



2025 Annual Sustainability Report

Sustainability Training & Initiatives

Mandatory Employee Sustainability Training: Mandatory employee sustainability training remains in place for new employees.

Collect for Impact Campaign: We launched the Collect for Impact initiative, encouraging employees to bring plastic bottles and cans to the office for collection in dedicated bins. Through the Deposit Return Scheme, all items collected have been recycled, with proceeds donated to our charity partner, ISPC Childline. Over the past year, this initiative has promoted sustainable practices in our workplace and made a meaningful contribution to both the environment and a worthy cause.

Recycled Reads: The Book Drop & Swap: We introduced the Book Drop & Swap, inviting employees to bring in a book and take a new one home. This simple, sustainable initiative has made it easy for everyone to refresh their reading list and share the joy of reading.



Equality, Diversity & Inclusion (EDI)

EDI Programme: We implemented our 2025 EDI programme of events to celebrate International Women's Day, World Day for Cultural Diversity, Pride Month and sponsorship of the BelongTo's Rainbow Ball.



Employee Health & Wellbeing

Annual Health & Wellbeing Programme: We implemented our 2025 Health & Wellbeing Programme. It included employee wellness events and sports and social activities. Highlights included financial wellbeing sessions, Laya health screenings, and talks by Vivienne Fitzpatrick, a nutritional therapist specialising in stress management and women's health, and Liz O'Hagan, a pharmacist with expertise in integrative health and lifestyle medicine. Their sessions provided practical strategies for managing stress and improving overall wellbeing, supporting our commitment to a healthier workplace.

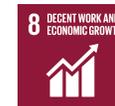


Increasing Efficiencies

Integrating AI into Business Practices using CoPilot: We integrated CoPilot across the firm and introduced an AI Policy and new AML app to help enhance business efficiency.

Upgrading Desks for Hot Desking: To support more efficient use of office space, and enable a flexible hybrid working model, we upgraded our desks for hot desking and introduced a streamlined Desk Booking App.

3CX Phone System for Hybrid Working: We introduced a cloud-based 3CX Phone System to replace our legacy physical phone infrastructure, significantly reducing reliance on desk hardware, energy demand, and materials consumption. This transition reduced hardware footprint, improved support for remote work and creates efficient digital communication.



Employee Development

Learning & Development Programme: We implemented our 2025 L&D Programme. Our management team took part in High-Performance Leadership Through Mindfulness training. Additionally numerous employees completed Excel & Power BI training.

Specialist & Subject Matter Experts: As part of our Competency and Career Paths Development Framework and Learning & Development Programme we continued to focus on developing new specialists and subject matter experts. UCD Diplomas were attained in the following specialist areas: Irish Taxation, Leadership & Management, Python Programming, Project Management. Certifications were attained in Internal Audit, Public Sector Accounting, Compliance, Corporate Sustainability Reporting Directive (CSRD) and the Voluntary Sustainability Reporting Standard for SMEs (VSME).

Cybersecurity Awareness: Throughout Cybersecurity Awareness Month, we focused on developing employees' digital awareness and strengthening the firm's human firewall through a series of engaging initiatives. This included weekly Monday Memes that provided light-hearted but memorable reminders to stay cyber-aware, new episodes of The Inside Man that helped employees recognise real-world social engineering and security risks, and an interactive Traitors Challenge that encouraged critical thinking, attention to detail, and vigilance— all of which reinforced key behaviours needed to identify cyber threats in everyday work.

Development of TY Programme: As part of our commitment to nurturing future talent and supporting early career development, we developed a Transition Year (TY) Programme to provide structured work placement opportunities for secondary school students. Building on our established work placement pathways for third-level students, the TY Programme aims to extend this development culture to younger learners, helping introduce students to the world of professional services, spark early interest in careers in accounting and advisory, and contribute meaningfully to the wider community by supporting youth development.

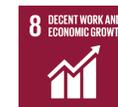


Giving Back to our Community

Charity Partner: Through this partnership, our employees are actively involved in a variety of fundraising and volunteering initiatives, including the Croke Park Abseil, Donate As You Earn, Giving Tuesday Raffle, Childline Breakfast, employee donations, and volunteering at events such as selling Holly pins and ponchos at summer concerts.

Community Sponsorship Activities: As a business operating in the heart of Dublin and Cork, we have a commitment supporting our local communities. We were delighted to sponsor a number of events in 2025:

- Blossom Tree Ball in aid of ISPCC
- Cliona's Foundation Dinner
- Cork Chamber's Digital Marketing Awards
- Cork Chamber's Golf Classic
- Various local GAA club initiatives



Accreditation



Ibec's KeepWell Mark Accreditation: We were reaccredited with the prestigious Ibec KeepWell Mark™; an evidence-based accreditation and award that recognises Irish employers for investing in workplace health and wellbeing.



Top 100 Companies Leading in Wellbeing Index: We were recognised in the Top 100 Companies Leading in Wellbeing Index, for the fourth year in a row. This index, published by Business & Finance in partnership with Ibec, recognises top businesses of all sizes who lead the way and have improved their performance in supporting employee mental health and wellbeing.



Investors in Diversity Bronze: We were reaccredited with Irish Centre for Diversity's Investors in Diversity Bronze Mark. This is Ireland's only Equality, Diversity and Inclusion (EDI) Mark.



Cyber Essentials Plus Accreditation: We successfully attained the Cyber Essentials Plus Accreditation, demonstrating our ongoing commitment to maintaining the highest standards of information security. This strengthens our business resilience and supports sustainable economic growth by ensuring secure, reliable operations.