



**Sustainability**  
*Driving Change*

# CIÉ Group Sustainability Annual Review 2025



Bus Átha Cliath  
Dublin Bus



Bus Éireann



Iarnród Éireann  
Irish Rail



CIÉ TOURS



|                                                     |    |                                         |    |
|-----------------------------------------------------|----|-----------------------------------------|----|
| Message from the Chief Executive Officer            | 2  | People, Inclusion, and Social Value     | 24 |
| Message from the Chief Sustainability Officer       | 4  | Governance, Finance, and Accountability | 27 |
| Who We Are                                          | 6  | Transit Oriented Development            | 29 |
| Executive Summary                                   | 8  | Partnerships and Knowledge Sharing      | 30 |
| 2025 Key Sustainability Highlights                  | 12 | Our Governance                          | 32 |
| The CIÉ Group Sustainability Strategy – At a Glance | 13 | 2025 Double Materiality Assessment      | 34 |
| Investing in Strategy                               | 14 | Our Sustainability Metrics              | 38 |
| Our Strategic Objectives and Commitments            | 15 | Future Steps                            | 44 |
| Enabling Low-Carbon Mobility                        | 16 | Our Sustainability KPIs                 | 46 |
| Resource Efficiency and Circular Operations         | 19 | Appendix                                | 60 |
| Nature, Resilience, and Climate Adaptation          | 22 | List of Abbreviations                   | 62 |





### Public transport is central to Ireland's climate ambition and to creating thriving, connected communities. Our daily services connect people to work, education, healthcare and leisure while supporting national climate objectives.

Our priority is clear: to provide safe, reliable and accessible bus and rail services that meet growing demand, while continuing to reduce our environmental impact. A key milestone in 2025 was the continued growth in public transport use, with record passenger numbers and an increase of 22% since 2018. This growth demonstrates the expanding role of bus and rail services in supporting Ireland's transition to lower-carbon mobility, underlining the value of sustained investment in public transport.

During the year, we set out an ambition for Vision 2030 defining a Group strategy for the decade ahead. Our focus is to work across the CIÉ Group to deliver an integrated, inclusive, low-carbon mobility service; optimising our Group position to create long-term public value. Working with the NTA, Department of Transport, Department of Education and industry stakeholders, we are committed to accelerating the delivery of a citizen focused service.

This report sets out the progress we made in 2025 on our sustainability commitments and sets out the work still ahead. It highlights the investments, partnerships and innovations that support modal shift and help deliver lasting social and economic value for the people and places we serve.

I would like to thank our employees and partners for their commitment and professionalism. Together, we will continue to expand and improve public transport, and we will continue to strengthen the pace and scale of action required to meet our climate targets.

#### **Stephen Kent**

CIÉ Chief Executive Officer  
CIÉ Group

Together, we will continue to expand and improve public transport, and we will continue to strengthen the pace and scale of action required to meet our climate targets.





**2025 marks the fifth annual review of the CIÉ Group Sustainability Strategy. Over this period, our strategy has matured and become increasingly embedded in how we govern, manage risk, invest, enabling steady progress towards better, more sustainable outcomes.**

CIÉ Group remains focused on reducing environmental impacts and strengthening the resilience of our assets, infrastructure and communities. Delivering a lower-carbon, resilient and inclusive transport system requires sustained investment and alignment with Ireland's wider energy transition.

In 2025, we progressed action across fleet, facilities and operations, while recognising that service growth and increasing passenger demand can place upward pressure on emissions in the short term. This report outlines our progress against targets and the actions being taken to accelerate delivery through to 2030 and beyond.

We also strengthened our sustainability governance and reporting framework. The completion of our Double Materiality Assessment and continued progress on CSRD readiness have enhanced alignment in managing material impacts, risks and opportunities. In addition, the completion of a Sustainability-Linked Loan facility reinforces accountability by linking financing to sustainability performance.

The CIÉ Sustainability Fund continued to play an important role in supporting Group-wide action. Since 2022, more than €12 million has been approved for projects focused on energy transition, biodiversity, resource efficiency, climate resilience and innovation. Beyond providing funding, the Fund promotes collaboration, knowledge sharing and the scaling of successful initiatives across CIÉ, Bus Átha Cliath, Bus Éireann, Iarnród Éireann and CIÉ Tours.

Vision 2030 provides the framework for the next phase of delivery. Sustainability by design is embedded throughout the strategy and informs decisions across transport operations, energy, property, land management and future investment. Alongside transition and resilience, we continue to focus on biodiversity, circularity, water stewardship, inclusion and wellbeing.

Progress depends on people and partnerships. Across the Group, sustainability leaders, technical experts and operational teams are turning ambition into action. Through collaboration, capability building and engagement with communities and educational institutions, we continue to create positive environmental and social outcomes. I would like to thank our teams and partners for their ongoing commitment and support.

While significant challenges remain, we have a foundation to make and track progress. Our focus remains on delivery, stewardship and long-term value creation, ensuring sustainability continues to guide how we manage risk, invest resources and contribute to Ireland's environmental, social and economic objectives.

**Caoimhe Donnelly**

Chief Sustainability Officer

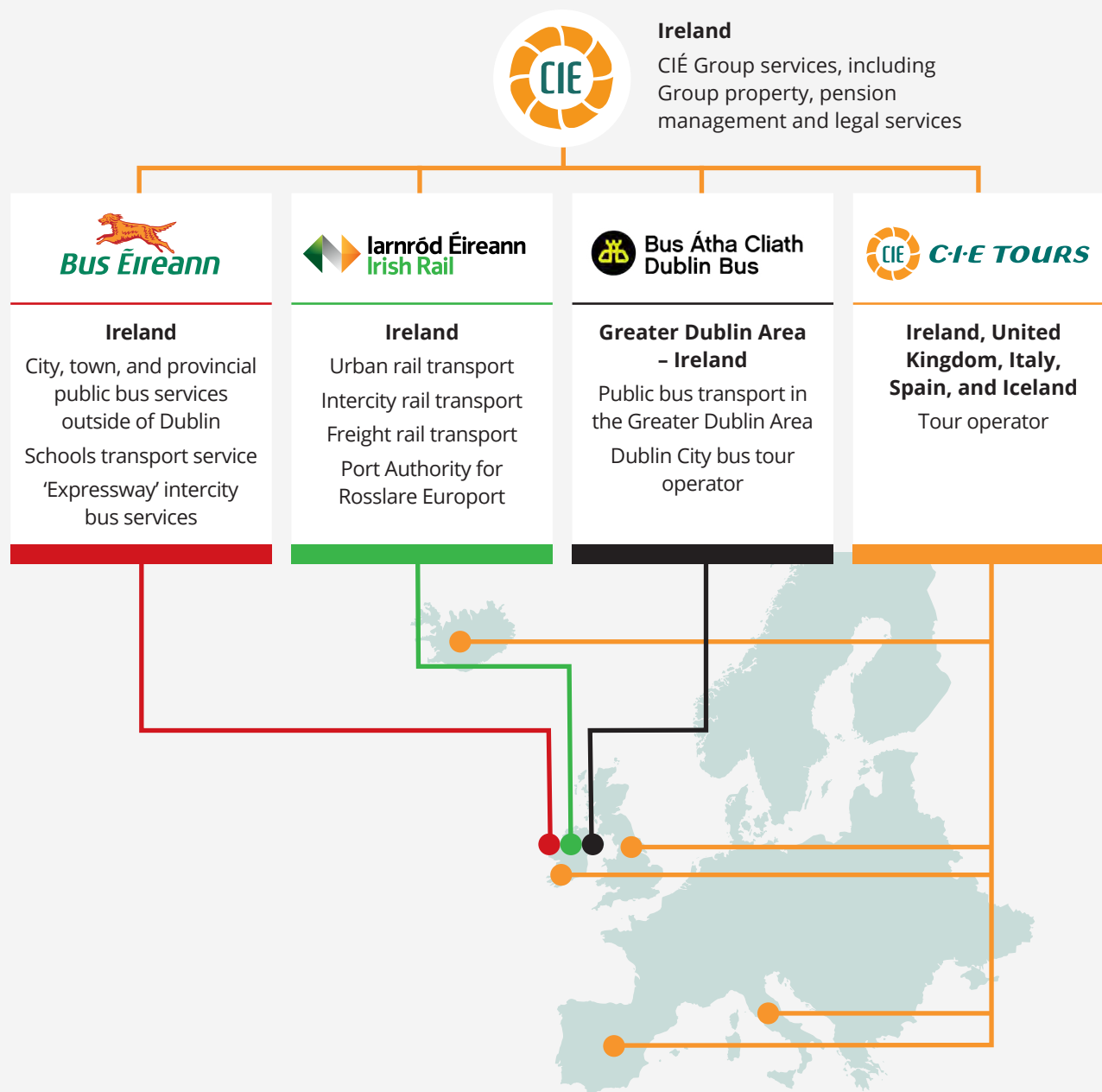
**We are embedding sustainability in how CIÉ Group makes decisions, manages risk and invests for long-term environmental, social and economic value.**



## Who We Are

The CIÉ Group of Companies, including Bus Átha Cliath, Iarnród Éireann, Bus Éireann and CIÉ Tours ("CIÉ Group"), is the largest public transport provider in Ireland. In conjunction with the National Transport Authority (NTA), the Group operates bus and rail services across the country. Public transport generates positive externalities as a major driver of economic and social development, connecting people to jobs, education, health care, and each other. Through the Group Operating Companies, we provide a national public transport network, which is expanding to meet the needs of our growing population. By offering a sustainable alternative to private car use, our services alleviate traffic congestion, improve road safety, reduce air pollution, and mitigate greenhouse gas (GHG) emissions from the transport sector.

CIÉ Tours is a specialist coach tour operator bringing international tourists to Ireland and other top destinations. They offer a responsible tourism experience, and, through its actions, are committed to uplifting communities, destinations, and the industry it operates in.



**Our Mission:**

Our mission is to deliver a safe, efficient, and low carbon public transport network across Ireland, contributing to a greener and more sustainable future.

**Our Vision:**

Together, with our passengers, partners, and communities, we are committed to transforming public transportation into a powerful force for positive environmental, social, and economic change.

**Our Values:**

PARTNERSHIP



I NTEGRITY



EFFECTIVENESS



R ESPECT

## Executive Summary

In 2025, the CIÉ Group continued to deliver essential public transport services while continuing the transition to a lower carbon, more resilient and more inclusive organisation. Working with our stakeholders, the Department of Transport (DoT) and the NTA, our ambition is to expand high quality public transport services, minimise the environmental impact of our operations and strengthen the social value we create for employees and communities.

**Between 2024 and 2025, passenger journeys increased by 4.8% and kilometres travelled increased by 1.6%**, reflecting rising demand and the Group's continued delivery of service across bus and rail networks. This matters because enabling modal shift is fundamental to Ireland's climate and mobility objectives. Every additional passenger journey on public transport supports a lower carbon alternative to private car travel, helps reduce congestion, air pollution, and strengthens access to jobs, education and services.

Ireland's Climate Action Plan targets a 130% increase in daily active travel and public transport journeys by 2030, against a 2018 baseline. **Between 2018 and 2025, the number of passenger journeys carried by the CIÉ Group Operating Companies grew from 275 million to 336 million, representing growth of 22%.** Additionally, the number of daily school transport journeys delivered by Bus Éireann increased by 5% between 2024 and 2025, while the number of students with special needs transported daily under the Schools Transport Scheme increased by 11% over the same period. This sustained increase in passenger numbers reflects significant investment in public transport, which has resulted in expanded services and growing demand across the network.

Across the rail network, investment in new train carriages has allowed Iarnród Éireann to deliver frequency and capacity increases across the network while electrification is being progressed. Bus Éireann has experienced growth across regional, intercity, and school transport services, including expanded services under the Connecting Ireland Rural Mobility Plan. Bus Átha Cliath, through the BusConnects network redesign, increased annual scheduled service kilometres alongside delivering more frequent, evening, weekend, and 24 hour services. Taken together, these investments demonstrate clear progress in expanding public transport capacity and accessibility, supporting national climate, mobility and modal shift objectives to 2030.



In 2025 we saw **record passenger numbers of 336m**, up 4.8% from 2024.

### Climate transition: expanding services while reducing emissions

The Group's decarbonisation strategy is focused on cutting greenhouse gas emissions while continuing to expand public transport services. Our target is a **51% reduction in Scope 1 and 2 emissions by 2030** (from a 2018 baseline). We are also targetting a **50% increase in energy efficiency by 2030**. A key challenge is that growth in services and rising passenger demand typically increases absolute emissions in the short term, particularly while fleets remain partly dependent on diesel. Against this backdrop, the CIÉ Group Operating Companies have integrated lower-carbon fuels and technologies across fleets: **kilometres travelled increased by 2.4% between 2018 and 2025**, while **Scope 1 and 2 emissions decreased by 2.66%** over the same period.

In 2025, **Scope 1 and 2 emissions increased versus 2024**, reflecting higher service levels and changes in the energy mix. While emissions intensity has improved over the longer term, absolute reductions are not yet on the trajectory required to meet the 2030 pathway. Closing this gap will depend on the pace of fleet transition, continued investment, infrastructure readiness (including charging and grid capacity) and the availability of lower-carbon fuels.

Progress in 2025

The CIÉ Group of Companies delivered practical actions that support the energy transition:

- **Fleet transition and cleaner operation:** progressed bus electrification and low carbon fuels, including **over 10.5 million zero tailpipe emission kilometres travelled**. Biofuels and alternative fuels contributed to lowering emissions across fleets (including hydrotreated vegetable oil (HVO) use in specific applications).
- Bus fleet decarbonisation progressed during the year, with Bus Átha Cliath reaching 10.5% fleet electrification and Bus Éireann achieving full electrification of the Limerick regional city fleet, increasing their overall zero tailpipe emission fleet to 9%. In parallel, the use of biofuels and HVO across all fleets contributed to a reduction in greenhouse gas emissions from service operations.
- **Rail investment that enables capacity growth:** continued advancement of major rail modernisation and capacity programmes, including an order for 100 additional new DART carriages, funded by the Department of Transport.
- **Energy and infrastructure readiness:** the Group commenced a strategy for large scale **deployment of solar PV across the Group** to generate renewable electricity onsite.

Biodiversity: enhancing nature across our network

Investing in biodiversity is a strategic priority for the Group, supporting climate adaptation and strengthening network resilience. We are advancing nature-positive action through nationwide biodiversity mapping, station and depot pollinator plans, and afforestation targets. Working with communities and partners, we are delivering targeted local initiatives that support ecosystem services and a just transition. This includes native seedling development with nurseries and CIÉ Tours’ support for ReFarm, a nature- and community-based project that directs investment to farmers to deliver measurable ecological and social impact. In 2025, CIÉ Tours supported 19 farms in a place-based pilot tailored to the Burren’s unique landscape, farming systems and biodiversity priorities.

Circularity: reducing waste and protecting resources

The Group is strengthening circular practices that reduce waste, improve resource efficiency and protect water resources. In 2025, Group Operating Companies progressed a programme of investment and practical measures to improve circularity, including improved waste segregation infrastructure, initiatives to reduce and better manage water use, including a **13% reduction in Group water use compared to 2024**, and actions that increase reuse and recovery of materials where feasible. With support from the CIÉ Sustainability Fund, a programme of investment in circularity and resource efficiency is set to continue across all operations and properties.

The Group is also embedding Green Public Procurement by including sustainability criteria in major tenders, helping to direct purchasing decisions toward lower-impact goods and services.

People and inclusion: building a workforce for the future

Delivering sustainable public transport depends on a skilled and supported workforce. In 2025, the Group continued to invest in employee wellbeing, including health checks and financial wellbeing training delivered to over 1,000 employees. These programmes are coordinated by the Health and Wellbeing teams of each Operating Company and are designed to support a safe and healthy working environment for the Group’s workforce of over 12,000 employees, including shift workers who may be more vulnerable to health impacts.

The Operating Companies are also supporting increased female participation through dedicated initiatives such as Female Open Days, designed to make careers in the transport sector more accessible to women. Progress is gradual given longstanding workforce demographics, but it is strategically important for recruitment, retention and long term resilience.

| Percent female workforce in 2025 |     |
|----------------------------------|-----|
| Bus Átha Cliath                  | 10% |
| Bus Éireann                      | 12% |
| CIÉ Holding Company              | 49% |
| CIÉ Tours                        | 68% |
| Iarnród Éireann                  | 13% |

Across the Group, we are delivering targeted sustainability training and upskilling programmes to equip employees with the knowledge and skills required to support the climate and energy transition across operations.

### **Vision 2030: Sustainability by Design**

A significant development in 2025 was the adoption of CIÉ Group's new Vision 2030 strategy, which sets a citizen-centric direction for the Group and includes Sustainability by Design as one of its six key outcomes.

### **Strong governance: ensuring oversight of sustainability issues**

Across the Group, governance arrangements were further strengthened in 2025, supported by the first full year of operation of the CIÉ Board Sustainability Committee and reinforced by Sustainability Committees working groups within each Operating Company. Together, these structures provide clear oversight and accountability, support strategic alignment, and enable informed decision-making on climate and sustainability matters.

### **Sustainability Linked Loan: embedding sustainability into financing**

In 2024, the CIÉ Group agreed a Sustainability Linked Loan (SLL) framework, and in 2025 progress was monitored against the agreed metrics spanning carbon emissions, renewable energy generation, employee wellbeing and circularity. The SLL links financing to sustainability outcomes, focusing attention on priority targets and strengthening the link between strategy, investment decisions and measurable performance.

### **Looking ahead: priorities and challenges**

Our sustainability mission is to expand public transport to enable modal shift, while reducing emissions through fleet transition, cleaner fuels, renewable electricity and energy efficiency. Delivering the pace of change required will depend on sector-wide coordination on infrastructure readiness, including grid and charging capacity, and capacity building to scale low carbon technologies while expanding services. In 2026 and beyond, the Group will continue strengthening transition planning and delivery capability, including accelerating renewable generation rollout and deepening the operational measures needed to close the gap to 2030 climate targets.

*This report is not a CSRD Statement as defined by the European Sustainability Reporting Standards.*

In 2025, our bus and rail services delivered 10.5 million kilometres of zero-emission passenger transport.

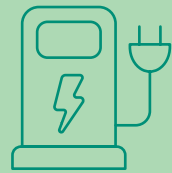


## 2025 Key Sustainability Highlights



### Electrified Rail

**100** carriages ordered as part of the DART programme.



### Green Electricity

**269,000** kWh renewable electricity generated. **61** tonnes of CO<sub>2</sub> saved.



### Journeys

**22%** increase in passenger journeys carried by the CIÉ Group Operating Companies from 2018-2025.



### Reporting

CIÉ Group was awarded a **B score** for climate change management and water management by CDP.



### Health and wellbeing:

Over **1,000 employees** received health checks and financial wellbeing training.



### CIÉ Sustainability Fund

**€12 million** of funding has been allocated to **84 projects** between 2022-2025.



### Waste Infrastructure

Improved waste segregation infrastructure installed across **50%** of sites across the Group.



### Water Management

**13%** decrease in water consumption across the Group.



### Certification

CIÉ Tours achieved **Gold** Certification from the **Sustainable Tourism Network**.



### Bus Éireann

Bus Éireann won the **2025 SEAI Energy Award** for Transport for their Limerick City Electric Bus Service.

# The CIÉ Group Sustainability Strategy – At a Glance

## Low Carbon Fleet Transition

Decarbonising our bus and rail fleets through electrification and alternative fuels, delivering DART+ and BusConnects.

## Building Energy Efficiency

Investing in renewable energy in our stations and depots.

## Circular Economy

Minimising waste, increasing recycling, and responsible water management.

## Transport Orientated Development

Creating integrated transport hubs that reduce car dependency.

## Biodiversity

Enhancing our natural capital.

## Climate Resilience

Preparing transport infrastructure for climate risks.

## Diversity and Equal Opportunity

Promoting inclusion and equality in the workforce.

## Decent Work and Wellbeing

Ensuring fair employment, safety, and staff wellbeing.

## Community Engagement and Heritage

Preserving cultural heritage and investing in our communities.

## Supporting Our Strategy

### CIÉ Sustainability Fund

Allocated funding for sustainability initiatives, with €12 million approved between 2022–2025 to fund 84 projects.

### CIÉ Group Governance

Strong sustainability governance to effectively manage our sustainability risks, impacts, and opportunities.

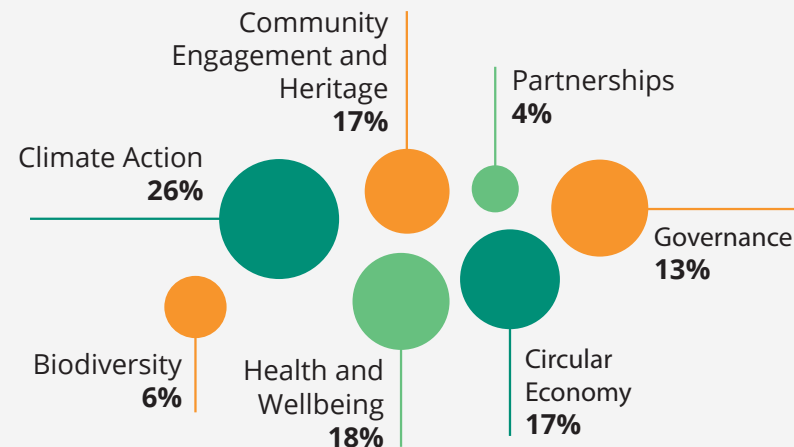
As part of our commitment to increasing the sustainability of our operations, the CIÉ Group established the CIÉ Sustainability Fund to enable implementation of CIÉ Group sustainability strategy.

The CIÉ Sustainability Fund provides the financial resources to enable delivery of the Group's sustainability strategy, supporting trials, pilot projects and programmes and accelerating the rollout of solutions across the Group. The fund focuses on shared priority goals including enabling fleet and energy transition, circular economy and resource efficiency, biodiversity and nature-based solutions, and climate resilience. By providing Group-wide funding, the Sustainability Fund enables collaboration across Operating Companies and helps embed sustainability considerations into day-to-day decision-making as well as long-term investment planning.

The fund has facilitated the delivery of energy efficiency assessments and renewable fuel trials; onsite solar PV installation; investment in waste infrastructure upgrades across stations and depots; water management; biodiversity enhancement; and afforestation. Figure 1 provides a breakdown of the total spend in 2025 through the CIÉ Sustainability Fund according to project category.



From 2022 to 2025,  
the CIÉ Sustainability  
Fund approved  
**€12 million in  
funding for  
84 projects.**



**Figure 1:** Breakdown of the CIÉ Sustainability Fund spend in 2025 by project category.

In 2024, CIÉ Tours launched a **Sustainability Action Fund**, reinforcing their [commitment to sustainability](#). The fund will support the communities and places that create unique experiences for their guests while addressing the environmental impact of their operations. In 2025, CIÉ Tours expanded the recipients of the fund to include The National Trust for Scotland and Invisible Cities, two organisations that advance social as well as environmental sustainability.

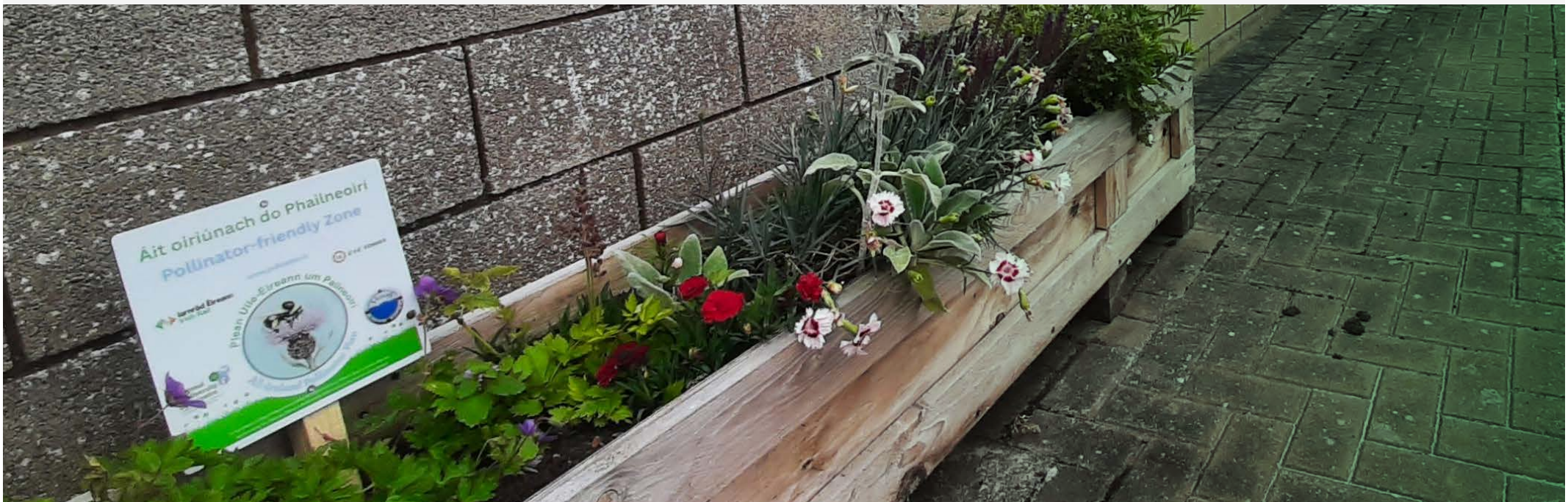
The CIÉ Group has recently concluded a **sustainability linked loan**, embedding sustainability targets in its Facility Agreement. The facility is underpinned by four ambitious objectives in the areas of tackling emissions in scope 1 and 2 and modal shift, renewable energy deployment, circularity and waste reduction, and employee health and wellbeing. This is an important step which demonstrates the Group's commitment and ambition to its lender group.

Our sustainability strategy and commitments reflect the CIÉ Group's role in supporting Ireland's climate, mobility and social objectives. Our ambition is to expand and improve public transport so that more people can choose lower-carbon travel, while reducing the environmental footprint of our own operations and strengthening the wider value we create for employees, communities and the economy. Our commitments reflect CIÉ Group's ambition to deliver a more resilient, resource-efficient and inclusive transport system, while supporting Ireland's wider climate, social and economic objectives.

In 2025, CIÉ Group adopted **Vision 2030**, a new citizen-centric Group strategy designed to maximise efficiencies across the Group while supporting the individual strategies of each Operating Company. The strategy positions CIÉ as a collaborator and enabler, setting out six key outcomes, including **Sustainability by Design**. This strengthens the role of sustainability as a core principle in how the Group plans, invests and delivers for the citizens who rely on public transport every day.

The Group has also continued to advance practical actions for environmental sustainability, including fleet transition, renewable electricity generation, energy efficiency measures, waste and water initiatives, biodiversity projects, and stronger sustainability governance. We have identified our material risks, opportunities and impacts and are working to align strategy and governance to manage. While significant challenges remain, particularly in reducing absolute emissions as services continue to grow, the work progressed this year has strengthened the foundations for long-term delivery and clarified where further action is required.

A key enabler of the work across the Group is the provision of the **CIÉ Sustainability Fund**, which helps translate strategy into delivery. The Fund supports delivery of Group-wide sustainability programmes, pilots and research and development. The multi-annual investment from the fund has enabled steady progress in energy, water, waste and biodiversity and scaling of successful local projects to wider implementation across CIÉ Group.



## Enabling Low-Carbon Mobility



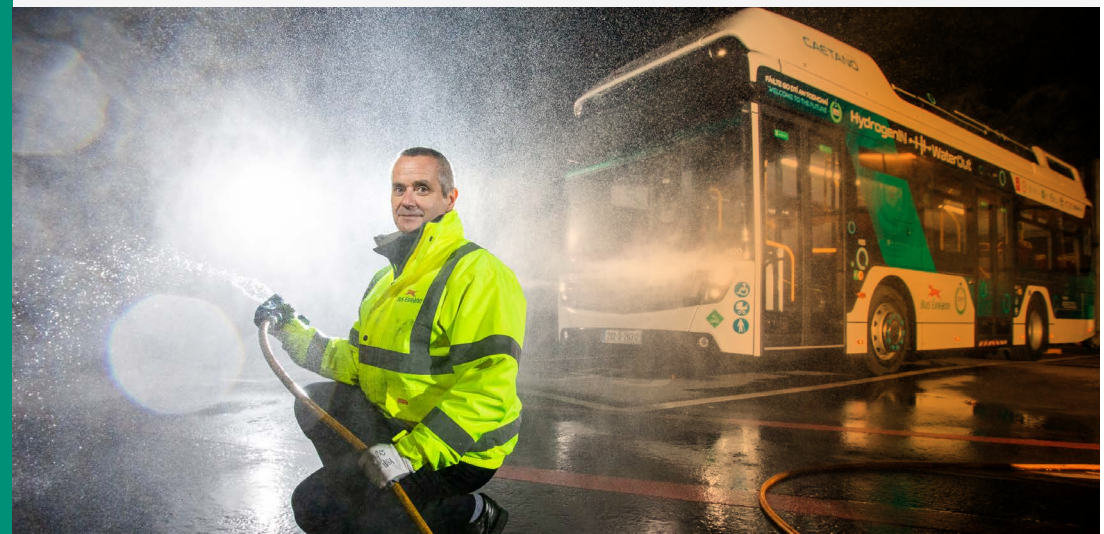
We provide public transport services that enhance quality of life and promote social inclusion, and will deliver reductions in our carbon footprint through sustained transition to low carbon technologies, electrification, alternative renewable fuels, and operational improvements.



CIÉ Group's primary purpose is to expand and improve public transport so that more people can choose lower-carbon travel, while reducing the environmental footprint of a growing transport system. In 2025, passenger journeys increased and services expanded across bus and rail networks, supporting national climate and mobility objectives. At the same time, the Group continued to progress fleet electrification, alternative fuels and rail investment, while recognising that absolute emissions remain above the pathway required to meet the 2030 target.

The Group is planning and delivering energy efficiency improvements across priority buildings as part of our wider decarbonisation strategy, focusing on high-consumption sites where targeted action can deliver the greatest impact. This includes energy audits, better metering, and upgrades such as lighting, controls, heating and ventilation optimisation.

Progress in 2025 included increased passenger demand, continued delivery of BusConnects and Connecting Ireland service growth, over 10.5 million zero tailpipe emission kilometres travelled, continued use of biofuels and HVO, further electrification of bus fleets, and progress on DART+ investment and rail capacity growth. The Group also continued preparatory work on Scope 3 emissions and transition planning.



## Public transport growth



### Target/Ambition

Support modal shift and expand service capacity across the Group.

### 2025 Progress

- 336.7 passenger journeys in 2025, an increase of 4.8% from 2024.
- 166 million kilometres travelled in 2025, an increase of 1.6% from 2024.

## Schools transport service



### Target/Ambition

Provide a public transport option to carry students to school.

### 2025 Progress

- 181,000 daily Schools Transport journeys delivered by Bus Éireann in 2025, an increase of 5% from 2024.
- 24,450 special needs students transported on the Schools Transport Scheme daily by Bus Éireann in 2025, an 11% increase from 2024.

## Greenhouse gas emissions



### Target/Ambition

CIÉ Group targets a 51% reduction in Scope 1 and 2 emissions by 2030, against a 2018 baseline. This target is Group-wide.

### 2025 Progress

- 2.66% reduction in Scope 1 and 2 emissions between 2018 and 2025.
- Scope 1 and 2 emissions increased by 2.79% between 2024 and 2025.

Additional information on our analysis is available in [Current Emissions Performance](#).

## Bus Átha Cliath transition



### Target/Ambition

100% of the Bus Átha Cliath bus fleet will be zero emission by 2035, supported by the NTA.

### 2025 Progress

- 10.5% of the fleet comprised of zero emission vehicles.

## Bus Éireann transition



### Target/Ambition

50% of the Bus Éireann fleet will be zero emission by 2030, supported by the NTA.

### 2025 Progress

- 9% of Bus Éireann's fleet comprised of zero tailpipe emission buses, including three hydrogen fuel cell electric buses operating in the Greater Dublin Area.
- 61 electric buses in service as part of Bus Éireann's fully electrified Limerick regional city fleet.

## Iarnród Éireann transition



### Target/Ambition

Extend the electrified DART network to 150km. Iarnród Éireann targets 100% electrified or hybrid road vehicles by 2030.

### 2025 Progress

- 5.8% electric road fleet in 2025.
- Delivery of the two Head of Series trains DART+ fleet from rail manufacturer.
- The DoT funded a third order of 100 DART carriages, bringing the total ordered to 285.
- 12% of Iarnród Éireann's service kilometres were electric in 2025.

# Enabling Low-Carbon Mobility

## Scope 3 greenhouse gas emissions



### Target/Ambition

CIÉ Group will calculate a full Scope 3 emissions inventory and model Scope 3 reduction targets across the Group.

### 2025 Progress

- Preparatory work for calculating Scope 3 emissions carried out in 2025.

## Transition to alternative sustainable fuels



### Target/Ambition

Increase the use of renewable alternative fuels in the Group's fuel mix.

### 2025 Progress

- Continued use of biofuels across Iarnród Éireann, Bus Átha Cliath, Bus Éireann, and CIÉ Tours coach partners.

## Renewable electricity



### Target/Ambition

Deliver approved investment in rooftop PV across the Group to increase renewable electricity generation and support long-term energy resilience.

### 2025 Progress

- Total of 516 kWp of solar PV capacity installed across the Operating Companies by the end of 2025.
- Generated 269 MWh of renewable electricity in 2025, an increase of 165% from 2024.
- Funding approved for deployment of an estimated 4.5MWp in solar PV installations across CIÉ Group properties over the coming years.

## Energy innovation



### Target/Ambition

Deliver Sustainability by Design and a Group Energy Strategy to strengthen energy resilience and create long-term value.

### 2025 Progress

- Commenced assessments of potential on-site generation including solar, micro-grids, geothermal and district heating to improve energy security and efficiency.





We are embedding circular practices in day to day operations by incorporating green public procurement, preventing waste, improving segregation and recycling, and increasing resource and water use efficiency.



## Resource Efficiency and Circular Operations

Alongside decarbonisation, the Group is embedding more circular and resource-efficient practices across operations. This includes improving waste segregation and recycling, reducing water consumption, supporting sustainable procurement, investing in waste infrastructure and developing better data to support performance improvement. In 2025, the Group reported a significant reduction in water use and continued to invest in practical initiatives to improve resource efficiency across stations, depots and offices.

Actions during the year included new waste infrastructure, water monitoring and leak repair, rainwater harvesting, biodigesters for food waste, water refilling stations, sustainable procurement criteria in major tenders, and supply chain engagement through the Supply Chain Sustainability School.



## Resource Efficiency and Circular Operations

### Recycling rate



#### Target/Ambition

Bus Éireann targets a 70% recycling rate by 2030.

#### 2025 Progress

- 27% recycling rate in 2025, up from 22% in 2024.

### Recycling rate



#### Target/Ambition

Iarnród Éireann targets a 70% recycling rate by 2030 energy resilience.

#### 2025 Progress

- 57% recycling rate in 2025, up from 54% in 2024.

### Waste segregation



#### Target/Ambition

Facilitate increased recycling by installing waste segregation infrastructure across CIÉ Group sites.

#### 2025 Progress

- Sites with waste separation (general waste and recyclable waste) infrastructure in place increased from 31% to 50% between 2024 and 2025 across the Group.

### Circularity in operations



#### Target/Ambition

Support projects across the Group designed to decrease waste generated and improve circularity.

#### 2025 Progress

- Iarnród Éireann partnership with White Rabbit, donating materials that are then upcycled instead of being disposed of.
- Group IT is developing a laptop donation programme to help reduce IT waste.
- Bus Átha Cliath installed biodigesters to manage food waste on site, converting organic waste into nutrient rich digestate for reuse.

### Water stewardship



#### Target/Ambition

Improve water use efficiency across the Group.

#### 2025 Progress

- 13% decrease in water consumption across the Group through improved water data monitoring, repair of leaks, water efficient technology and rainwater harvesting by the Operating Companies.

### Water stewardship



#### Target/Ambition

Iarnród Éireann aims to install water monitoring equipment at the top 90% consuming sites by 2026.

#### 2025 Progress

- Project funding secured through the CIÉ Sustainability Fund.

### Water stewardship



#### Target/Ambition

Iarnród Éireann targets 20% reduction of water consumption by 2030, against a 2021-2023 average baseline.

#### 2025 Progress

- 28% reduction in 2025 against the baseline.
- ✓ **Target achieved in 2025**
- Water refilling stations were in place at fourteen train stations, with a further ten planned. They are expected to avoid 35 tonnes of plastic waste and 160 tonnes of CO2 emissions by 2027 by reducing single-use plastic bottle consumption.

### Water stewardship



#### Target/Ambition

Bus Éireann aims to reduce water use by 40% by 2030, against a 2019 baseline.

#### 2025 Progress

- 25.22% reduction in water use in 2025 against the baseline.

### Water stewardship



#### Target/Ambition

Identify further potential for rainwater harvesting across operations.

#### 2025 Progress

- Bus Átha Cliath and Iarnród Éireann have installed rainwater harvesting technology to reduce pressure on local water mains.

### Green Public Procurement (GPP)



#### Target/Ambition

Identify actions for driving and measuring Green Public Procurement (GPP).

#### 2025 Progress

- Sustainability selection criteria included in the majority of large tenders across the Group.

### Supply chain sustainability

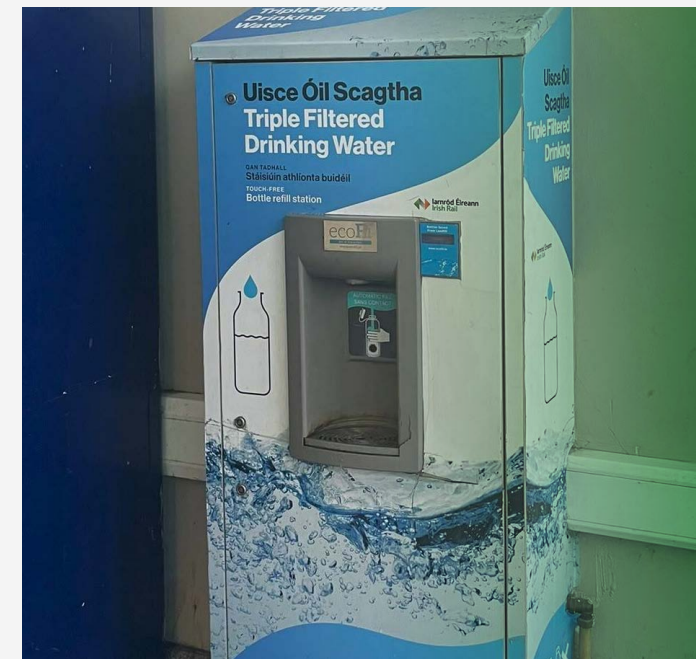


#### Target/Ambition

Support our suppliers in incorporating more sustainable practices across their operations.

#### 2025 Progress

- The Iarnród Éireann partnership with the Supply Chain Sustainability School supports key suppliers in incorporating sustainable practices across their business.
- Bus Éireann held seminars with their suppliers to educate them on sustainability matters.



## Nature, Resilience, and Climate Adaptation



We create lasting ecological benefits through biodiversity action across our network while strengthening climate resilience.



CIÉ Group is strengthening its approach to biodiversity, climate adaptation and resilience, recognising that nature and climate resilience are essential to long-term operational sustainability. In 2025, the Group continued to invest in biodiversity enhancement, tree planting, pollinator plans and nature-based solutions, while also progressing adaptation-related work including climate risk assessment and infrastructure resilience planning.

Activity in 2025 included the expansion of pollinator plans at stations, tree planting and afforestation planning, progress on a biodiversity mapping pilot, funding for wellbeing gardens and biodiversity areas, and climate adaptation planning. The Group also supported climate resilience through infrastructure initiatives such as coastal rail protection planning and engagement on the Transport Sectoral Adaptation Plan.



### Pollinator plans



#### Target/Ambition

Iarnród Éireann aims to install pollinator plans at every Iarnród Éireann station by 2030

#### 2025 Progress

- Iarnród Éireann installed pollinator plans at four additional stations in 2025, bringing the total to 62 pollinator plans in place.

### Native tree planting



#### Target/Ambition

Iarnród Éireann aims to plant 40 hectares of native trees on non-operational lands by 2030

#### 2025 Progress

- 15,000 native trees on 12 acres of ground have been established. A maintenance programme is in place to maintain these trees.
- Six additional locations, measuring 86 acres, have been submitted to the Department of Agriculture, Food and the Marine for approval under the Creation of Woodland on Public Lands scheme.

### Biodiversity mapping



#### Target/Ambition

Complete a biodiversity mapping project of the CIÉ land and Iarnród Éireann rail network.

#### 2025 Progress

- An initial pilot project was completed in 2025, mapping a 10 km stretch of railway as a test case.

### Nature restoration partnerships

#### Target/Ambition

Identify further opportunities for enriching local biodiversity and supporting ecosystem services.

#### 2025 Progress

- CIÉ Tours continued their partnership with ReFarm, whose mission is to scale nature-friendly farming in Ireland by funding and supporting farmers to restore biodiversity, improve ecosystems, and create measurable impact.
- The Iarnród Éireann/CIÉ Native Tree Seed Collection Programme is supporting Irish nurseries to collect, process and grow native tree seeds for use in reforestation projects.
- Biodiversity areas and wellbeing gardens have been installed across the Group, supporting urban biodiversity and providing employees with natural outdoor spaces to enjoy.

### Climate adaption

#### Target/Ambition

We will protect our assets from climate impacts and carry out a Group-wide climate adaptation/climate vulnerability risk assessment.

#### 2025 Progress

- A Group-wide climate adaption assessment is planned as a workstream under the CSRD reporting readiness project.
- Bus Éireann has undertaken a climate adaptation/climate vulnerability risk assessment.
- Iarnród Éireann's East Coast Railway Infrastructure Protection Projects (ECRIPP) launched second round of public consultation for the Eastern coast rail line to inform protection measures addressing sea level rise and coastal erosion along Dublin-Wicklow rail corridor.
- Representatives from across the Group contributed to the Department of Transport's Draft Transport Sectoral Adaptation Plan II through the public consultation process, supporting the development of a climate resilient transport system.

## People, Inclusion, and Social Value



We support communities, preserve heritage, and foster an inclusive workplace where employees can thrive and progress.



Delivering sustainable transport services depends on a skilled, healthy and supported workforce, as well as positive social outcomes for passengers, communities and partners. In 2025, the Group continued to invest in employee wellbeing, health and safety, workforce development and inclusion, while also strengthening its contribution to local communities through partnerships, education, heritage and wider public value initiatives.



### Employee wellbeing



#### Target/Ambition

Deliver programmes and initiatives across the Group that support employee health and wellbeing.

#### 2025 Progress

- Ongoing achievement of the IBEC KeepWell Mark across the Group, a national accreditation that recognises organisations that invest in workplace health and wellbeing.
- Free medical health checks and financial wellbeing training provided to over 1000 employees in 2025.
- The Health and Wellbeing teams across the Group delivered programmes and initiatives designed to support employees' mental, physical, emotional, and financial wellbeing.

### Community and social value



#### Target/Ambition

Create partnerships that support community wellbeing, education and public value.

#### 2025 Progress

- The CIÉ Group Operating Companies have continued supporting community organisations and partnering with charities including Dublin Pride, Belvedere Youth Club, the Irish Red Cross, Shine Online and Mid West Simon. These partnerships help to strengthen local communities by supporting inclusion, wellbeing and access to essential services.

### Heritage



#### Target/Ambition

Preserve cultural heritage through access to historic buildings and archives.

#### 2025 Progress

- Expanding and improving access to the CIÉ Group's historical records, including advancing Bus Éireann's oral history initiative, digitising a historic Bus Átha Cliath records book, and launching a dedicated CIÉ Group archives website to broaden public access to heritage materials.

### Workforce inclusion

#### Target/Ambition

Support an inclusive and diverse workforce through dedicated campaigns and programmes.

#### 2025 Progress

- Gender pay gap report were published across the Group in 2025, outlining the gender representation across each Operating Company, the gender pay gap (if present), and initiatives in place to narrow the gender pay gap and/or the gender representation gap.
- Equality and Diversity statements or policies in place across the Group, underscoring our ongoing dedication to promoting equality, diversity, and non-discrimination.
- Ongoing dedicated inclusive recruitment campaigns, supporting an inclusive and diverse workforce.

### Workforce inclusion

#### Target/Ambition

Bus Éireann targets 10% female drivers by 2030.

#### 2025 Progress

- 5.37% female drivers in 2025.\*

## People, Inclusion, and Social Value

### Workforce inclusion



#### Target/Ambition

Bus Éireann 10% female supervisors by 2030.

#### 2025 Progress

- 4.08% female supervisors in 2025.\*

### Workforce inclusion



#### Target/Ambition

Bus Éireann targets 12% women in the organisation by 2025.

#### 2025 Progress

- 11.75% female workforce in 2025.\*

### Workforce inclusion



#### Target/Ambition

Bus Éireann targets 50% women in management by 2028.

#### 2025 Progress

- 36.5% female senior managers.\*

### Workforce inclusion



#### Target/Ambition

Iarnród Éireann aims to double the number of women employed, from 474 in 2022 to 948 female employees by 2030.

#### 2025 Progress

- 616 female employees in 2025.\*\*

\* As of year end 2025.

\*\* Obtained from 2025 Gender Pay Gap Reports, reflecting a snapshot date in June 2025.





We are strengthening governance to oversee sustainability impacts and risks and to guide strategy and investment towards sustainability opportunities.



## Governance, Finance, and Accountability

Strong governance provides oversight of sustainability impacts and risks and directs strategy and finance to realise opportunities. In 2025, governance arrangements were strengthened through the first full year of operation of the **CIÉ Board Sustainability Committee** and the continued development of sustainability structures across the Group. At the same time, the Sustainability Fund, sustainability-linked loan, and CSRD-readiness programme all helped strengthen how sustainability is managed, financed, and monitored.



## Governance, Finance, and Accountability

### Governance



#### Target/Ambition

Strengthen oversight and accountability for sustainability across the Group.

#### 2025 Progress

- First full year of operation of the CIÉ board Sustainability Committee; other sustainability committees and working groups active across the Group.

### CIÉ Sustainability Fund



#### Target/Ambition

Support Group-wide delivery of sustainability projects and pilot initiatives.

#### 2025 Progress

- 84 projects approved between 2022 and 2025 with €12 million budget approval.

### Sustainability-linked loan



#### Target/Ambition

Embed sustainability performance into financing arrangements.

#### 2025 Progress

- Progress monitored in 2025 against agreed metrics covering emissions, renewable energy, circularity and wellbeing.

### CSRD-readiness



#### Target/Ambition

Build governance, controls, and processes to support ESRS-aligned reporting.

#### 2025 Progress

- Double materiality analysis completed in 2025, supported by stakeholder engagement and validation across the Group.
- CSRD reporting readiness project advanced during 2025, with further work planned for 2026-27.



#### Target/Ambition

Improve environmental disclosure score.

#### 2025 Progress

- CIÉ Group received a B score for climate and water-related disclosures in 2025.



We are delivering Transit Oriented Development on CIÉ city stations, focused on creating compact, walkable, mixed-use communities around public transport hubs.



- The **Heuston Masterplan** is a blueprint for 10 hectares of potential development lands which could accommodate over 210,000 sqm of mixed uses, including 1,000 residential units. Work packages regarding additional pedestrian, cycling, and accessibility linkages are being progressed to planning application stage.
- The **Colbert Station Quarter** Spatial Framework envisages an exemplar of TOD including up to 2,800 homes. Initial parcels of CIÉ's holding at Colbert are being considered for early release to progress housing developments.
- **Horgan's Quay, Cork**, comprises six acres of mixed-use TOD. CIÉ and the developer have entered into agreements with the Land Development Agency (LDA) to bring forward the development of 203 residential units, the construction of which is due to complete in Q4 2026.
- The second phase of the **Spencer Dock** development provided c. 40,000 sqm of offices, the 200-bedroom Samuel Hotel, and 393 residential units.
- Construction of Ireland's first triple platinum office scheme at **Boston Sidings** was completed in the summer of 2025.
- The completed **Dublin Arch development at Connolly Station** will comprise 59,000 sqm of offices, a 200-bed hotel, and 187 residential units, improving access to the station and rail services.
- Planning permission has been granted for the **Augustine Hill development at Ceannt Station**, will comprises substantial retail development and c. 376 residential units on lands to the south of Ceannt Station.
- 'Housing for All – a New Housing Plan for Ireland' sets out the government's housing plan to 2030. Four properties owned by the CIÉ Group are specifically mentioned: Colbert Station Limerick, Inchicore Works, Broadstone Bus Garage and Conyngham Road Bus Garage. The CIÉ Group is working closely with the LDA to help achieve the strategy's objectives.

## Partnerships and Knowledge Sharing



We engage with academic, industry and cross-sector partners to drive innovation, share knowledge and advance sustainable transport.



- Ongoing partnership with the **UCD Energy Institute** for the NexSys research programme, studying the energy demand and the potential of low or zero emissions fleet technology across the entire transport network.
- Engaging with our stakeholders, the **Department of Transport** and the **National Transport Authority** to support delivery of climate targets and modal shift.
- CIÉ, including Bus Éireann, is one of over 30 partners in the **SH2AMROCK** project, an EU-supported, multi-year initiative aimed at developing Ireland's first green hydrogen valley and transport hub in Galway.
- CIÉ Group commenced a strategic partnership with Stripe to support the **Young Scientist & Technology Exhibition (YSTE)** in Ireland, an annual science competition showcasing student projects.





We invest in employee wellbeing, health and safety, workforce development, and inclusion, reinforcing our commitment to a safe, skilled, and inclusive workplace.

## Our Governance



Underpinning the delivery of our sustainability strategy is a robust governance structure to ensure effective sustainability oversight at all levels.

In 2025, CIÉ Group continued to strengthen sustainability oversight and accountability, while progressing the systems, roles and controls required to prepare for CSRD reporting. This work is helping to embed sustainability more fully into decision-making and performance management across the Group.

### Board of Directors

Bus Átha Cliath Board  
Bus Éireann Board  
CIÉ Group Board  
CIÉ Tours Board  
Iarnród Éireann Board

The Boards have overall responsibility for setting, approving, and overseeing the sustainability strategy of their company, ensuring it is aligned with organisational objectives and public policy commitments.

### Board Subcommittee: Audit and Risk

Bus Átha Cliath Risk Committee (RC)  
Bus Átha Cliath Audit, Finance and Investment Committee (AFIC)  
Bus Éireann Audit and Risk Committee (ARC)  
CIÉ Audit and Risk Committee (ARC)  
Iarnród Éireann Audit and Risk Committee (ARC)

The ARCs and RC assess and report to the board the major risks and uncertainties impacting on the company and continuously review this situation, among other duties. Sustainability-related risks that are currently managed through the company-specific risk management frameworks receive oversight from the ARCs and RC.

The ARCs and AFIC will approve the data that will be published in future CIÉ Group CSRD reports.

### Board Subcommittee: Sustainability

Bus Átha Cliath Board Strategy and Sustainability Review Group  
Bus Éireann Board Sustainability Committee  
CIÉ Board Sustainability Committee  
Iarnród Éireann Environmental and Sustainability Committee

Where established, the Board Sustainability Committee(s) support their respective Boards by providing focused oversight of the sustainability strategy, including reviewing strategic priorities, monitoring progress against sustainability objectives, and overseeing the effectiveness of related policies, actions, and controls prior to escalation to the full Board.

The CIÉ Board Sustainability Committee includes representatives from each Operating Company.

## Chief Executive Officer (CEO)

Bus Átha Cliath CEO  
Bus Éireann CEO  
CIÉ CEO  
CIÉ Tours Managing Director  
Iarnród Éireann CEO

The CEO(s) have overall executive responsibility for the implementation and delivery of the sustainability strategy, ensuring it is integrated into corporate strategy and escalated to the Board where strategic direction or approval is required.

## Chief Financial Officer (CFO)

Bus Átha Cliath CFO  
Bus Éireann CFO  
CIÉ CFO  
CIÉ Tours CFO  
Iarnród Éireann CFO

The CFO(s) are responsible for reporting under the CSRD as well as audit assurance.

## Chief Sustainability Office (CSO)

Bus Átha Cliath Head of ESG  
Bus Éireann Chief Safety & Sustainability Officer  
CIÉ CSO  
CIÉ Tours Sustainability Manager  
Iarnród Éireann CSO

The CSO(s) lead the development of company sustainability strategy, advising the CEO, Board and relevant committees on sustainability priorities, risks, opportunities, regulatory readiness and performance. The CIÉ CSO also helps to coordinate and support alignment across the Group.

## Senior Management

Senior management is responsible for implementing the sustainability strategy within their areas of responsibility, translating strategic objectives into operational plans, delivering approved actions, and reporting on progress and performance through established management and governance processes.

## Sustainability Steering Group (SSG)

The Sustainability Steering Group (SSG) brings together representatives from across the Group, including the CSOs and senior specialists in energy, engineering, environment, and health and safety, to oversee sustainability and climate related issues and collaborate on the development and delivery of sustainability initiatives. The SSG provides a senior level forum for sharing best practice and advancing Group wide initiatives. Members of the SSG also provide regular updates to the CIÉ Board Sustainability Committee on initiatives and programmes in place across the Group.

## ESG Working Group(s)

Bus Éireann ESG Working Group  
Bus Átha Cliath ESG Steering Committee

Where established, the ESG Working Group(s) support the development and delivery of the sustainability strategy at management level by coordinating inputs across the organisation, supporting data collection and analysis, and providing recommendations and reporting to senior management and, where relevant, Board committees.

# 2025 Double Materiality Assessment

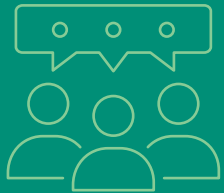
In 2025, the CIÉ Group carried out a Double Materiality Assessment (DMA) to prepare to report under the Corporate Sustainability Reporting Directive (CSRD) in 2028 on financial year 2027.

## Stakeholder Engagement

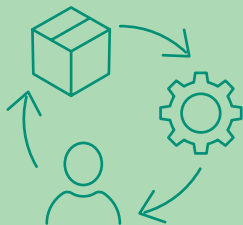
As part of our DMA, we undertook a structured stakeholder engagement process to inform the identification and assessment of material impacts, risks and opportunities across own operations and the value chain. Stakeholder engagement was designed to capture perspectives from key categories of affected stakeholders.

Engagement methods comprised internal stakeholder interviews, external stakeholder interviews and review of external stakeholder surveys. These activities informed the development of CIÉ Group's value chain mapping and creation of a list of potentially material impacts, risks and opportunities (IROs).

### Key stakeholder categories included:



**Own workforce**  
Engagement with 50+ internal stakeholders across the Group, representing a wide range of functions including sustainability, operations, finance and risk.



**Workers in the value chain**  
Perspectives relevant to upstream and downstream activities were obtained through surveys distributed to contractors, suppliers, and other actors across the value chain, informing the identification of IROs linked to outsourced activities and business relationships.



**Public stakeholders**  
A series of external stakeholder interviews with public bodies and authorities, providing insights into CIÉ Group's impacts on communities and the wider public.



**Customers and end users**  
Results of an external customer survey captured the views of service users to understand perceived impacts, risks and opportunities associated with CIÉ Group's transport services.



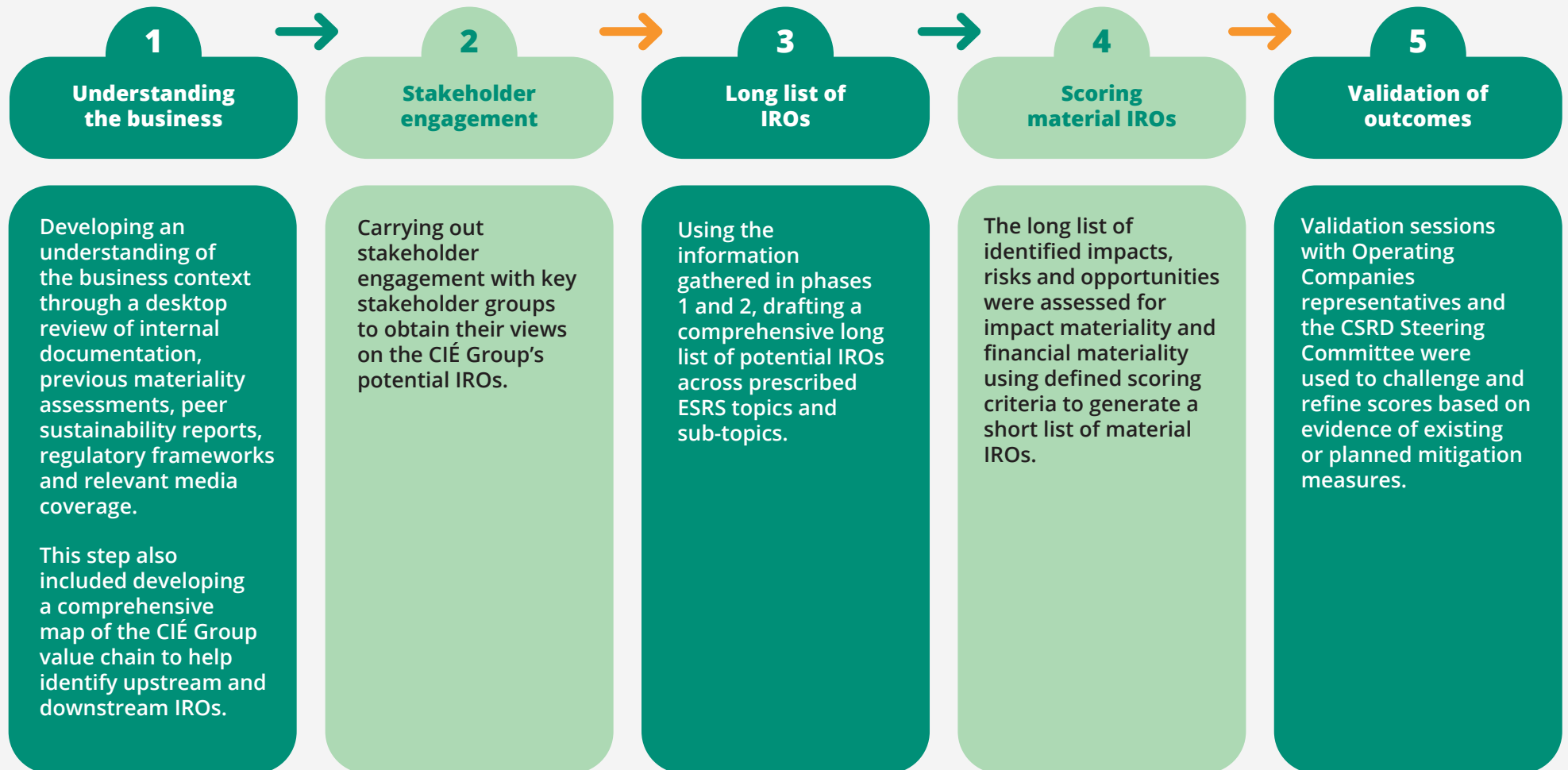
**Nature as a silent stakeholder**  
Academic institutions and NGOs with a focus on nature and biodiversity were contacted via a survey to provide their perspectives on the Group's impacts and interactions with biodiversity.

The outcomes of stakeholder engagement were integrated into the DMA through validation sessions with the CSRD Project Team and Operating Company executives.

## The DMA Process

The CIÉ Group DMA covered our own operations and our upstream and downstream value chain, including our Operating Companies and key suppliers, contractors, customer groups, public bodies, and other key stakeholders.

The assessment followed five main phases:





### IRO Scoring Methodology

- **Impact materiality** was assessed by evaluating actual and potential positive and negative impacts over the short, medium and long term. Impacts were scored using prescribed criteria for scale, scope, remediability, and likelihood. Existing policies, controls, operational procedures and risk management measures were considered when assessing likelihood and remediability.
  - » **Scale:** How significant, grave, or intense the impact is, whether positive or negative.
  - » **Scope:** How widespread the impact is, including geographic reach and the number of people or ecosystems affected.
  - » **Remediability:** How easily the damage (from negative impacts) can be corrected, compensated for, or reversed.
  - » **Likelihood:** The probability of the impact occurring.
- **Financial materiality** was assessed by evaluating the financial magnitude of risks and opportunities and their likelihood. The financial magnitude scale was developed in line with CIÉ Group's risk management framework.
- Judgements and subjective assessments were used to estimate and validate the impact and financial materiality of each IRO.
- A quantitative threshold was determined according to the prescribed scoring criteria. Impacts, risks and opportunities meeting or exceeding this threshold were deemed material and trigger reporting requirements under the relevant ESRS topics and sub-topics. Matters below the threshold are monitored and may be reassessed in future reporting cycles.

As a result of the assessment, CIÉ Group identified a list of material IROs. These results reflect both impact and financial materiality perspectives and include matters arising from CIÉ Group's own operations and its upstream and downstream value chain. IROs deemed material will trigger reporting requirements once the Group becomes in scope for CSRD reporting in 2028. The DMA will be reviewed annually and refreshed where significant changes occur in the Group's operations, strategy, external environment or stakeholder expectations.

The CIÉ Tours Sustainability Action Fund supports locally led initiatives that create lasting environmental and social benefits in the communities visited by CIÉ Tours.



# Our Sustainability Metrics

## Operations, Emissions, and Energy

The CIÉ Group monitors performance and identifies emerging challenges through comprehensive analysis of our sustainability metrics.

## CIÉ Group wide Key Performance Indicators

### Pillar 1: Economic

#### Generating Economic Value

| Connecting People                                            | 2025  | 2024  | Change 2024-2025 |
|--------------------------------------------------------------|-------|-------|------------------|
| Total bus and train kilometres travelled own fleet (million) | 165.6 | 162.9 | +1.60%           |
| Total passenger journeys (million)                           | 336.7 | 321.3 | +4.79%           |

### Pillar 3: Environment

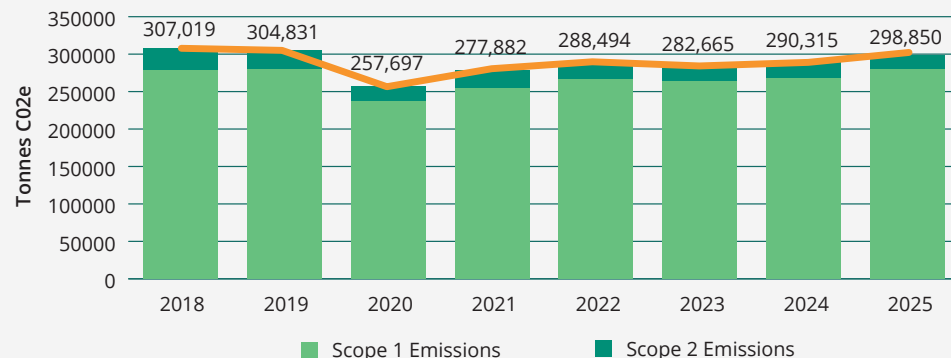
#### Climate Action

| Greenhouse Gas (GHG) emissions (tonnesCO <sub>2</sub> e) | 2025      | 2024      | Change 2024-2025 |
|----------------------------------------------------------|-----------|-----------|------------------|
| Total Scope 1 and 2 emissions                            | 298,850   | 290,315   | +2.94%           |
| Total Scope 1 emissions                                  | 279,337   | 268,200   | +4.15%           |
| Total Scope 2 emissions                                  | 19,513    | 22,115    | -11.80%          |
| Energy use (MWh)                                         | 2025      | 2024      | Change 2024-2025 |
| Total energy consumption                                 | 1,192,202 | 1,156,357 | +3.10%           |

CIÉ Group is committed to meeting Ireland's climate targets as set out in the Climate Action Plan and to supporting the Sustainable Mobility Policy by enabling modal shift and increasing public transport usage. In line with these commitments, the Group has set a target to reduce total Scope 1 and 2 greenhouse gas emissions by 51% by 2030, using 2018 as the baseline year. In addition, the Group is targeting a 50% improvement in energy efficiency by 2030, which will further support emissions reductions.

The Group's Scope 1 and 2 emissions profile, illustrated in Figure 2, provides an overview of the emissions footprint and the operational activities that drive it. The majority of emissions arise from Scope 1 sources, driven primarily by the combustion of diesel fuel across the bus and rail fleets. These activities account for the largest share of the Group's energy use. Scope 2 emissions, while comparatively much smaller, stem from electricity purchased from the national grid and consumed across building facilities. These categories reflect the Group's current energy mix, which continues to be dominated by fossil fuel use. This profile underscores the scale of the challenge and the importance of ongoing investment in zero emissions technology, electrification, biofuels, renewable energy, and fleet modernisation to achieve long term climate targets.

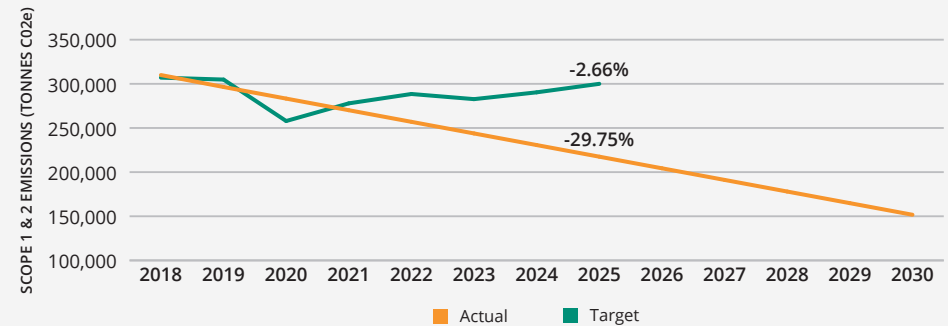
## CIÉ Group Total Scope 1 and 2 Emissions



**Figure 2:** CIÉ Group cumulative Scope 1 and Scope 2 carbon emissions. Scope 1 (direct) emissions are generated by the combustion of fuel and use of f-gases. Scope 2 (indirect) emissions are generated by the consumption of electricity. The Scope 2 emissions in this figure represent the consumption of electricity at CIÉ Group locations.

## Current Emissions Performance

### CIÉ Group Progress against Carbon Reduction targets



**Figure 3:** CIÉ Group Scope 1 and 2 emissions trend plotted against the emissions trajectory in line with the target of decreasing emissions by 51% by 2030. The emission reduction represented in the graph for 'target' and 'actual' are calculated against the baseline year of 2018.

The CIÉ Group's emissions trajectory highlights both progress to date and the scale of the challenge ahead in meeting national climate targets. While incremental improvements have been made since the 2018 baseline year, the pace of reduction remains insufficient to align with the Group's 2030 objectives.

### Progress against the 2030 pathway:

To remain aligned with a 51% reduction in Scope 1 and 2 emissions by 2030, the Group would have needed to achieve a 29.75% reduction by 2025. Actual progress over this period shows a 2.60% reduction, underscoring the gap between current performance and the required emissions trajectory

### Short-term performance between 2024 and 2025:

Scope 1 and 2 emissions increased by 2.79%, reflecting operational pressures associated with higher service levels and a reduced proportion of biofuels in the overall energy mix.

# Our Sustainability Metrics

## Impact of expanding operations:

Service expansion continued to support national transport and climate objectives, however, the resulting fuel consumption increase lead to upward pressure on absolute emissions. This dynamic illustrates the complexity of achieving deep reductions while simultaneously enabling growth in public transport demand.

While the Group's absolute emissions may have increased, the modal shift enabled by the Group would have also resulted in fewer sector-wide emissions from private car use.

## Energy mix and supply chain:

The composition of the Group's energy mix remains a defining factor in year on year emissions performance. Availability of funding, as well as supply chain considerations and operational challenges in deploying zero emission technologies, sets the pace for the CIÉ Group climate transition. Strengthening the resilience of the energy supply chain, particularly in relation to grid access, charging infrastructure, and biofuel availability, as well as securing sufficient funding, will be essential for scaling zero emission fleet deployment and delivering emission reductions at the required pace.

## CIÉ Group Scope 1 Emissions

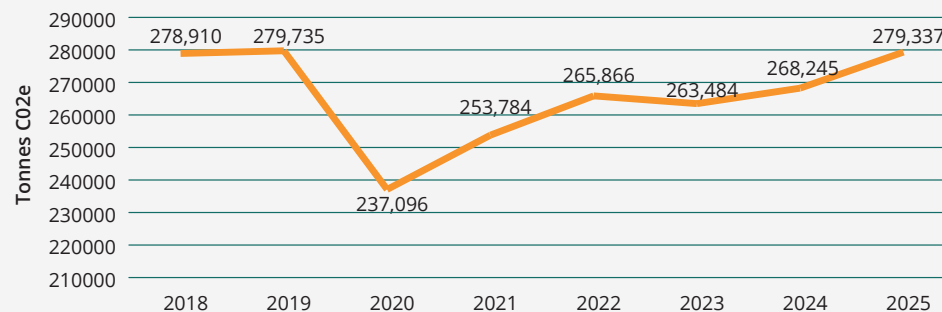


Figure 4: CIÉ Group cumulative Scope 1 emissions from 2018 to 2025.

Figure 4 illustrates the CIÉ Group's cumulative Scope 1 emissions since the 2018 baseline year and provides insight into how service demand and the Group energy mix have influenced the Group's direct emissions profile over time.

- **2019 – 2021:** Emissions decreased significantly in 2020 due to the impacts of the COVID 19 pandemic, when restrictions led to a substantial reduction in public transport service demand. As services were restored and passenger demand recovered in 2021, emissions increased accordingly, returning closer to pre pandemic levels.
- **2021 – 2023:** During this period, emissions declined again, primarily due to a higher proportion of biofuels in the energy mix. This improvement occurred despite rising passenger numbers, which would necessitates additional fuel use. The increased use of biofuels therefore helped to mitigate emissions increases during these years.
- **2023 – 2025:** Passenger numbers continued to increase as national mobility demand grew; however, the proportion of biofuels in the Group's overall energy mix did not rise at the same pace. As a result, higher service demand required increased fuel consumption, leading to a net increase in emissions from 2023 onward.

Looking ahead, the Group's short term focus is on achieving further reductions in emissions through an increased use of biofuels, supported by electrification of the bus fleets. In the longer term, large-scale electrification will require the development of supporting infrastructure, and the availability of stable and sufficient funding to progress these investments at scale. Delivering these changes will require coordination across government, stakeholders, and the wider energy system to ensure that the necessary infrastructure, grid capacity, and capital funding are in place to support this large-scale transition.

CIÉ Group Scope 2 Emissions

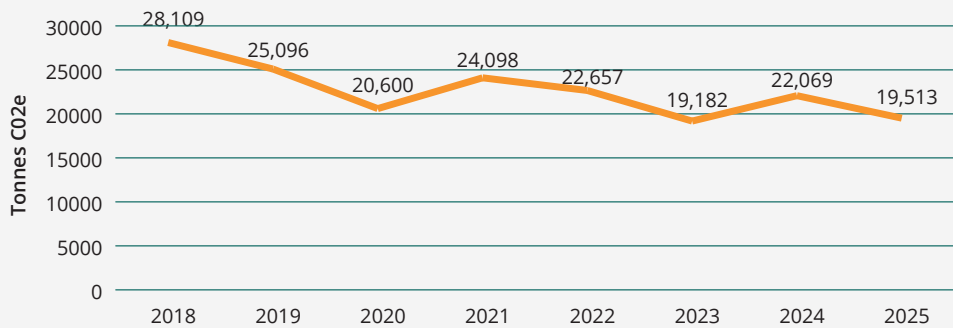


Figure 5: CIÉ Group cumulative Scope 2 emissions from 2018 to 2025.

Figure 5 illustrates the CIÉ Group's cumulative Scope 2 emissions since the 2018 baseline year and reflects the Group's change in emissions from electricity use.

- **2021 – 2025:** Electricity consumption increased year on year, driven primarily by the continued electrification of the Bus Éireann and Bus Átha Cliath fleets and higher overall service demand across the network.
- Despite this rise in electricity use, Scope 2 emissions have shown a sustained downward trend since 2018, decreasing by 30.6% over the period from 2018 to 2025.

This reduction is largely attributable to the declining carbon intensity of the Irish electricity grid, reflecting the growing proportion of renewable energy generation nationally. An additional contribution to the reduction also stems from on site solar PV installations and the deployment of energy efficient technologies across the Group, such as LED lighting retrofits.

In the long-term, as large-scale electrification is increasingly adopted across the rail network, the CIÉ Group's electricity consumption is expected to increase to support the change in the energy mix.

Emissions Intensity

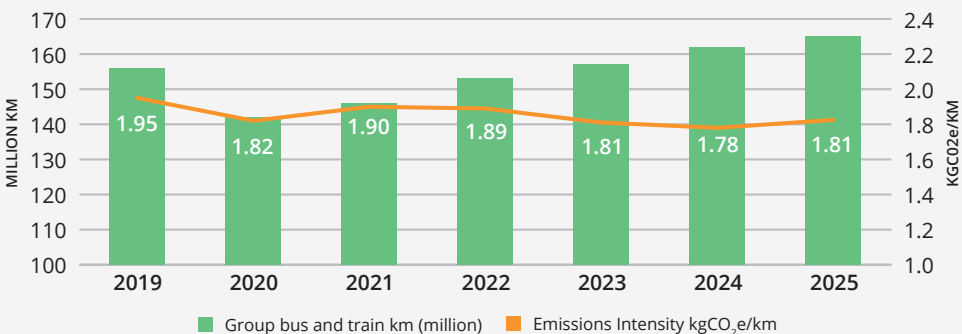
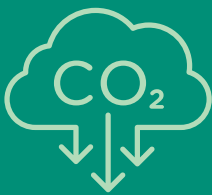


Figure 6: This graph demonstrates the total kilometres travelled plotted against the fleet carbon intensity (kg CO<sub>2</sub> e per kilometre). Fleet carbon intensity is calculated by dividing the total Scope 1 and Scope 2 emissions by the total kilometres travelled by own operated fleet across Bus Átha Cliath, Bus Éireann and Iarnród Éireann.



The emissions intensity metric depends on several factors, including the energy sources used for transportation, the efficiency of vehicles and the distance travelled. A lower intensity metric indicates a more efficient and sustainable level of operations.

## Our Sustainability Metrics

The emissions intensity of kilometres travelled (bus and train) by CIÉ Group is presented in Figure 6. Emissions intensity is measured in kgCO<sub>2</sub>e per kilometre travelled (excluding Bus Éireann's schools transport service by third party contractors) and serves as a key indicator of the energy efficiency and environmental impact of the CIÉ Group's transportation activities.

Between 2024 and 2025, emissions intensity increased slightly, reflecting both expanded service levels and higher absolute emissions. Despite this increase, emissions intensity has remained relatively stable since 2023 and has improved overall compared with 2019.

In the short term, emissions intensity is expected to continue fluctuating as services expand to support modal shift. However, ongoing investment in new battery-electric DART+ train carriages and the electrification of the Bus Átha Cliath and Bus Éireann fleets is expected to deliver emissions reductions and improve long-term operational efficiency.



### Methodology

When available, we make use of general well-known and reliable external sources such as the SEAI Monitoring and Reporting (M&R) and UK Department for Environment, Food and Rural Affairs (DEFRA) conversion factors to arrive at reasonable and fair judgements, estimates and assumptions. Judgements, estimates and assumptions are regularly reviewed and updated. At the same time, we acknowledge that the use of third-party information and the aforementioned techniques implicitly bear the risk of outcome uncertainty. Please note, the figures highlighted below may not align with SEAI published figures due to timing of conversion factors.

Please see Appendix A for conversion factors used in this report. In 2025 reporting year, we have analysed and reviewed our data collection and KPI reporting methodology. As a result, scope 1 and 2 emissions from previous years may be restated because of updating assumptions to improve accuracy of data, increased alignment with SEAI M&R methodology, and updating of previous years conversion factors with newly available data.

Circularity: Water and Waste

CIÉ Group Water Consumption

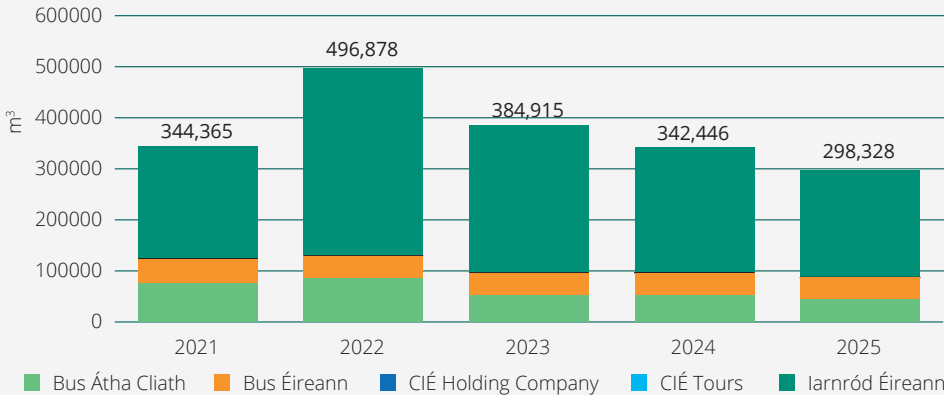


Figure 7: CIÉ Group water consumption in 2025, reported in cubic metres of water.

CIÉ Group relies heavily on water for our daily operations, particularly for vehicle maintenance and washing (Figure 7). Between 2024 and 2025, Group-wide water consumption decreased by 13%, primarily as a result of ongoing water use audits, improved water data monitoring technology, leak detection and repair, and water efficient technology implemented by the Operating Companies.

We are continuing to improve the availability and quality of our water consumption data, as some site-level water usage is currently estimated. To strengthen accuracy and enable better performance management, we are implementing enhanced water monitoring technology, starting with our higher consumption sites.

CIÉ Group generates three primary waste streams in our operations: general municipal waste, recyclable waste, and hazardous waste (Figure 8). The hazardous waste stream is comprised of oily water from interceptor maintenance and the by-products of operating and servicing heavy-duty vehicles, such as engine coolant, motor oil, batteries, and oily rags.

Primary Waste Streams 2025

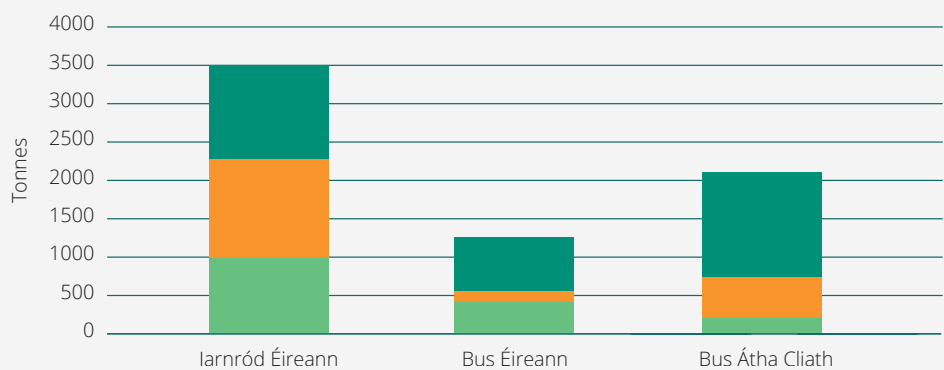


Figure 8: A breakdown of the major waste streams by Operating Company. The CIÉ Holding Company and CIÉ Tours each generated less than one tonne of municipal waste sent for incineration and municipal waste sent for recycling.

From 2024 to 2025, recyclable waste generated increased by 10%, and general municipal waste decreased by 1%. Overall (recyclable and general) waste generated increased by 5%. This overall increase reflects a shift in the composition of waste generated, with higher volumes of recyclables outweighing the marginal reduction in general waste.

A more detailed breakdown of each company's waste stream is available in [Our Sustainability KPIs](#).

The CIÉ Group Operating Companies continue to invest in improved waste segregation infrastructure at depots, stations, and offices, supporting higher recycling rates and reducing the volume of waste sent for disposal. There is a programme of work being delivered across the Group aimed at improving our recycling rate and reducing waste generated.

Hazardous waste is managed in accordance with regulatory requirements and is collected, treated, and disposed of by licensed contractors to ensure environmental protection and compliance. A portion of the hazardous waste stream is comprised of waste oil that is recycled into heating oil, extending its useful life.

### Plans for 2026

In 2026, CIÉ Group will continue to focus on decarbonising our services through fleet electrification, the integration of alternative and renewable fuels, improved energy efficiency and the expansion of on-site renewable generation. This is the central role we play in supporting the decarbonisation of Ireland's wider transport sector, while also improving resource efficiency and embedding sustainability more consistently across Group strategy, governance and operations.

#### Vision 2030:

In 2026, we will implement the CIÉ Group Vision 2030 strategy and maximise efficiencies across the Group. The Sustainability by Design strategic pillar will reinforce sustainability as a core principle in how we plan, invest and deliver services for the citizens who rely on public transport every day.

#### Electrification and integration of renewable fuels:

In 2026, we will continue the rollout of electric vehicles and new train carriages to support emissions reductions across our services. We will also continue to model the Group's future energy requirements to support the integration of renewable fuels as our fleets transition. In parallel, we will progress a coordinated, Group-wide approach to energy procurement to strengthen governance, improve value for money and support the sourcing of lower-carbon fuels and electricity where feasible. We will engage with the DoT and the NTA on the Renewable Transport Fuel Obligation, sharing insights from our modelling to support policy objectives.

#### Deployment of solar PV across the Group:

In 2026, we will progress a coordinated Group-wide rollout of solar PV, prioritising sites with strong technical potential and high electricity demand. This will increase on-site renewable generation, reduce emissions associated with purchased electricity and support growing electricity needs arising from fleet electrification.

#### Building energy efficiency:

In 2026, we will plan for energy efficiency upgrades across priority, high-consumption buildings, targeting cost-effective emissions reductions and lower energy demand. Actions will include audits and focused retrofits such as lighting, controls, heating and ventilation optimisation, fabric improvements and enhanced metering. These measures will complement on-site renewables while supporting safe and reliable operations.

#### Scope 3 analysis, supplier engagement, and SBTi:

In 2026, we plan to undertake a full Scope 3 greenhouse gas emissions footprint for the Group. This will strengthen our understanding of emissions across the value chain, improve the quality of data and assumptions used in reporting, and identify the most material Scope 3 categories for targeted action. Building on this footprint, we will engage with key stakeholders, develop a robust baseline, model potential Scope 3 decarbonisation pathways and develop draft Scope 3 targets aligned with our wider climate ambition.

#### Climate adaptation and nature restoration:

Over the course of the year, we will carry out a climate risk and adaptation assessment to identify at risk assets and take measures to protect infrastructure and service continuity. Nature based solutions will play an important role in our response to adaptation and will be built into our urban and nationwide infrastructure where possible. In 2026, we will strengthen our approach to nature and biodiversity by progressing biodiversity mapping and improving baseline data across our estate and network. This work will help identify practical opportunities for habitat enhancement and nature-based solutions that can also support climate resilience.

#### Circularity:

In 2026, we will further embed circularity by preventing waste, improving segregation and increasing reuse and recycling across sites. We will strengthen waste data, scale practical reuse and upcycling initiatives, and continue water efficiency actions and improved monitoring, with a focus on high-use activities and sites.

**Social Impact:**

In 2026, we will improve how we understand and manage the Group's social impacts on passengers, communities, employees and value chain workers. We will build on DMA engagement to strengthen social data and governance, confirm priority topics and related risks and opportunities, and improve outcome monitoring.

**CSRD reporting readiness:**

In 2026, we will progress the recommendations from the Double Materiality Assessment by strengthening how we manage and oversee our material impacts, risks and opportunities. Delivered through the CSRD reporting readiness project, this work will enhance governance and accountability, clarify roles and responsibilities, and build the controls and processes needed to support ESRS-aligned reporting in 2028.

A photograph of two women in a public transport setting. The woman in the foreground is smiling and looking towards the right. She has brown hair and is wearing a brown t-shirt. She is holding a green vertical pole. The woman in the background is wearing glasses and a striped shirt, and is looking towards the first woman. The background is slightly blurred, showing other people and the interior of a vehicle.

In 2025, passenger journeys increased by 4.8%, reflecting continued investment in public transport and growing demand across the network.

# Our Sustainability KPIs

See Carbon Emissions Conversion Factors table for the conversion factors used. Scope 1,2 and 3 emissions are calculated using emissions factors from DEFRA and the SEAI.

## Bus Átha Cliath Key Performance Indicators:

### Pillar 1: Economic

#### Generating Economic Value

| Connecting People                             | 2025  | 2024  | 2023  | 2022  |
|-----------------------------------------------|-------|-------|-------|-------|
| Passenger journeys (millions)                 | 165.1 | 159.3 | 147.0 | 121.0 |
| Kilometres travelled (millions)               | 63.3  | 62.1  | 59.1  | 58.0  |
| Diesel blend km travelled (millions)          | 58.1  | 59.4  | 59.0  | 58.0  |
| Zero emissions km travelled (millions)        | 5.2   | 2.7   | 0.1   | 0.0   |
| Emissions intensity (kgCO2e/bus km travelled) | 1.1   | 1.1   | 1.1   | 1.3   |
| Number of buses in operation                  | 1,150 | 1,110 | 1,090 | 1,056 |

### Pillar 2: Social

#### Sustainable Cities and Communities

| Accessibility              | 2025 | 2024 | 2023 | 2022 |
|----------------------------|------|------|------|------|
| Fully accessible buses (%) | 100% | 100% | 100% | 100% |

#### Wellbeing, Gender Equality and Inclusivity in Our Workforce

| Investing in Our Employees                             | 2025  | 2024  | 2023  | 2022  |
|--------------------------------------------------------|-------|-------|-------|-------|
| Number of employees                                    | 4,406 | 4,224 | 3,940 | 3,771 |
| Gender Equality                                        | 2025  | 2024  | 2023  | 2022  |
| Female employees (%)                                   | 10%   | 9%    | 8%    | 8%    |
| Women in executive roles directly reporting to CEO (%) | 29%   | 29%   | 40%   | 33%   |
| Female board members (%)                               | 38%   | 44%   | 44%   | 38%   |

## Pillar 3: Environment

### Climate Action

| Greenhouse Gas (GHG) Emissions (tonnesCO <sub>2</sub> e) | 2025   | 2024   | 2023   | 2018   |
|----------------------------------------------------------|--------|--------|--------|--------|
| Scope 1                                                  | 64,128 | 65,756 | 66,542 | 74,084 |
| Scope 2                                                  | 2,819  | 2,480  | 1,235  | 1,684  |

| Energy Use (MWh)                     | 2025    | 2024    | 2023    | 2018    |
|--------------------------------------|---------|---------|---------|---------|
| Total energy consumption             | 267,729 | 272,631 | 268,406 | 287,689 |
| 100% fossil diesel                   | 236,452 | 242,139 | 245,888 | 272,115 |
| FAME biodiesel                       | 2,636   | 12,637  | 10,163  | -       |
| HVO                                  | 7,769   | -       | -       | -       |
| Natural gas                          | 8,366   | 9,015   | 7,848   | 11,111  |
| Grid electricity for other           | 5,374   | 4,811   | 4,402   | 4,463   |
| Grid electricity for fleet           | 7,087   | 3,990   | 63      | -       |
| Self generated renewable electricity | 45      | 39      | 42      | -       |

| Service Fleet Proportions                                                                 | 2025  | 2024  | 2023  | 2022  |
|-------------------------------------------------------------------------------------------|-------|-------|-------|-------|
| Service fleet with Euro IV standard engine or older (%)                                   | 14.5% | 11.0% | 20.0% | 9.0%  |
| Service fleet with Euro V standard engine (%)                                             | 12.5% | 13.0% | 12.0% | 14.0% |
| Service fleet with Euro VI standard engine (%)                                            | 43.0% | 47.0% | 47.0% | 53.0% |
| Service fleet with hybrid engine (%)                                                      | 19.5% | 20.0% | 19.0% | 22.0% |
| Service fleet with zero tailpipe emissions (fully powered by electricity or hydrogen) (%) | 10.5% | 9.0%  | 2.0%  | 0.0%  |

| Road Support Fleet Proportions              | 2025 | 2024 | 2023 | 2022 |
|---------------------------------------------|------|------|------|------|
| Road fleet cars/vans with hybrid engine (%) | 10%  | -    | -    | -    |
| Road fleet cars/vans electric (%)           | 51%  | -    | -    | -    |
| Road fleet cars/vans with ICE engine (%)    | 39%  | -    | -    | -    |

# Our Sustainability KPIs

## Responsible Consumption and Production

| Waste Management (tonnes)                                                      | 2025   | 2024   | 2023   | 2022   |
|--------------------------------------------------------------------------------|--------|--------|--------|--------|
| Total municipal waste collected (gross)                                        | 737    | 654    | 662    | 640    |
| Total municipal waste collected (sent for incineration/energy recovery)        | 196    | 169    | 171    | 162    |
| Total municipal waste collected (sent for recycling)                           | 541    | 485    | 491    | 478    |
| Waste – mixed dry recyclables                                                  | 18     | 17     | 12     | 0      |
| Waste – recycling (mixed packaging waste)                                      | 301    | 258    | 271    | 294    |
| Recycled timber                                                                | 24     | 21     | 20     | 19     |
| Recycled cardboard                                                             | 0      | 3      | 0      | 11     |
| Recycled paper                                                                 | 5      | 0      | 5      | 0      |
| Recycled metal                                                                 | 132    | 122    | 127    | 101    |
| Recycled glass                                                                 | 25     | 22     | 18     | 18     |
| WEEE recycling                                                                 | 8      | 9      | 9      | 8      |
| Compost                                                                        | 28     | 33     | 29     | 27     |
| Recycling rate (municipal)                                                     | 73%    | 74%    | 74%    | 75%    |
| Total ballast/soil disposal                                                    | 0      | 0      | 9      | 0      |
| Hazardous waste (oily waste, waste oil, waste coolant, paints, solvents, etc.) | 1,367  | 906    | 930    | 1,102  |
| Waste oil sent for recycling                                                   | 125    | 104    | 0      | 0      |
| Water Management                                                               | 2025   | 2024   | 2023   | 2022   |
| Water consumption (cubic metres)                                               | 44,363 | 51,210 | 51,782 | 85,567 |

Notes:

- 2018 data is included for energy and Scope 1 and 2 emissions, reflecting the 2018 baseline year; all other categories are reported for 2022–2025.
- Employee headcount is actual average over the year.
- Road Support Fleet % breakdown by fuel type has been included from 2025.

## Bus Éireann Key Performance Indicators:

### Pillar 1: Economic

#### Generating Economic Value

| Connecting People                                    | 2025  | 2024  | 2023  | 2022  |
|------------------------------------------------------|-------|-------|-------|-------|
| Passenger journeys (millions)                        | 116.6 | 111.6 | 107.0 | 90.0  |
| Kilometres travelled (own fleet)                     | 82.6  | 81.4  | 78.5  | 76.2  |
| Diesel kilometres travelled (own fleet)              | 79.9  | 79.9  | 77.9  | 76.1  |
| Zero emissions kilometres travelled* (own fleet)     | 2.7   | 1.5   | 0.6   | 0.1   |
| Emissions intensity (kgCO <sub>2</sub> e/kilometres) | 0.93  | 0.90  | 0.94  | 1.06  |
| Number of buses in operation                         | 1,104 | 1,138 | 1,104 | 1,099 |

\* Includes Electric Vehicles, Hydrogen and HVO

### Pillar 2: Social

#### Sustainable Cities and Communities

| Accessibility                                                                | 2025    | 2024    | 2023    | 2022    |
|------------------------------------------------------------------------------|---------|---------|---------|---------|
| Accessible service buses (%)                                                 | 100%    | 100%    | 100%    | 100%    |
| Accessible bus stations (%)                                                  | 89%     | 84%     | 84%     | -       |
| Schools Transport                                                            | 2025    | 2024    | 2023    | 2022    |
| No. of students transported under the School Transport Scheme per school day | 181,000 | 172,500 | 162,500 | 151,000 |
| No. of students transported per school day with special education needs      | 24,450  | 21,950  | 19,900  | 17,500  |

# Our Sustainability KPIs

## Wellbeing, Gender Equality and Inclusivity in Our Workforce

| Investing in Our Employees      | 2025  | 2024  | 2023  | 2022  |
|---------------------------------|-------|-------|-------|-------|
| Number of employees             | 3,249 | 3,078 | 2,932 | 2,827 |
| Gender Equality                 | 2025  | 2024  | 2023  | 2022  |
| Female employees (%)            | 12%   | 11%   | 11%   | 10%   |
| Women on the executive team (%) | 33%   | 33%   | -     | -     |
| Female board members (%)        | 57%   | 44%   | 29%   | 29%   |

## Pillar 3: Environment

### Climate Action

| Greenhouse Gas (GHG) Emissions (tonnesCO2e) | 2025   | 2024   | 2023   | 2018   |
|---------------------------------------------|--------|--------|--------|--------|
| Scope 1                                     | 74,991 | 71,767 | 72,501 | 78,924 |
| Scope 2                                     | 1,946  | 1,867  | 1,316  | 1,975  |

| Energy Use (MWh)                     | 2025    | 2024    | 2023    | 2018    |
|--------------------------------------|---------|---------|---------|---------|
| Total energy consumption             | 302,179 | 297,890 | 292,961 | 301,444 |
| Bus diesel (B0)                      | -       | 55,934  | 74,246  | 241,276 |
| Biodiesel blend                      | 235,600 | 185,529 | 163,569 | -       |
| Forecourt diesel usage               | 41,460  | 42,547  | 43,568  | 48,224  |
| HVO                                  | 10,193  | 527     | -       | -       |
| Electricity for fixed assets         | 4,823   | 4,727   | 4,047   | 5,236   |
| Electricity for fleet                | 3,720   | 1,847   | 616     | -       |
| Natural gas                          | 4,705   | 5,148   | 5,496   | 6,189   |
| Other heating fuels                  | 1,393   | 1,502   | 1,258   | 519     |
| Self generated renewable electricity | 209     | 48      | 15      | -       |
| Hydrogen                             | 76      | 82      | 147     | -       |

| Service Fleet Proportions (Excluding School Fleet)                                            | 2025 | 2024 | 2023 | 2022 |
|-----------------------------------------------------------------------------------------------|------|------|------|------|
| Service fleet with Euro VI standard engine (%)                                                | 68%  | 68%  | 71%  | 69%  |
| Service fleet with Euro V standard engine or older (%)                                        | 16%  | 16%  | 20%  | 23%  |
| Service fleet with hybrid engine (%)                                                          | 7%   | 7%   | 7%   | 8%   |
| Service fleet that are zero tailpipe emissions (fully powered by electricity or hydrogen) (%) | 9%   | 9%   | 2%   | 0%   |

| Road Support Fleet Proportions                                      | 2025  | 2024 | 2023 | 2022 |
|---------------------------------------------------------------------|-------|------|------|------|
| Road support fleet cars/vans with ICE engine (petrol and diesel)    | 61.6% | -    | -    | -    |
| Road support fleet cars/vans with hybrid engine (petrol and diesel) | 0.6%  | -    | -    | -    |
| Road support fleet cars/vans battery electric                       | 37.8% | -    | -    | -    |

### Responsible Consumption and Production

| Waste Management (tonnes)                                                      | 2025 | 2024 | 2023 | 2022 |
|--------------------------------------------------------------------------------|------|------|------|------|
| Total municipal waste collected (gross)                                        | 558  | 529  | 500  | 620  |
| Total municipal waste collected (sent for incineration/energy recovery)        | 407  | 414  | 383  | 503  |
| Total municipal waste collected (sent for recycling)                           | 151  | 116  | 117  | 117  |
| Waste – recycling (mixed recycling and baled plastic)                          | 68   | 77   | 92   | 82   |
| WEEE recycling                                                                 | -    | -    | -    | 3    |
| Recycled cardboard                                                             | 15   | 17   | 14   | 14   |
| Recycled metal                                                                 | 58   | 13   | 3    | 11   |
| Recycled glass                                                                 | 0.11 | -    | -    | -    |
| Compost                                                                        | 10   | 9    | 8    | 7    |
| Recycling rate (municipal)                                                     | 27%  | 22%  | 23%  | 19%  |
| Hazardous waste (oily waste, waste oil, waste coolant, paints, solvents, etc.) | 698  | 501  | 499  | 583  |
| Waste oil sent for recycling                                                   | 105  | -    | -    | -    |

## Our Sustainability KPIs

### Responsible Consumption and Production (continued)

| Water Management                 | 2025   | 2024   | 2023   | 2022   |
|----------------------------------|--------|--------|--------|--------|
| Water consumption (cubic metres) | 42,537 | 44,840 | 44,412 | 43,768 |

- Service Fleet Proportions for 2022-2024 have been restated due to update in calculation methodology.
- Waste figures for 2023 and 2024 have been restated due to update in calculation methodology.
- Recycled metal and recycling rate does not include end-of-life/scrap buses, this is recorded separately.
- 2018 data is included for energy and Scope 1 and 2 emissions, reflecting the 2018 baseline year. All other categories are reported for 2022–2025.
- Road Support Fleet % breakdown by fuel type has been included from 2025.

## CIÉ Tours Key Performance Indicators:

### Pillar 2: Social

#### Wellbeing, Gender Equality and Inclusivity in Our Workforce

| Investing in Our Employees        | 2025 | 2024 | 2023 | 2022 |
|-----------------------------------|------|------|------|------|
| Total number of employees         | 134  | 121  | 113  | 95   |
| Number of employees-Ireland       | 42   | 38   | 36   | 30   |
| Number of employees-International | 92   | 83   | 77   | 65   |
| Gender Equality                   | 2025 | 2024 | 2023 | 2022 |
| Female employees (%)              | 68%  | 66%  | 69%  | 64%  |
| Women on the executive team (%)   | 50%  | 50%  | 60%  | 60%  |
| Female board members (%)          | 67%  | 50%  | 75%  | 75%  |

### Pillar 3: Environment

#### Climate Action

| Greenhouse Gas (GHG) Emissions (tonnesCO2e) | 2025 | 2024 | 2023 | 2018 |
|---------------------------------------------|------|------|------|------|
| Scope 1                                     | 33   | 28   | 37   | 29   |
| Scope 2                                     | 52   | 62   | 65   | 28   |
| Energy Use (MWh)                            | 2025 | 2024 | 2023 | 2018 |
| Total energy consumption                    | 336  | 336  | 388  | 216  |
| Natural gas – Ireland office                | 160  | 139  | 180  | 143  |
| Electricity – apartments – USA office       | 16   | 18   | 11   | 0    |
| Electricity – Ireland office                | 59   | 60   | 63   | 73   |
| Electricity – USA office                    | 101  | 119  | 134  | -    |

# Our Sustainability KPIs

## Responsible Consumption and Production

| Waste Management                                                            | 2025 | 2024 | 2023 | 2022 |
|-----------------------------------------------------------------------------|------|------|------|------|
| Total municipal waste collected (gross) (Ireland)                           | 1.40 | 1.56 | 1.90 | -    |
| Total municipal waste collected (sent for incineration/<br>energy recovery) | 0.65 | 0.81 | 1.26 | -    |
| Total municipal waste collected (sent for recycling)                        | 0.75 | 0.75 | 0.64 | -    |
| Waste – recycling                                                           | 0.54 | 0.63 | 0.64 | -    |
| Compost                                                                     | 0.21 | 0.12 | 0.00 | -    |
| Recycling rate (municipal)                                                  | 54%  | 48%  | 34%  | -    |

| Water Management                 | 2025  | 2024  | 2023 | 2022 |
|----------------------------------|-------|-------|------|------|
| Water consumption (cubic metres) | 128.9 | 134.8 | -    | -    |

## CIÉ Holding Company Key Performance Indicators:

### Pillar 1: Economic

#### Generating Economic Value

#### Wellbeing, Gender Equality and Inclusivity in Our Workforce

| Investing in Our Employees | 2025 | 2024 | 2023 | 2022 |
|----------------------------|------|------|------|------|
| Number of employees        | 211  | 192  | 185  | 175  |

| Gender Equality                 | 2025 | 2024 | 2023 | 2022 |
|---------------------------------|------|------|------|------|
| Female employees (%)            | 49%  | 46%  | 48%  | 48%  |
| Women on the executive team (%) | 45%  | 40%  | 40%  | 40%  |
| Female board members (%)        | 25%  | 25%  | 33%  | 33%  |

### Pillar 3: Environment

#### Climate Action

| Greenhouse Gas (GHG) Emissions (tonnesCO <sub>2</sub> e) | 2025 | 2024 | 2023 | 2018 |
|----------------------------------------------------------|------|------|------|------|
| Scope 1                                                  | 112  | 128  | 119  | 110  |
| Scope 2                                                  | 130  | 147  | 141  | 185  |

| Energy Use (MWh)         | 2025  | 2024  | 2023  | 2018  |
|--------------------------|-------|-------|-------|-------|
| Total energy consumption | 1,121 | 1,145 | 1,093 | 1,141 |
| Natural gas              | 548   | 625   | 584   | 492   |
| Electricity              | 574   | 520   | 509   | 649   |

## Our Sustainability KPIs

### Responsible Consumption and Production

| Waste Management (tonnes)                                                   | 2025 | 2024 | 2023 | 2022 |
|-----------------------------------------------------------------------------|------|------|------|------|
| Total municipal waste collected (gross)                                     | 1.03 | 2.82 | 3.80 | -    |
| Total municipal waste collected (sent for incineration/<br>energy recovery) | 0.43 | 1.96 | 2.33 | -    |
| Total municipal waste collected (sent for recycling)                        | 0.60 | 0.86 | 1.47 | -    |
| Waste – recycling                                                           | 0.38 | 0.77 | 1.47 | -    |
| Compost                                                                     | 0.22 | 0.09 | 0.00 | -    |
| Recycling rate (municipal)                                                  | 58%  | 31%  | 39%  | -    |

| Water Management                 | 2025  | 2024  | 2023 | 2022 |
|----------------------------------|-------|-------|------|------|
| Water consumption (cubic metres) | 85.93 | 89.85 | -    | -    |

## Iarnród Éireann Key Performance Indicators:

### Pillar 1: Economic

#### Generating Economic Value

| Connecting People                                          | 2025  | 2024  | 2023  | 2022  |
|------------------------------------------------------------|-------|-------|-------|-------|
| Passenger journeys (millions)                              | 55.04 | 50.70 | 46.10 | 35.80 |
| Train kilometres travelled (millions)                      | 19.67 | 19.41 | 18.76 | 18.24 |
| Diesel train kilometres travelled (millions)               | 17.26 | 16.89 | 16.32 | 15.87 |
| Electric train kilometres travelled (millions)             | 2.41  | 2.52  | 2.44  | 2.37  |
| Emissions intensity (kgCO <sub>2</sub> e/train kilometres) | 7.9   | 7.6   | 7.5   | 8.2   |

### Pillar 2: Social

#### Sustainable Cities and Communities

| Accessibility           | 2025 | 2024 | 2023 | 2022 |
|-------------------------|------|------|------|------|
| Accessible stations (%) | 81%  | 79%  | 79%  | 79%  |

#### Wellbeing, Gender Equality and Inclusivity in Our Workforce

| Investing in Our Employees | 2025  | 2024  | 2023  | 2022  |
|----------------------------|-------|-------|-------|-------|
| Number of employees        | 5,098 | 4,814 | 4,559 | 4,339 |

| Gender Equality                 | 2025 | 2024 | 2023 | 2022 |
|---------------------------------|------|------|------|------|
| Female employees (%)            | 13%  | 12%  | 12%  | 11%  |
| Women on the executive team (%) | 8%   | 8%   | -    | -    |
| Female board members (%)        | 44%  | 50%  | 50%  | 44%  |

# Our Sustainability KPIs

## Pillar 3: Environment

### Climate Action

| Greenhouse Gas (GHG) Emissions (tonnesCO2e) | 2025    | 2024    | 2023    | 2018    |
|---------------------------------------------|---------|---------|---------|---------|
| Scope 1                                     | 140,073 | 130,566 | 124,284 | 125,764 |
| Scope 2                                     | 14,565  | 17,559  | 16,473  | 24,238  |

| Energy Use (MWh)                     | 2025    | 2024    | 2023    | 2018    |
|--------------------------------------|---------|---------|---------|---------|
| Total energy consumption             | 620,867 | 584,354 | 549,352 | 541,206 |
| Rail transport marked diesel         | 506,921 | 468,801 | 444,860 | 453,277 |
| FAME biodiesel                       | 5,085   | 27,468  | 19,727  | -       |
| HVO                                  | 17,527  | -       | -       | -       |
| Road vehicles diesel usage           | 13,944  | 12,897  | 14,864  | 14,762  |
| Road vehicles petrol usage           | 2,261   | 2,028   | 1,637   | 382     |
| Natural gas                          | 10,740  | 10,823  | 8,678   | 8,542   |
| Electricity for traction             | 27,468  | 26,589  | 26,103  | 26,222  |
| Electricity for fixed assets         | 36,856  | 35,680  | 33,478  | 38,021  |
| Road fleet electricity               | 50      | 54      | -       | -       |
| Self-generated renewable electricity | 15      | 14      | 5       | -       |

| Service Fleet Proportions                        | 2025 | 2024 | 2023 | 2022 |
|--------------------------------------------------|------|------|------|------|
| Diesel train kilometres (% of total)             | 88%  | 87%  | 87%  | 87%  |
| Electric train kilometres (% of total)           | 12%  | 13%  | 13%  | 13%  |
| Road Support Fleet Proportions                   | 2025 | 2024 | 2023 | 2022 |
| Road fleet cars and vans with hybrid engine* (%) | 2%   | 2%   | -    | -    |
| Road fleet cars and vans electric (%)            | 6%   | 6%   | -    | -    |
| Road fleet cars and vans ICE – fossil (%)        | 92%  | 92%  | -    | -    |

## Responsible Consumption and Production

| Waste Management (tonnes)                                                      | 2025   | 2024   | 2023   | 2022   |
|--------------------------------------------------------------------------------|--------|--------|--------|--------|
| Total municipal waste collected (gross)                                        | 2,281  | 2,234  | 2,193  | 2,085  |
| Total municipal waste collected (sent for incineration/energy recovery)        | 979    | 1,017  | 1,059  | 1,027  |
| Total municipal waste collected (sent for recycling)                           | 1,302  | 1,217  | 1,134  | 1,058  |
| Recycling (dry mixed recyclables)                                              | 1,049  | 1,006  | 847    | 747    |
| Recycled cardboard                                                             | 69     | 59     | 53     | 52     |
| Recycled glass                                                                 | 8      | 3      | 2      | 4      |
| Recycled metal                                                                 | 20     | 15     | 33     | 30     |
| Recycled timber                                                                | 113    | 99     | 148    | 172    |
| WEEE recycling                                                                 | 10     | 6      | 13     | 7      |
| Battery (household)                                                            | 1      | 4      | 3      | 9      |
| Compost                                                                        | 32     | 25     | 35     | 37     |
| Recycling rate (municipal)                                                     | 57%    | 54%    | 52%    | 51%    |
| Industrial waste: metals                                                       | 1,081  | 981    | 829    | 640    |
| Industrial waste: batteries                                                    | 19     | 0      | 0      | 0      |
| Hazardous waste (oily waste, waste oil, waste coolant, paints, solvents, etc.) | 1,221  | 1,410  | 911    | 728    |
| Waste oil sent for recycling                                                   | 153    | 105    | 142    | 128    |
| Total ballast/soil disposal                                                    | 23,110 | 38,358 | 31,724 | 26,484 |
| Upcycling of waste (reuse)                                                     | 1      | 2      | 2      | 0      |

| Water Management                 | 2025    | 2024    | 2023    | 2022    |
|----------------------------------|---------|---------|---------|---------|
| Water consumption (cubic metres) | 211,214 | 246,171 | 288,721 | 367,543 |

Notes:

- Waste figures for previous have been restated due to update in calculation methodology and updated waste categorisation.
- 2018 data is included for energy and Scope 1 and 2 emissions, reflecting the 2018 baseline year; all other categories are reported for 2022–2025.
- Road Support Fleet % breakdown by fuel type has been included from 2025.

## Appendix – CIÉ Group Carbon Emissions Conversion Factors

| Category | Datapoint                                          | Scope/<br>Category | Units                   | 2018        | 2023        | 2024        | 2025        | 2025 Source                                                                                        |
|----------|----------------------------------------------------|--------------------|-------------------------|-------------|-------------|-------------|-------------|----------------------------------------------------------------------------------------------------|
| Energy   | Natural Gas                                        | Scope 1            | kgCO <sub>2</sub> e/kWh | 0.204741096 | 0.204741096 | 0.204741096 | 0.204741096 | Constant – SEAI M&R Gap to Target – as of 20th February 2026                                       |
| Energy   | 100% Fossil Diesel                                 | Scope 1            | kgCO <sub>2</sub> e/kWh | 0.263868    | 0.263868    | 0.263868    | 0.263868    | Constant – SEAI M&R Gap to Target – as of 20th February 2026                                       |
| Energy   | FAME Biodiesel                                     | Scope 1            | kgCO <sub>2</sub> e/kWh | 0           | 0           | 0           | 0           | Constant – SEAI M&R Gap to Target – as of 20th February 2026                                       |
| Energy   | HVO                                                | Scope 1            | kgCO <sub>2</sub> e/kWh | 0           | 0           | 0           | 0           | Constant – SEAI M&R Gap to Target – as of 20th February 2026                                       |
| Energy   | Road Vehicles Diesel Usage – biodiesel portion     | n/a                | % vol                   | 4%          | 9%          | 9%          | 11%         | Variance year on year – SEAI M&R Gap to Target – as of 20th February 2026                          |
| Energy   | Road Vehicles Diesel Usage – fossil diesel portion | Scope 1            | kgCO <sub>2</sub> e/kWh | 0.253185583 | 0.243282193 | 0.242273707 | 0.236463502 | Variance year on year – SEAI M&R Gap to Target – as of 20th February 2026                          |
| Energy   | Road Vehicles Petrol Usage – bioethanol portion    | n/a                | % vol                   | 5%          | 6%          | 8%          | 9%          | Variance year on year – SEAI M&R Gap to Target – as of 20th February 2026                          |
| Energy   | Road Vehicles Petrol Usage – fossil petrol portion | Scope 1            | kgCO <sub>2</sub> e/kWh | 0.243913494 | 0.241411615 | 0.23838075  | 0.236784445 | Variance year on year – SEAI M&R Gap to Target – as of 20th February 2026                          |
| Energy   | Electricity – Ireland                              | Scope 2            | kgCO <sub>2</sub> e/kWh | 0.377285923 | 0.276490432 | 0.281747963 | 0.226258324 | Variance year on year – SEAI M&R Gap to Target – as of 20th February 2026                          |
| Energy   | Electricity – UK                                   | Scope 2            | kgCO <sub>2</sub> e/kWh |             |             |             | 0.177       | <a href="#">Variance year on year – Greenhouse gas reporting: conversion factors 2025 – GOV.UK</a> |
| Energy   | Electricity – US                                   | Scope 2            | kgCO <sub>2</sub> e/kWh | 0.33        | 0.33        | 0.33        | 0.33        | IEA Country Average Mix – Emissions location based                                                 |

## Appendix – CIÉ Group Carbon Emissions Conversion Factors

| Category               | Datapoint              | Scope/<br>Category | Units                       | 2018       | 2023       | 2024       | 2025       | 2025 Source                                                                |
|------------------------|------------------------|--------------------|-----------------------------|------------|------------|------------|------------|----------------------------------------------------------------------------|
| Energy                 | Bus Éireann – Hydrogen | Scope 2            | kgCO <sub>2</sub> e/kWh     | n/a        | 0.179      | 0.179      | 0.179      | Supplier Specific Emission Factor                                          |
| Energy                 | Kerosene               | Scope 1            | kgCO <sub>2</sub> e/kWh     | 0.257004   | 0.257004   | 0.257004   | 0.257004   | Constant – SEAI M&R Gap to Target – as of 20th February 2026               |
| Energy                 | LPG                    | Scope 1            | kgCO <sub>2</sub> e/kWh     | 0.229284   | 0.229284   | 0.229284   | 0.229284   | Constant – SEAI M&R Gap to Target – as of 20th February 2026               |
| Energy                 | 100% Fossil Diesel     | Calorific          | kWh/l                       | 10.169     | 10.169     | 10.169     | 10.169     | Constant – SEAI M&R Gap to Target – as of 20th February 2026               |
| Energy                 | Petrol (Fossil)        | Calorific          | kWh/l                       | 9.348      | 9.348      | 9.348      | 9.348      | Constant – SEAI M&R Gap to Target – as of 20th February 2026               |
| Energy                 | FAME Biodiesel         | Calorific          | kWh/l                       | 9.10936032 | 9.10936032 | 9.10936032 | 9.10936032 | Constant – SEAI M&R Gap to Target – as of 20th February 2026               |
| Energy                 | HVO                    | Calorific          | kWh/l                       | 10.3402978 | 10.3402978 | 10.3402978 | 10.3402978 | Constant – SEAI M&R Gap to Target – as of 20th February 2026               |
| Energy                 | Pure bioethanol        | Calorific          | kWh/l                       | 5.88775728 | 5.88775728 | 5.88775728 | 5.88775728 | Constant – SEAI M&R Gap to Target – as of 20th February 2026               |
| Energy                 | Kerosene               | Calorific          | kWh/l                       | 10.18      | 10.18      | 10.18      | 10.18      | SEAI conversion factor ‘calorific values – kerosene’                       |
| Energy                 | LPG                    | Calorific          | kWh/l                       | 6.84       | 6.84       | 6.9        | 6.84       | SEAI Conversion and Emission Factors – published 2023                      |
| F Gas & Other Fugitive | R410A gas              | Scope 1            | tonnes CO <sub>2</sub> e/kg | 2.088      | 2.088      | 1.924      | 1.924      | <a href="#">Greenhouse gas reporting: conversion factors 2025 – GOV.UK</a> |
| F Gas & Other Fugitive | HFC32 gas              | Scope 1            | tonnes CO <sub>2</sub> e/kg | 0.675      | 0.675      | 0.677      | 0.677      | <a href="#">Greenhouse gas reporting: conversion factors 2025 – GOV.UK</a> |
| F Gas & Other Fugitive | R134A/ HFC134A gas     | Scope 1            | tonnes CO <sub>2</sub> e/kg | 1.3        | 1.3        | 1.3        | 1.3        | <a href="#">Greenhouse gas reporting: conversion factors 2025 – GOV.UK</a> |
| F Gas & Other Fugitive | R407C gas              | Scope 1            | tonnes CO <sub>2</sub> e/kg | 1.624      | 1.624      | 1.624      | 1.624      | <a href="#">Greenhouse gas reporting: conversion factors 2025 – GOV.UK</a> |
| F Gas & Other Fugitive | HCFC22 gas             | Scope 1            | tonnes CO <sub>2</sub> e/kg | 1.76       | 1.76       | 1.76       | 1.76       | <a href="#">Greenhouse gas reporting: conversion factors 2025 – GOV.UK</a> |

## List of Abbreviations

|        |                                                       |        |                                         |
|--------|-------------------------------------------------------|--------|-----------------------------------------|
| AIPP   | All Ireland Pollinator Plan                           | ICR    | Intercity rail                          |
| ARC    | Audit and Risk Committee                              | Km     | Kilometres                              |
| BER    | Building Energy Rating                                | KPI    | Key performance indicator               |
| BEV    | Battery electric vehicle                              | kWh    | Kilowatt hour                           |
| CAP    | Climate Action Plan                                   | M&R    | Monitoring and Reporting                |
| CDP    | Carbon Disclosure Project                             | M3     | Cubic metres                            |
| CEO    | Chief Executive Officer                               | MWh    | Megawatt hour                           |
| CO2    | Carbon dioxide                                        | NewEra | New Economy and Recovery Authority      |
| CO2e   | Carbon dioxide equivalent                             | NTA    | National Transport Authority            |
| CSO    | Chief Sustainability Officer                          | PV     | Photovoltaic                            |
| CSRD   | Corporate Sustainability Reporting Directive          | PSO    | Public Service Obligation               |
| DECC   | Department of Environment, Climate and Communications | SBT    | Science based targets                   |
| DoT    | Department of Transport                               | SBTi   | Science Based Targets Initiative        |
| ECRIPP | East Coast Railway Infrastructure Protection Project  | SDGs   | Sustainable Development Goals           |
| EPA    | Environmental Protection Agency                       | SEAI   | Sustainable Energy Authority of Ireland |
| ESG    | Environmental, social and governance                  | SSG    | Sustainability Steering Group           |
| ESRS   | European Sustainability Reporting Standards           | tCO2e  | Tonnes of carbon dioxide equivalent     |
| EU     | European Union                                        | TOD    | Transit oriented development            |
| EV     | Electric vehicle                                      | UCD    | University College Dublin               |
| FCEV   | Fuel cell electric vehicle                            | UN     | United Nations                          |
| GHG    | Greenhouse gas                                        |        |                                         |









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