

hibernia



TRANSFORMING DUBLIN RESPONSIBLY

Our ESG strategy
for 2025-2030



Introduction

In 2021, we set out our long-term vision for sustainability in ‘Transforming Dublin Responsibly’, establishing our sustainability framework to 2030. Over the past four years, we have made significant progress against our ambitious targets and we want to build on this success, bringing our stakeholders and communities with us. We have updated our targets to reflect the changes our business, and our world has experienced in the intervening years, from the temporary and long lasting social impacts of the COVID-19 pandemic through to increasing risks and opportunities that climate change is presenting to the built environment and nature, across the value chain.

We have also started to put in place the necessary mechanisms to ensure that Hibernia continues to increase its resilience post 2030 and we detail here some of our expectations as a business out to 2050. These expectations focus particularly on the area of decarbonisation, having already achieved a number of our net zero carbon targets halfway through our framework to 2030.

As we enter this second phase of our sustainability journey, we have refined our approach based on our 2024 Double Materiality Assessment, which identified our most significant ESG impacts, risks

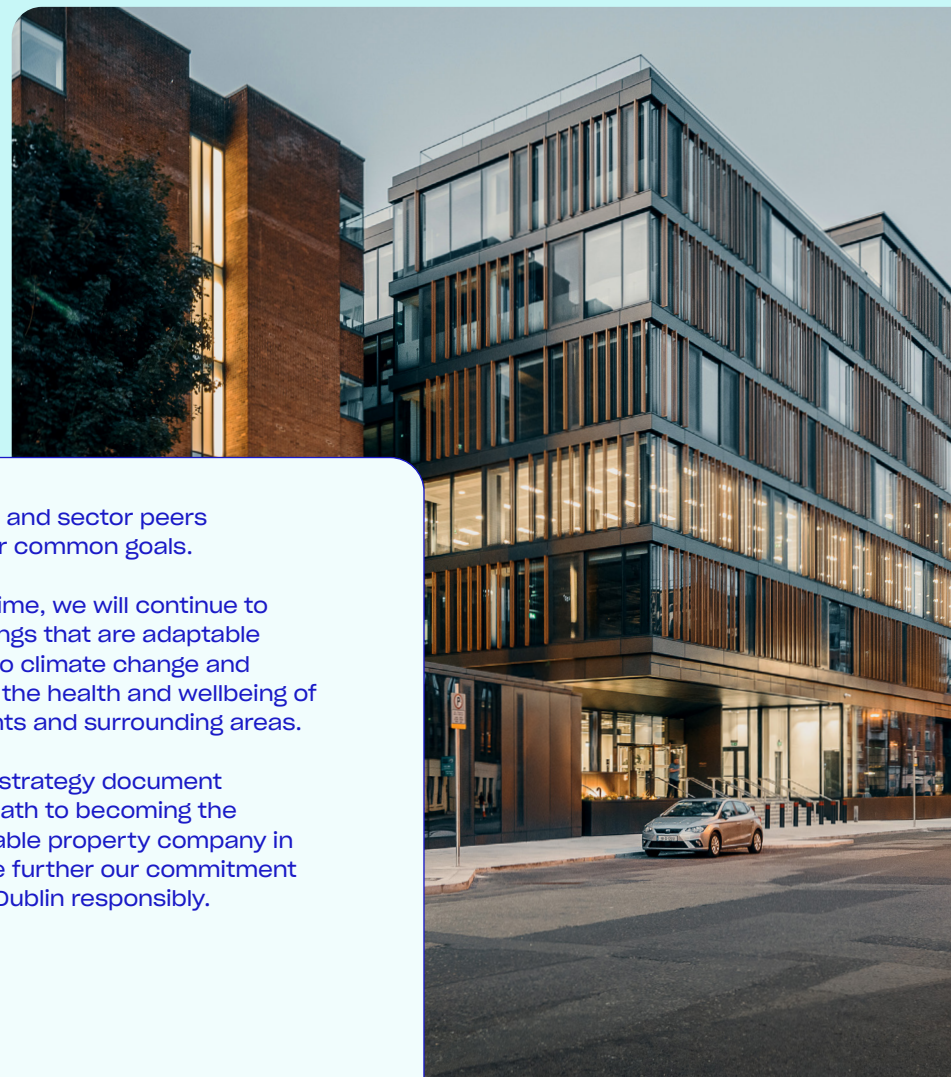
and opportunities across our value chain. This assessment evaluated both Hibernia’s impact on people and the environment, and how sustainability issues affect our financial performance, enabling us to make informed decisions that create long-term value while meeting evolving stakeholder expectations.

It remains fundamental to our future value that we continue to lessen our impact on the environment. We have both an opportunity and a duty to make a difference, and we look forward to working with our customers, suppliers,

communities, and sector peers to achieve our common goals.

At the same time, we will continue to provide buildings that are adaptable and resilient to climate change and that promote the health and wellbeing of their occupants and surrounding areas.

This updated strategy document outlines our path to becoming the most sustainable property company in Ireland, as we further our commitment to transform Dublin responsibly.



Progress since 2020



Become a net zero carbon and climate resilient business by 2030

Original commitments

- ➔ By 2030 reduce our overall carbon emissions 30% and operational carbon emissions 40% against a 2019 baseline
- ➔ Set an internal carbon pricing mechanism to drive behavioural change and fund the improvements to transition existing assets towards net zero carbon
- ➔ Offset residual carbon from 2030 onwards once we have implemented all other feasible measures
- ➔ Put climate change resilience at the centre of our business strategy, aligning with the recommendations of the TCFD, and incorporate ESG targets into our remuneration

Progress to date

↓ **69%** decrease in operational emissions (electricity and gas used to operate our buildings) since 2019 baseline

↓ **58%** decrease in the energy use intensity of managed office portfolio since our 2019 baseline

↓ **17%** reduction in overall emissions since 2019 baseline

€1.115m total amount of capital raised via the Internal Carbon Price

➔ 95kWp of new rooftop solar PV added to portfolio

➔ TCFD aligned update report published annually

➔ Climate Transition Plan developed in line with TCFD, IFRS and ESRS guidance

➔ Achievement of net zero carbon targets included in remuneration of all Hibernia employees

100% of landlord electricity coming from guaranteed Irish windfarm sources

↑ **13%** of managed office GIA now fully electrified

↑ **78%** of portfolio revenue derived from assets with a BER of B3 or better

€4.285m investment in energy saving measures across existing assets

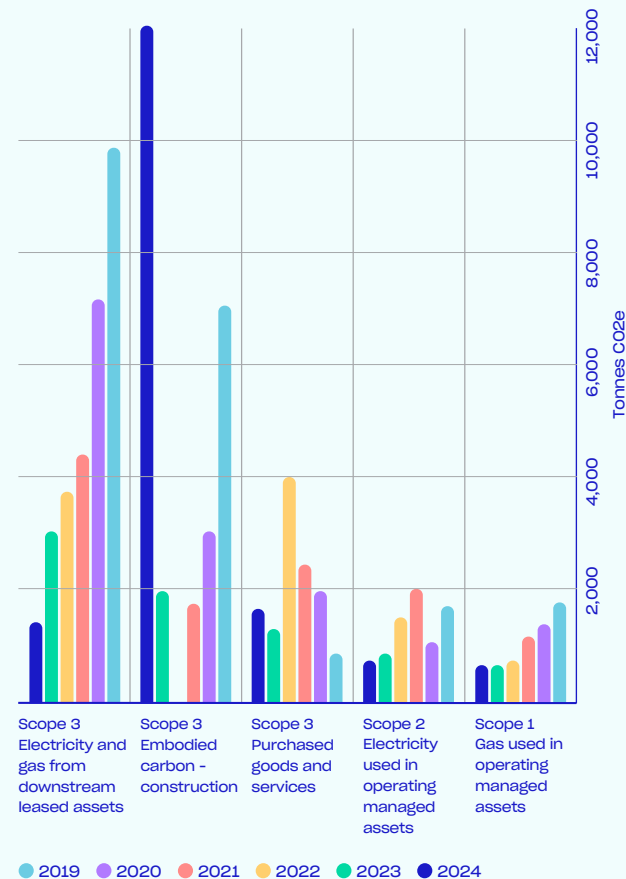
➔ Decarbonisation pathways in place for all assets

➔ Climate risk and vulnerability assessments carried out for all assets

➔ Internal price of carbon established to track carbon impact of new developments

➔ Whole life carbon assessments completed on all new construction projects and refurbishments

Scope 1, 2 and 3 emissions



Provide spaces that prioritise the environment, health and wellbeing

Original commitments

- ➔ Prioritise health and wellbeing considerations in all of our spaces
- ➔ Promote initiatives that maintain an exceptional standard of health and safety with our employees, occupiers and supply chain partners
- ➔ Send zero waste to landfill and achieve 70% recycling across all of our managed assets by 2030
- ➔ Ensure biodiversity net gain for all major developments and refurbishments by 2030

Progress to date

100% of portfolio assessed for biodiversity baseline with targets in place for positive net gain, embodied ecological impact and social/economic impacts

28% of revenue from LEED O+M certified assets – additional 22% in pipeline for certification in 2025/26

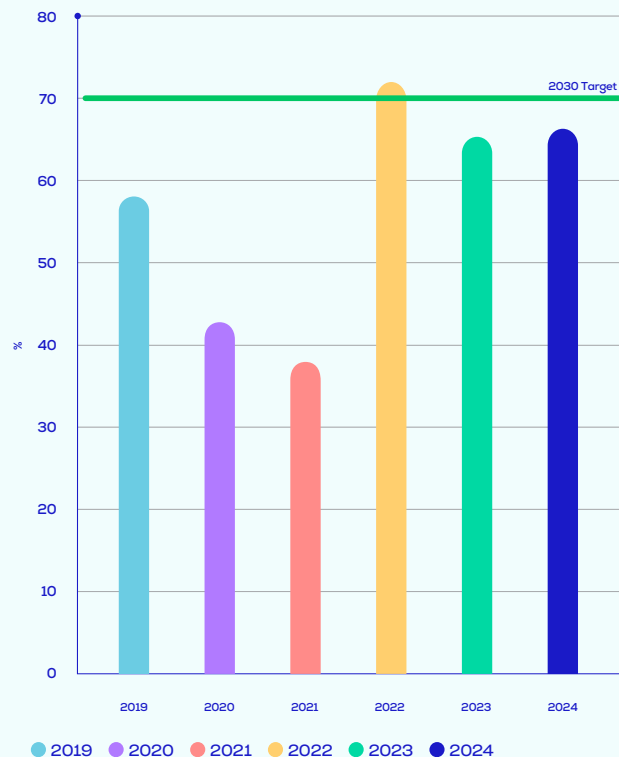
17% increase in recycling rate between 2019 and 2024 across office portfolio, now stands at 65%

100% of managed offices certified to the WELL Health Safety rating

- ➔ ISO14001 and ISO 45001 certification obtained and retained across managed office portfolio
- ➔ Waste minimisation campaign runs annually with occupiers
- ➔ Host of IGBC Biodiversity Community of Practice for last two years

- ➔ Commenced nature restoration project on our 20 acres of land in the Dublin Mountains
- ➔ Occupier engagement enhanced through breakfast meetings, environmental impact dashboards, quarterly newsletters and workshops

Recycling rate for managed offices



Create long-term positive social impact through our operations

Original commitments

- ➔ Better understand the social value that our business brings to our local communities by 2025 and then set long-term targets to 2030
- ➔ Manage our employees in an inclusive and fair manner that promotes development, collaboration, creativity and diversity
- ➔ Partner with and support charity organisations and groups dedicated to resolving issues that directly impact our local communities

Progress to date



23

average CPD/training hours per employee in 2024, versus 18 in 2020



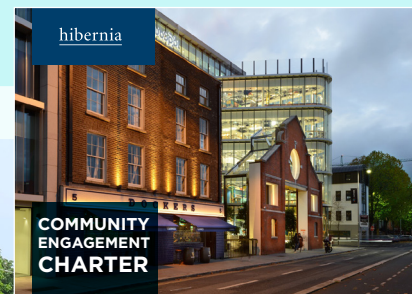
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number of employee health and wellbeing activities held in 2024

€290k

donated to charities/community groups over the time period

- ➔ Community Engagement Charter published in 2022
- ➔ First social impact assessments completed for Harcourt Sq, the Windmill Quarter and Clanwilliam to determine baseline impact
- ➔ Established employee volunteering programme in 2023
- ➔ Established a two year artist in residence programme in the Windmill Quarter and long term arts support plan with the same artist, Jeanette Lowe
- ➔ Partnered with ULI Urban Plan programme to promote the opportunities within the real estate sector with young people
- ➔ Anti-bribery and human rights policies and processes established and implemented internally
- ➔ Assessed operations against the EU Taxonomy Minimum Social Safeguards requirements



Additional ambitions

Original commitments

Deliver best in class ESG communications, including annual ESG reporting and benchmarks, to our stakeholders

Advocate for industry progress in all areas of ESG

Progress to date

- Carried out our first, externally facilitated, occupier survey in 2024
- Improved GRESB scoring to Five Stars across Standing Assets and Developments
- Carried out our third materiality assessment in 2024/25, this time aligning the process with the ESRS Double Materiality Assessment recommendations
- Active involvement in IGBC working groups across biodiversity, building energy performance, whole life carbon, ESG and design for performance
- Chair of Irish Institutional Property ESG Working Group since 2023
- CDP responder since 2020 – scoring B in 2024, for our Climate Change response

ESG benchmarking

We have maintained our Five Green Stars in GRESB for both Standing Assets and Developments – the highest ratings achievable. This recognition affirms our consistent commitment to best practices in transparent sustainability reporting and action across our portfolio.



Feedback is key to strong occupier engagement and constant improvement

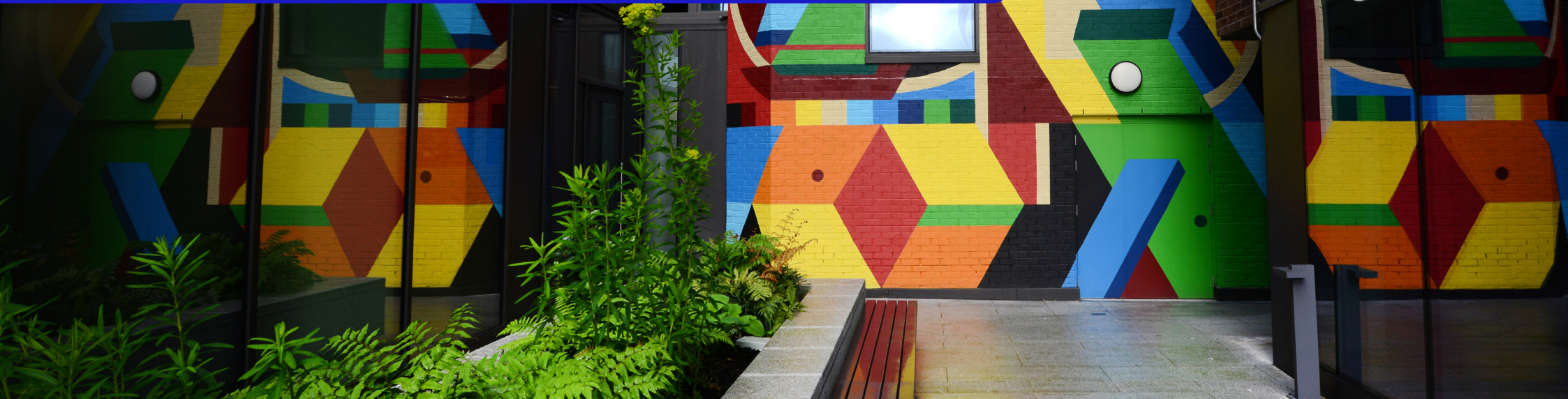
Our 2024 annual occupier survey was carried out independently by IPSOS B&A to gather feedback from our occupiers regarding building management, available amenities, and sustainability. Occupiers from across our portfolio highlighted what they deemed to be working well and some areas for improvement. Through the gathering of feedback and implementation of changes or improvements required we have maintained strong and positive occupier-landlord engagement.

“Hibernia are essentially leading the way in terms of sustainability.”

“Hibernia’s sustainability dashboard is seen as a unique selling point. Occupiers value the employment training/ sustainability workshops and building performance reporting.”

“Their work to provide the best for their tenants and environment, and the community around workplace is very much appreciated.”

UN Sustainable Development Goals



The United Nations Sustainable Development Goals were developed as a shared blueprint to protect our environment through tackling climate change and to create an inclusive, peaceful, and sustainable future for all. With our sustainability strategy, and using the UN's guidance we believe we can contribute to eight of the goals across our three pillars through the involvement of our occupiers and wider stakeholder value chain.



Good health and wellbeing

- ➔ Ensure highest standards of employee health and safety and reduce exposure to poor air and water quality



Quality education

- ➔ Create programmes that give students earlier access to the corporate environment and provide employees with continuous opportunities to improve their skills for their current and future employment



Decent work and economic growth

- ➔ Ensure best practice in health and safety is observed to minimise risk to employees, suppliers and labourers
- ➔ Provide better access to education and skills and ensure ethical employee and labour rights across the supply chain



Industry innovation and infrastructure

- ➔ Invest in new, or retrofit existing buildings to make them more sustainable



Sustainable cities and communities

- ➔ Ensure better access to finance and investment in low carbon buildings
- ➔ Use expertise to help build capacity to deliver solutions to improve energy efficiency in buildings based on sound building management practices and good performance data
- ➔ Provide initiatives to encourage the use of sustainable transport options and better access to green spaces



Responsible consumption and production

- ➔ Ensure highest standards of employee health and safety and reduce exposure to poor air and water quality



Climate action

- ➔ Source all electricity from renewable sources or install renewable energy generation capacity on site
- ➔ Retrofit lighting systems to energy efficient LED lighting
- ➔ Increase investment in innovation to improve the efficiency of our portfolio, thereby enabling customers to reduce their greenhouse gas emissions
- ➔ Understand climate risk and build resilience into the Company's assets and supply chain



Life on land

- ➔ Protect biodiversity and natural habitats across Hibernia sites and upstream from material extraction and processing
- ➔ Restore and reforest land that we own at Ticknock to ensure conservation of mountain ecosystems and reduce the degradation of natural habitats

2025-2030 ambitions



Become a net zero carbon and climate resilient business by 2030



What we want to achieve

By 2030 reduce our overall carbon emissions by 30%

By 2030 reduce our energy use intensity of managed offices to below 100 kWh/m²/yr

Continue to carry out whole life carbon assessments on all developments and set ambitious targets for upfront embodied carbon for each project

Engage 50% of operations and property management suppliers annually on Scope 3 related emissions

Maintain full compliance with climate related reporting and requirements as they continue to emerge

85% of assets with BER of B3 or better

Integrate robust governance to manage climate-related risks and opportunities beyond 2030

SDG alignment



How we will achieve it

- ➔ Establish asset-specific decarbonisation pathways using the CRREM tool to prioritise efficiency measures and manage transition risk
- ➔ Reduce operational carbon and energy use for all standing assets in line with our Net Zero Carbon Pathway
- ➔ Better understand and reduce the embodied carbon of our new developments and major refurbishments through whole life carbon assessments engaging design teams throughout
- ➔ Prioritise renewable energy generation on-site where possible, to reduce our carbon emissions from grid energy consumption
- ➔ Procure 100% of landlord electricity from the grid on zero carbon tariffs and encourage customers to do likewise
- ➔ Implement the Climate Transition Plan to enhance resilience of our portfolio out to 2050
- ➔ Host supplier bootcamps annually to improve understanding of topics such as Scope 1 and 2 and measuring their carbon footprints
- ➔ Request operational and property management supplier emissions data annually
- ➔ Track and report our progress using recognised frameworks
- ➔ Integrate climate transition planning targets into remuneration
- ➔ Align our climate related disclosures with the recommendations of ESRS and IFRS
- ➔ Maintain our governance structure with clear ESG accountability from Board to operational level
- ➔ Participate in select leading ESG benchmarks to validate our performance
- ➔ Maintain strategic partnership with Irish Green Building Council and other organisations/ industry bodies on decarbonisation and climate resilience

Provide spaces that prioritise the environment, health and wellbeing



What we want to achieve

100% of managed offices with LEED certification – LEED BD+C and/or LEED O+M

All new assets certified to WELL standard

Send zero waste to landfill and achieve 70% recycling across all of our managed assets by 2030

Achieve 10% reduction in water usage versus 2025 baseline

Achieve 30% biodiversity net gain across our managed office portfolio through our Nature Strategy

Deliver a minimum 10% biodiversity net gain for all new developments

Understand the embodied ecological impact of all new developments

Ticknock site nature restoration plan progressing

SDG alignment



How we will achieve it

- ➔ Enhance building management team capabilities through our wellbeing and health and safety programmes and organised health and wellbeing initiatives
- ➔ Certify new assets to LEED BD+C at end of construction phase and existing assets to LEED O+M after 3 years of operation
- ➔ Obtain, and maintain, WELL certification for all new developments, with emphasis on operational performance and occupier health and wellbeing
- ➔ Maintain certification of our building operations to the ISO 45001 Occupational Health and Safety Management System and ISO 14001 Environmental Management System standards
- ➔ Implement comprehensive waste management strategies with the goal of zero waste to landfill
- ➔ Measure water usage per person for 2025 and set target for 2030 reduction
- ➔ Apply Biodiversity Net Gain methodology to measure and enhance biodiversity across our portfolio
- ➔ Implement our Nature Strategy through green infrastructure features including green roofs, public realm enhancements and native planting
- ➔ Deliver combined biodiversity net gain and social value at our Ticknock site through ecological restoration
- ➔ Create strategic partnerships with conservation organisations and local communities
- ➔ Disclose nature-related impacts and dependencies
- ➔ Provide enhanced green spaces both internally and externally across all developments

Create long-term positive social impact through our operations



What we want to achieve

Implement our Social Impact Framework to deliver measurable social value across our portfolio

Manage our employees in an inclusive and fair manner that promotes development, collaboration, creativity and diversity

Three partnerships in place with charity organisations and community groups on an ongoing basis

All suppliers screened based on ESG criteria

All staff with ESG related criteria included as part of their remuneration

All contractors involved in development projects to have health, wellbeing, diversity and trainee programmes in place

SDG alignment



How we will achieve it

- ➔ Quantify the social value we create through our operations using our Social Value Framework
- ➔ Support educational initiatives and skills development in local communities
- ➔ Engage with local stakeholders to understand community needs and priorities
- ➔ Create shared spaces that foster community interaction and wellbeing
- ➔ Promote diversity, equity and inclusion across our workforce and supply chain
- ➔ Integrate social impact considerations into all development and refurbishment projects
- ➔ Engage with industry bodies to share best practices and advocate for sustainability
- ➔ Engage contractors on Sustainable Development Brief requirements for social impact during construction
- ➔ Deliver training to our own workforce to support their professional development
- ➔ Engage contractors on Sustainable Development Brief requirements for social impact during construction and measure impact

Additional ambitions



What we want to achieve

Obtain highest ratings possible in relevant ESG benchmarks

Enhance ESG reporting assurance levels annually, progressing from limited to reasonable assurance

Conduct annual reviews of our Double Materiality Assessment to continuously improve our ESG strategy

Deliver regular, meaningful, and current reporting to stakeholders through our quarterly ESG newsletter “Transform”

Strengthen advocacy efforts for ESG practices in the built environment

Create real-time, asset-level ESG scorecards for sharing with lenders and investors during due diligence processes (e.g. valuations, sales preparation, refinancing)

How we will achieve it

- ➔ Enhance data collection across our assets for energy, water, and waste management using advanced building management software and cutting-edge property technology
- ➔ Develop an asset-level ESG scorecard template based on established guidance, including RICS ESG data requirements for real estate valuations and EU Taxonomy standards
- ➔ Collaborate with consultants and assurance providers to develop robust ESG frameworks
- ➔ Utilise Position Green software to track and maintain our Double Materiality Assessment annually while providing stakeholder updates
- ➔ Identify relevant industry organisations for meaningful engagement and assign dedicated Hibernia personnel to manage these relationships
- ➔ Prepare a stakeholder engagement policy for the organisation

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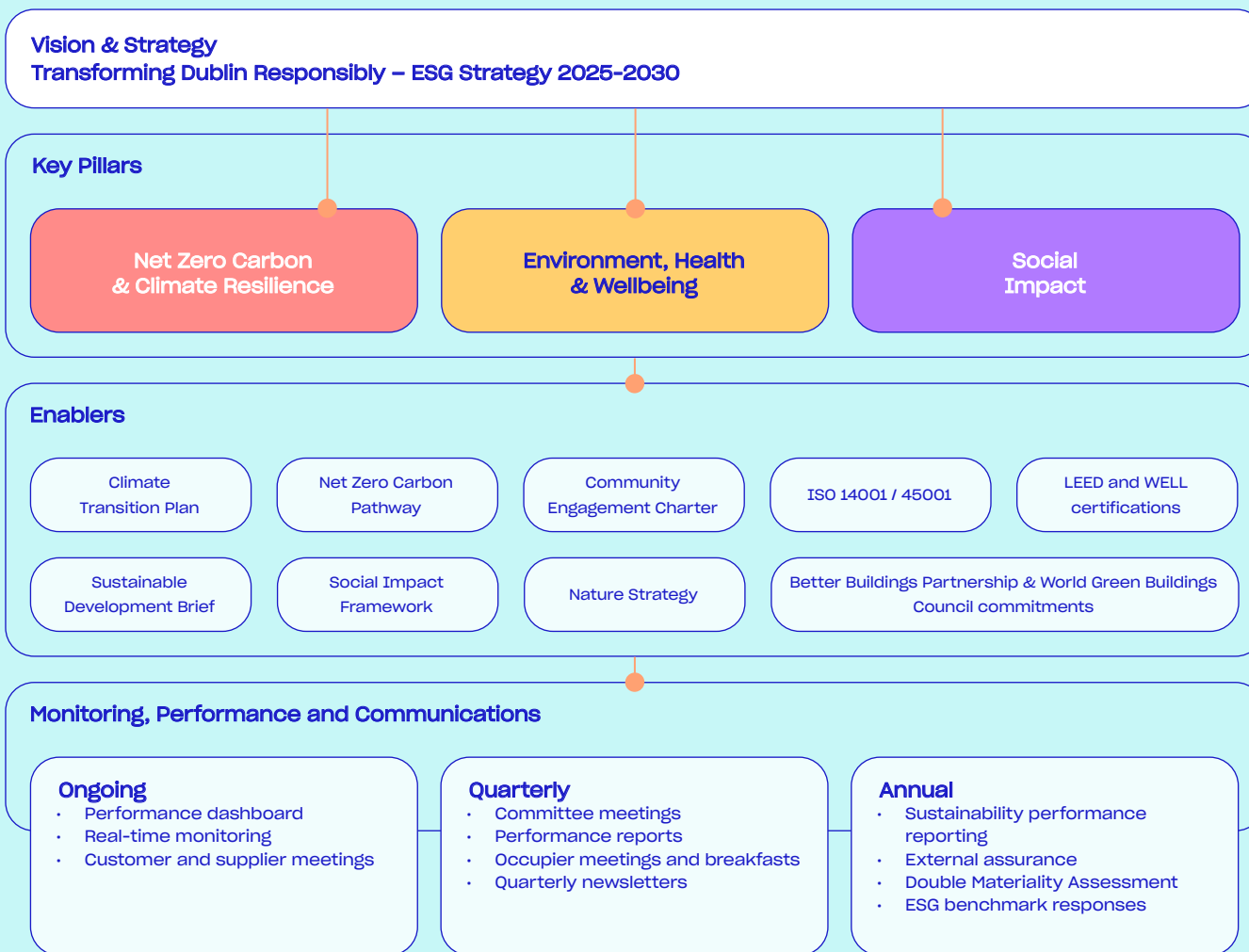
Key frameworks



Delivery framework

To implement our ESG Strategy, we use our delivery framework which sets out the structure by which we aim to deliver on our strategy and long-term priorities.

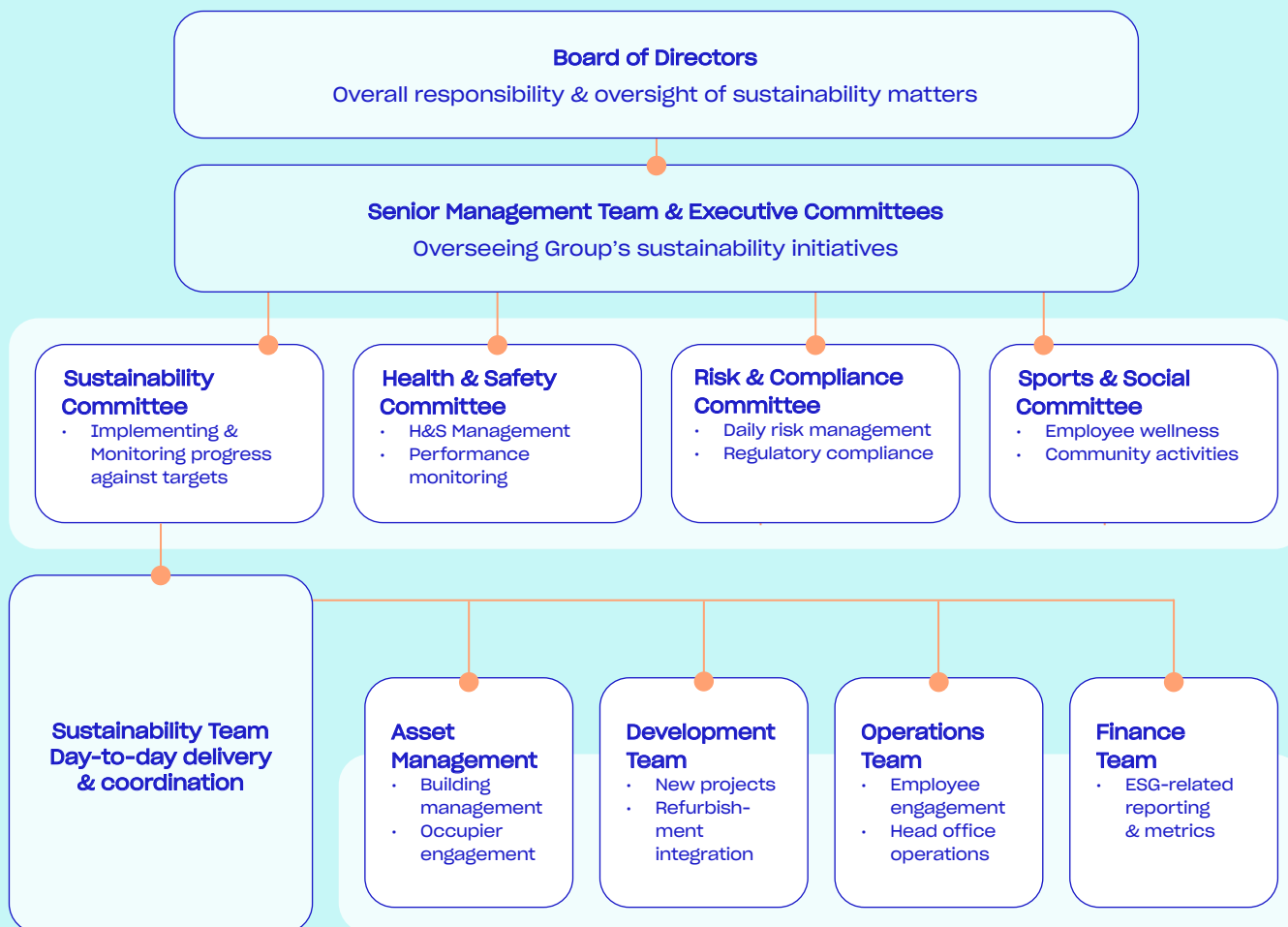
The framework ensures that we have the correct processes in place across our business operations to meet the requirements of this strategy and our policies.



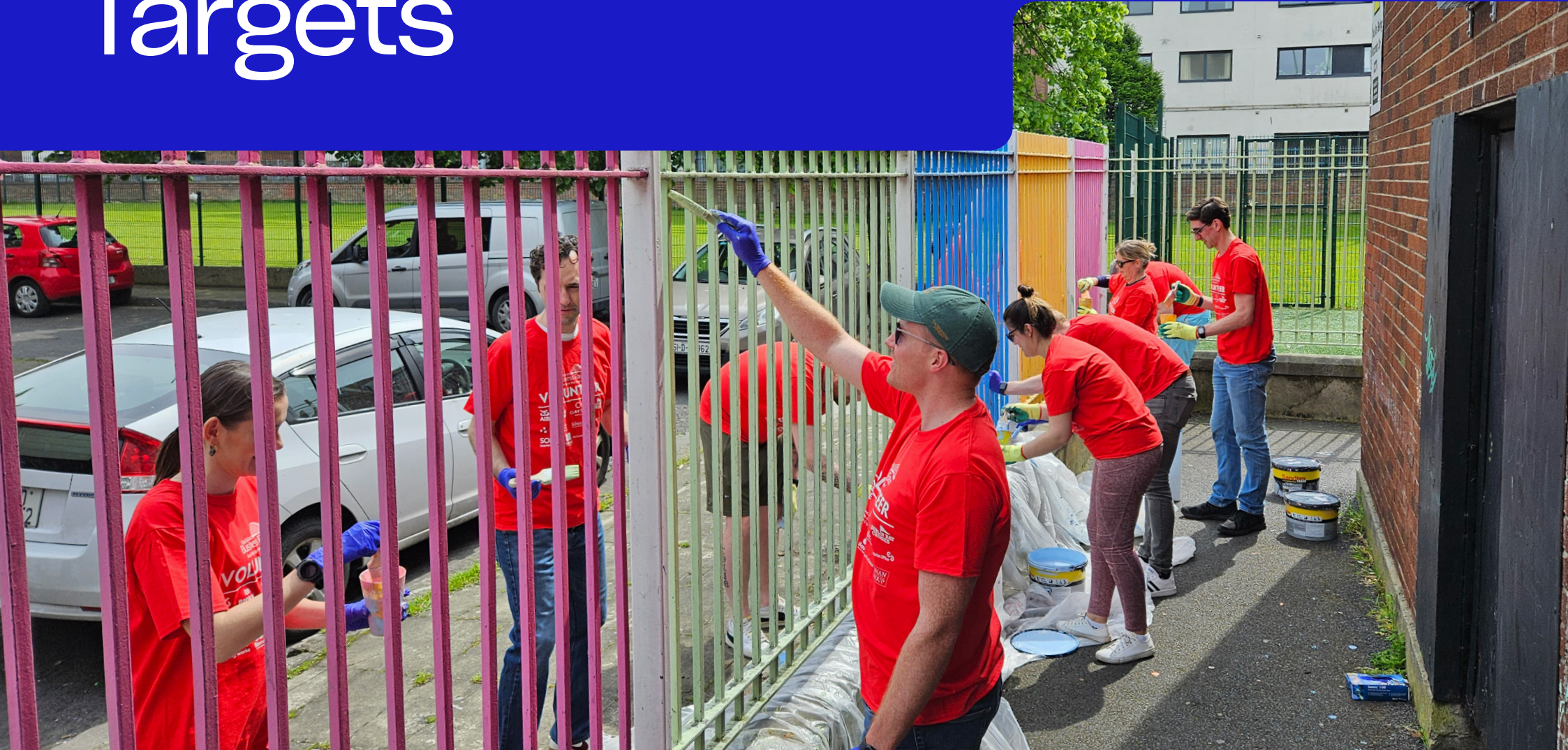
Sustainability governance framework

To ensure the effective implementation of our ESG Strategy there is a clear management hierarchy and accountability pathway within our business.

This starts with the main Board filtering down to the Sustainability Committee and each business function Head, who in turn is required to ensure that our sustainability agenda is integrated into their area of work. To oversee effective day-to-day management, the Director of Sustainability is responsible for overseeing delivery across the business.



Targets



Quantitative targets

Net Zero Carbon and Climate Resilience

Metric	Short-term Target (2030)	Long-term Target (2050)	SDG Alignment
GHG emissions reduction (Scope 1, 2 & 3) vs 2019	30%	60%	13
Whole building energy use intensity reduction	<100kWh/m²/yr	<85kWh/m²/yr	13
Electrification of office portfolio GIA	40%	100%	13
Renewable electricity procured	100%	100%	13
Assets with climate action plans in place	100%	100%	13
Embodied carbon in new office developments	<450 kgCO ₂ e/m²	<300 kgCO ₂ e/m²	12, 13

Environment, Health, & Wellbeing

Metric	Short-term Target (2030)	Long-term Target (2050)	SDG Alignment
Biodiversity net gain (managed office portfolio)	30%	40%	15
Biodiversity net gain (new developments)	10%	20%	15
Waste recycling rate	70%	90%	12
Water consumption – managed offices	TBD	<10l/p/day	6, 12
Green building certification (GIA) – managed offices	100%	100%	11
WELL building certification (GIA) – managed offices	50%	100%	3
Occupier satisfaction score	90%	95%	3, 11
ISO 14001/45001 certification (% of portfolio)	100%	100%	3, 12

Social Impact & Governance

Metric	Short-term Target (2030)	Long-term Target (2050)	SDG Alignment
Assets with community programmes	100%	100%	11
Social value assessment coverage	100%	100%	11
Employee training (hours per year)	30	40	4, 8
Suppliers screened for ESG criteria	100%	100%	8, 12
ESG-linked remuneration coverage	All employees	All employees	8
Contractors with trainee or student work experience	100%	100%	

Additional Ambitions

Metric	Short-term Target (2030)	Long-term Target (2050)	SDG Alignment
GRESB score	95+	95+	N/A
CDP Score	B (SME for now)	A	N/A
ESG Newsletters issued annually	4	TBD	N/A
Level of Assurance	Limited	TBD	N/A
Industry body membership – ESG related	4	TBD	N/A

Glossary

Biodiversity Net Gain (BNG):

An approach to development that aims to leave biodiversity in a measurably better state than before, achieving a positive ecological outcome.

Carbon Dioxide Equivalent (CO₂e):

A measure that allows different greenhouse gases to be compared on the basis of their global warming potential relative to carbon dioxide.

Corporate Sustainability Reporting Directive (CSRD):

EU legislation requiring large companies to publish regular reports on their environmental and social impact activities.

CRREM:

CRREM is the global standard to align real estate with climate goals and manage transition risk.

Double Materiality Assessment (DMA):

A process that considers both the impact of a company on the environment and society, and how environmental and social issues affect the company financially.

Environmental, Social and Governance (ESG):

Criteria used to evaluate an organization's operations and determine its future financial performance and impact.

EU Taxonomy:

A classification system establishing a list of environmentally sustainable economic activities, aiming to help scale up sustainable investment.

Green Building Certification:

Third-party validation of a building's sustainable features, such as LEED (Leadership in Energy and Environmental Design) and WELL Building Standard.

ISO 14001:

International standard for environmental management systems.

ISO 45001:

International standard for occupational health and safety management systems.

LEED O+M v5:

The latest version of LEED Operations and Maintenance certification, focusing on building performance in areas including enhanced decarbonisation and climate resilience.

Net Zero Carbon:

Achieving a balance between carbon emissions produced and carbon emissions removed from the atmosphere, with the goal of achieving net zero emissions.

Science Based Targets:

Emissions reduction targets in line with what the latest climate science says is necessary to meet the goals of the Paris Agreement.

Task Force on Climate-related Financial Disclosures (TCFD):

Framework to help companies disclose climate-related financial risks and opportunities.

UKNZCBS:

UK Net Zero Carbon Buildings Standard, providing a framework for verifying UK buildings as net zero carbon.

WELL Building Standard:

Performance-based system for measuring, certifying, and monitoring features of the built environment that impact human health and wellbeing.

Whole Life Carbon:

The carbon emissions resulting from all stages of a building's life cycle, from material production and construction to operation, maintenance, and end-of-life.





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