

ESG REPORT



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EXECUTIVE SUMMARY

REPORT SCOPE

This ESG Report has been prepared at the group level and covers the operations of McKeon Contech Limited, including activities delivered under its trading names McKeon Group and Hereworks. Unless otherwise stated, the information presented reflects group-wide policies, performance and initiatives for the reporting period. Where limitations exist, these are transparently noted within the report.

BACKGROUND

ESG is fundamental to how McKeon Group operates and reflects the values that have guided us for more than 75 years. Our commitment to Environmental stewardship, Social responsibility and Governance excellence aligns with our core values: Client Commitment, Quality, Integrity, Sustainability and Brilliance. These values shape our culture and our decisions, and ESG provides the framework to ensure we uphold them in everything we do. Whether through responsible construction, transparent governance, investment in our people, or delivering sustainable solutions for clients, ESG strengthens everything we do and reinforces our ambition to build with purpose, accountability and long-term value.

Our ESG approach reflects the full scope of our business: it guides not only how we build but how we manage, maintain and optimise assets over their lifecycle.

STRATEGIC APPROACH

Our strategy is rooted in continuous improvement, innovation and stakeholder engagement. We invest in advanced technologies, such as collaborative CAFM platforms and AI-driven tools, to enhance efficiency and decision-making. We prioritise sustainable practices and robust governance, ensuring our operations align with both client expectations and regulatory standards.

IMPLEMENTATION PLAN

We implement our strategy in structured phases, beginning with discovery and planning to ensure alignment with business objectives. This includes executive workshops, stakeholder engagement and pilot projects to validate new solutions. Ongoing training, policy development, and regular reviews ensure effective integration, clear accountability and measurable progress.

About Us

McKeon Contech Limited, established in 1950 and headquartered in Ashbourne, Co. Meath, trading as McKeon Group and Hereworks, operates across the construction, building services, and smart-building sectors, delivering projects and solutions that support the long-term performance, safety and sustainability of the built environment.

As a digital-first organisation, we integrate traditional construction expertise with modern technologies to improve efficiency, reduce risk and support responsible decision-making throughout the project and asset lifecycle. We specialise in the planning, management and delivery of detail-focused, high-quality projects across the commercial, educational, healthcare, hospitality, industrial, retail and pharmaceutical sectors.



Our Brilliant Team

McKeon Group delivers expert construction and building maintenance services, combining craftsmanship, technology and sustainability to provide comprehensive lifecycle solutions that ensure long-term building performance.

Hereworks advances digital innovation, smart-building technologies and data-led solutions that enable more sustainable operations, improved asset performance and informed lifecycle management.

Together, these capabilities allow McKeon Contech Limited to deliver integrated solutions that respond to evolving environmental, social and regulatory expectations.



Re-turn For Children



AES Waste Sorting Lusk Site Visit



Responsible Sourcing Workshop



EV Chargers Installed at HQ



IGBC 25 North Quay Wall Site Visit



HVO Delivery to site

A Year in Review

This year, McKeon Group continued to build on our commitment to responsible business, delivering meaningful progress across environmental, social, and governance areas. Our team's efforts focused on sustainability, community support, employee wellbeing, and maintaining the highest standards of governance. Here are five highlights that reflect our impact and priorities over the past year:



A **34-panel solar PV system** was installed at our Ashbourne headquarters in March 2025. By 31 December 2025, the system had generated **11,012 kWh of renewable electricity**.



Electrified 14% of the company fleet, expanded EV charging infrastructure at HQ, and advanced the transition to lower-carbon transport across operations.



Carbon footprint assessments were completed for 2023 and 2024, enabling year-on-year intensity metric comparisons, where we saw a **decrease of 46% in our carbon intensity per € million turnover** from 2023 (307.16 tCO₂/€m) to 2024 (165.27 tCO₂/€m).



Enhanced biodiversity on project sites by installing **bat and swift boxes and delivering pollinator-friendly landscaping schemes**.



Implemented robust waste management systems and raised **€1,615 for charity** through the Re-turn scheme cans and bottles recycling initiative.

Our Values

At McKeon Group, our values are built on responsible business practices. We work to reduce our environmental impact through resource monitoring, recycling, waste segregation, and expanding our electric vehicle fleet. Our projects utilise sustainable construction, renewable energy, and biodiversity protection, all of which are supported by ISO accreditation.

Governance at McKeon Group means transparency, accountability, and compliance. Our Board and executive leaders oversee our Responsible Business strategy, with dedicated ESG roles and strong policies for safety, equality, and data protection. We maintain certifications and memberships to ensure adherence to best practices.

Responsible business is a continuous journey. Our commitment to environmental, social, and governance principles shapes every decision, keeping McKeon Group a trusted partner and a positive force in our industry and communities.

Social responsibility is at our core. We promote fairness, equality, and inclusion through safety training, charitable giving and diversity initiatives. Our team benefits from wellness events, flexible work options, and a culture that encourages growth.

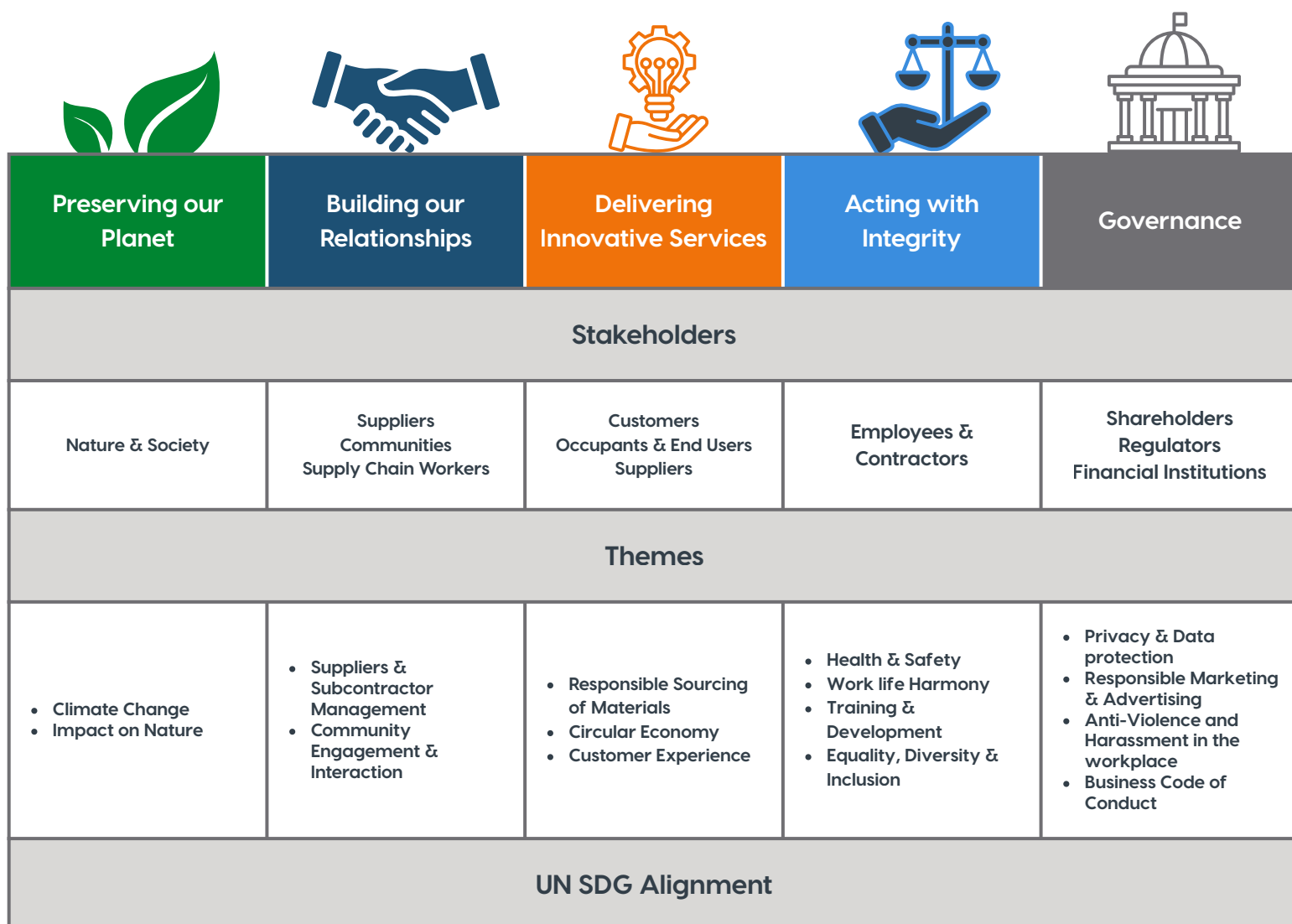


McKeon Group Responsible Business Framework & UN SDG Alignment

McKeon Group's Responsible Business Framework is aligned with the United Nations Sustainable Development Goals (SDGs), ensuring our operations support global sustainability. We identified the priority SDGs most relevant to our business and stakeholders, focusing on the areas of greatest impact.

Our Responsible Business Framework is structured around five pillars. Four active pillars drive delivery across our environmental, social and innovation priorities, while Governance underpins the entire framework, ensuring accountability, transparency and compliance across all activities.

This framework enables us to set clear targets, monitor progress, and transparently report SDG contributions, strengthening long-term value for clients, communities and the environment.



Preserving our Planet

Preserving Our Planet is the Group's first ESG pillar, aiming to minimise environmental impact by reducing carbon emissions and promoting responsible building practices and waste management and reduction. The Group leads by example, integrating sustainability and innovation into every project, setting measurable targets and conducting continuous reviews.

Key themes include climate change, the impact on nature, and waste management.

During 2025, Mckeon Group delivered a range of practical initiatives including the installation of solar PV at HQ, piloting the use of HVO as a diesel alternative for site generators, expanding fleet electrification, providing reusable travel mugs at HQ to discourage single-use plastics, implementing wet waste segregation on sites where practical, delivering Green Scene educational webinars, and adopting eco cabins on suitable projects to improve site efficiency and reduce environmental impact.

The Group also sets ambitious targets to reduce operational emissions, increase the adoption of electric vehicles, and maintain zero EPA enforcement notices. Continuous monitoring and transparent reporting support progress, while employee engagement and cross-functional collaboration drive the success of these environmental initiatives.



Biodiversity is enhanced by habitat creation and pollinator-friendly landscaping. Sustainable construction practices and digital innovations empower teams to deliver tailored ESG actions and drive continuous improvement.

Building our Relationships

Building strong, ethical relationships with suppliers, clients and partners is central to how we operate. During 2025, McKeon Group strengthened supplier engagement through workshops, site visits and collaboration sessions, including responsible sourcing workshops with key partners.

We are a Gold member of the Supply Chain Sustainability School, providing training and resources to employees and suppliers across the construction sector. These activities support improved transparency, responsible sourcing, and our efforts to reduce Scope 3 emissions across our value chain.

We actively support local communities through charitable giving, volunteering and sponsorships, and we encourage our employees to participate in social impact projects that make a real difference.

Education and opportunity are also central to this pillar, with partnerships that provide internships and career talks for students. By fostering open communication, mutual respect and shared values, we create lasting connections that benefit our business and society as a whole.



Delivering Innovative Services

Delivering innovative solutions means embedding sustainability, responsibility and efficiency into how we design, build and maintain assets.

In 2025, all software engineers completed the Green Software Practitioner certification, helping deliver more energy-efficient digital solutions.

We delivered company-wide modern slavery training and awareness, adopted Anti-Slavery and Responsible Sourcing Policies, identified high-impact materials within our supply chain, and began analysing individual product streams within Scope 3 emissions to inform future reduction strategies.

The Group's commitment to innovative solutions ensures that sustainability, ethical sourcing and exceptional service remain central to project delivery and future growth.



Acting with Integrity

Acting with integrity means prioritising the safety, wellbeing and development of our people. **Project InspHire** is the bedrock of this pillar within our organisation, supporting employees to grow their careers through structured training and development opportunities.

In 2025, we continued to strengthen our safety and wellbeing culture through regular Safety Scoop briefings with **636 attendees**, reinforcing consistent engagement and awareness across teams. We expanded mental health supports by increasing the number of trained mental health first aiders, delivering wellbeing talks and initiatives, and establishing a Sports and Social Club, including a **Couch to 5K programme**. We also introduced a **Travel Saver scheme** to support more sustainable and accessible commuting options for employees.

Alongside this, we progressed our commitment to fairness, transparency and inclusion by issuing our **first Gender Pay Gap report**, providing a baseline to inform future actions, and by establishing a **Women in Construction and Technology Working Group** to support greater representation, collaboration and shared learning across the business. We continue to gather feedback through regular employee pulse surveys and support career development through ongoing training and learning initiatives.



Lighthouse womens wellness day



Couch to 5K programme

Our Mental Health First Aiders



Veronica Lavelle
EHS Manager



Sean O'Reilly
CFO



Barry White
Operations Manager



Aaron Monahan
Site Manager



Governance Strategy

Integrity and transparency are at the core of our governance approach. McKeon Group operates under certified management systems and robust policies covering quality, safety, data protection, and ethical conduct. Oversight by our Board and executive team ensures accountability and alignment with our values. Regular reviews and ongoing staff training reinforce our commitment to making responsible decisions and maintaining stakeholder trust.

- Certified to ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and ISO 27001:2023.
- Robust policies on data protection, equal opportunities and anti-corruption
- Board and executive oversight ensure alignment and accountability

ISO 9001
Quality
Management
System

ISO 14001
Environmental
Management
System

ISO 27001
Information
Security
Management
System

ISO 45001
Health & Safety
Management
System





Stakeholder Engagement & Materiality

At McKeon Group, our sustainability journey is driven by active engagement with a diverse range of stakeholders, including employees, clients, suppliers, subcontractors and shareholders. We recognise that understanding their perspectives is essential to building a strategy that delivers real value and impact.

We utilise a range of channels to gather input, including employee pulse surveys, supplier briefings and client feedback sessions throughout project planning and delivery.

These interactions help us identify the environmental, social, and governance topics that matter most, ensuring our Responsible Business Framework is focused, relevant, and adaptable to changing stakeholder needs and industry developments.

Our materiality assessment prioritises issues based on their significance, regulatory requirements, and our ability to drive change. Recent surveys have highlighted climate action, resource efficiency, and wellbeing, which are shaping our annual targets and initiatives. Focusing on key topics keeps our strategy relevant.

By fostering open dialogue and collaboration, we keep our strategy responsive to evolving expectations and industry trends. This approach strengthens trust and transparency, enables us to anticipate risks, seize new opportunities, and deliver sustainable outcomes for all stakeholders. Our commitment to engagement ensures that our sustainability journey is inclusive and future-focused.

Implementation & Accountability

McKeon Group's sustainability strategy is delivered through a transparent, accountable process. The Board and ESG Working Group set direction, while Pillar Sponsors and Theme Owners drive action across each pillar. Implementation begins with structured phases, including discovery, planning, and pilot projects, to validate solutions and align them with business goals.

Dedicated teams oversee ongoing training, policy development, and integration of best practices, supported by regular reviews and performance tracking. Roles and responsibilities are clearly defined, enabling cross-functional collaboration and continuous improvement.

Accountability is reinforced through measurable targets, transparent progress updates, and regular meetings of the ESG Working Group. This approach embeds sustainability in daily operations and empowers every employee to contribute, ensuring lasting value for clients, our people, and the communities we serve.

We foster a culture of ownership and engagement, encouraging employees at all levels to actively participate in sustainability initiatives. Regular communication, recognition of achievements, and opportunities for feedback help drive motivation and continuous learning.

By empowering our teams and celebrating progress, we build momentum for ongoing improvement, ensuring that our sustainability goals remain a shared responsibility.

DCU Polaris Building



Summary

This year, McKeon Group made significant strides in our responsible business framework through environmental stewardship, engagement, adoption and strong governance.

We expanded our electric vehicle fleet, installed solar panels at HQ, and launched new recycling and biodiversity initiatives. Our people drove positive change through charity fundraising, volunteering, and local sponsorships, while ongoing training, and wellness events fostered a culture of inclusion and growth.

Governance was strengthened with ISO certifications, robust policies and regular reviews, ensuring transparency and accountability across all operations.

*We focus on delivery today,
while planning responsibly
for tomorrow.*



What's Next?

Looking ahead, our focus is on building on the progress made to date, improving the quality and accuracy of our data, expanding low-carbon site solutions, increasing fleet electrification, and continuing to embed responsible sourcing and innovation across our operations. Our framework supports a clear 'do now, do next, do later' approach, ensuring ambition is matched with delivery.



Work with Us

here**works**

At McKeon Group, we believe in fostering lasting partnerships built on trust, collaboration, and shared values. Whether you're a client, supplier, or community partner, you'll find our team dedicated to delivering quality, innovation, and responsible business at every stage.

Join us as we continue to shape sustainable spaces, support our communities, and invest in our people.

Work with us and experience a commitment to excellence that goes beyond construction, creating a positive impact for everyone involved.



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