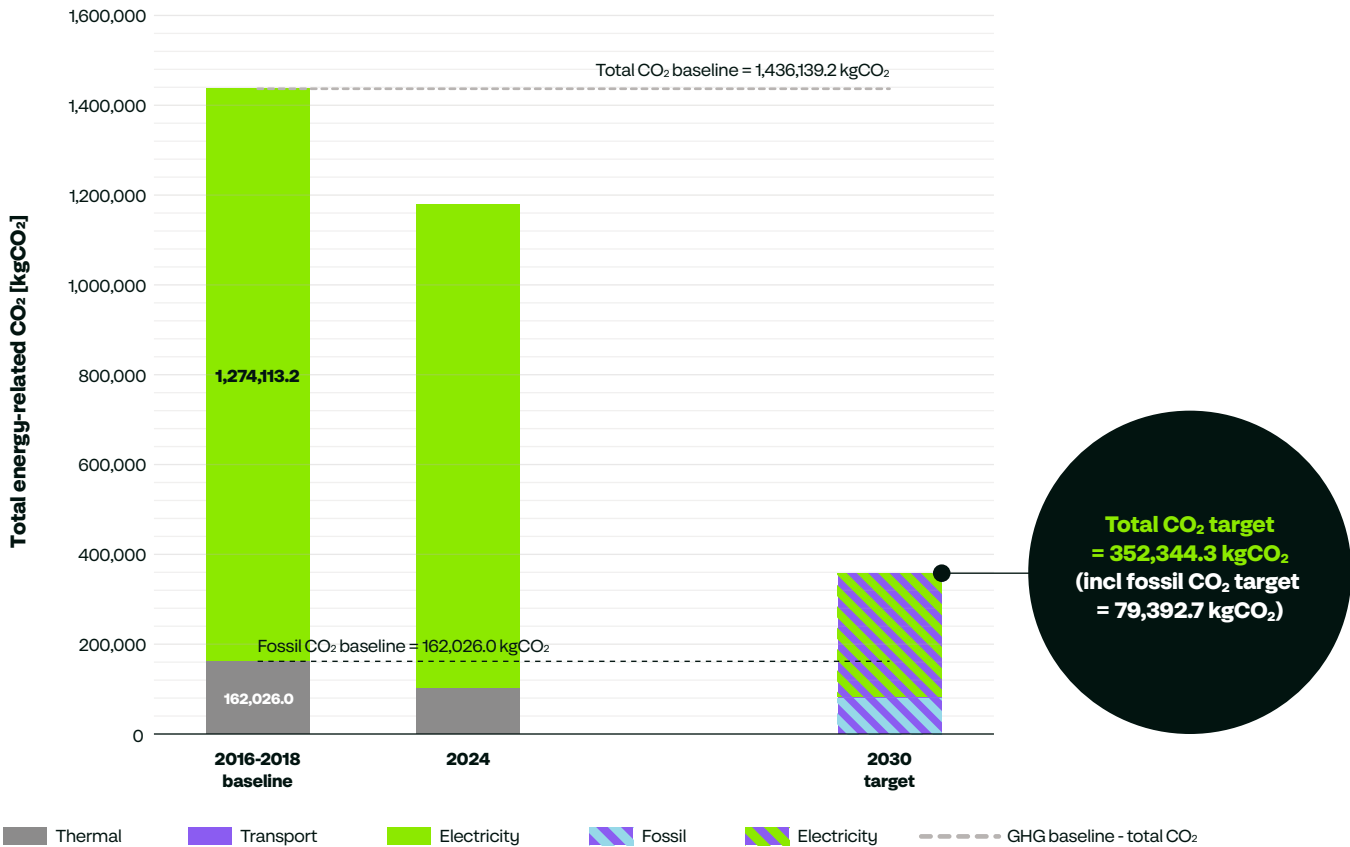


A graphic representation of our total carbon emissions, as determined through SEAI's M&R system, is shown in the chart below. This charts shows our baseline (average 2016 to 2018), 2024 and 2030 target total carbon emissions. SEAI's modelled data shows that IDA is currently making good progress towards the public sector mandated targets.

For IDA to meet our total carbon emissions target of 352,344 kgCO₂ by 2030, we will focus on operational efficiency building upgrades and office refurbishments, improving energy efficiencies and replacing fossil fuel technology with heat pump solutions across our office network, where feasible.

IDA may encounter challenges in our leased office buildings to replace fossil fuel technology with heat pump solutions as we are not the owners of the buildings, however we will continue to engage with our landlords to achieve solutions.

Total CO₂ target | IDA Ireland



Energy Efficiency Analysis

IDA Ireland's baseline year for energy efficiency is 2009 where we measured 11,250 kWh of energy use. Our mandated target is to achieve a 50% increase in energy efficiency across the organisation by 2030, reducing our energy use to 5,625 kWh. In 2024, we measured a 48.6% reduction in energy use from our baseline year. IDA's energy use for 2024 was 5,783 kWh.

- A summary of our energy performance indicators are as follows:
- Our energy use in our baseline year was 11,250 kWh.
 - Our energy use in 2024 was 5,783 kWh.
 - Our glidepath to 2030 where we have to increase our energy efficiency across the organisation by 50% is a target of 5,625 kWh.

To maintain progress in energy efficiency improvements across the organisation, we will continue to implement energy management programmes across our property build portfolio and our office network. This will be achieved through refurbishment upgrades of our buildings, upgrading public lighting across our business parks and implementing energy efficiencies across our office network.

