



Reaching Further for Good

SUSTAINABILITY STRATEGY
2022-2024



Welcome to The Shannon Airport Group's Sustainability Strategy

A look at our activities and plans for sustainable growth in the years ahead

At The Shannon Airport Group, we know that our activities and our airport operation in particular are important to our community and stakeholders. They provide a key engine that fuels economic wellbeing for our region and beyond.

In developing this strategy, we engaged with stakeholders on their priorities around sustainability, and the number one sustainability issue identified by both internal and external stakeholders was economic growth.

The COVID-19 pandemic had a devastating impact on economic growth and was a time of challenge. As the pandemic took hold, airlines were forced to shut down passenger operations for 18 months as demand for travel fell. Throughout this time, Shannon Airport remained open to support our aviation community including our MRO and cargo operators, and to facilitate global supply chains which included deliveries of vital PPE for our hospitals and communities.

While our airport passenger numbers drastically reduced during the pandemic, we used this time to upgrade our core airport infrastructure installing state of the art passenger security and hold baggage screening systems. We continued to develop world-class property solutions across our Shannon Campus which have attracted FDI and indigenous companies to locate here, generating jobs for the people of our region. We also developed a Community Biodiversity Garden in collaboration with local primary schools and a walking/running circuit for the 8,700 people working in the Shannon Campus to enjoy. We joined the Airport Carbon Accreditation programme and we are proud to say that Shannon Airport is among 200 airports across Europe to sign the groundbreaking Toulouse Declaration towards aviation's net zero 2050 goal.

We believe it is now more critical than ever to ensure that everything we do has a positive impact, environmentally, socially, and economically.

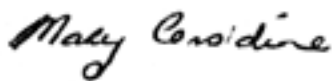
We are on a journey and have ambitious plans to do more.

Our Sustainability strategy sets out our vision, goals, and actions for the 2022-2024 period under four pillars. The pillars are the foundation that will help us achieve our vision to embed Sustainability into the heart of our people, business and community.

- The first of these pillars ***"to embed sustainability into our DNA"*** focuses on our organisation and our people. Under this pillar we are committed to supporting our employees through professional development programmes, wellbeing initiatives and creating a diverse, inclusive, and equitable workplace.
- We have been working on ***"greening our operations"***, our second pillar, for several years, and through the implementation of effective energy saving measures we exceeded our 2020 energy efficiency targets. We are currently developing a detailed multi-annual plan of carbon reduction measures which will include significant building upgrades, the generation of on-site renewable energy and the transition of our vehicles and equipment to low carbon alternatives. This plan will ensure we achieve our targets to reduce carbon emissions by 51% by 2030 and reach Net Zero by 2050 at the latest.

- Innovation has always been at the heart of our business, and we want to continue to foster that innovative spirit, as we believe it will ensure we **“build a sustainable Shannon Campus”**, our third pillar. Attracting industries and building sustainable infrastructure that will enable the low carbon transition are a key priority for us, as is addressing the risk that the physical impacts of climate change pose on our infrastructure and our business’s financial wellbeing.
- Our fourth pillar is centred on **“creating community impact”** and our commitment to delivering a brighter and more sustainable future for our airport, the business parks we own and operate, as well as our neighbouring communities. The Shannon Airport Group has a rich history of community engagement through employee charitable work, company sponsorship and educational initiatives. Throughout the period of this Sustainability Strategy, we will continue to reach out to our community and work with them to deliver initiatives that will leave a beneficial and sustainable footprint.

Our ambition for this strategy is to lay the foundation on which to build a sustainable, vibrant thriving economy for future generations. We are steadfast in our commitment to the strong Environmental, Social, Governance (ESG) principles that help guide our work, and we look forward to engaging with you on this journey.



Mary Considine – CEO
The Shannon Airport Group



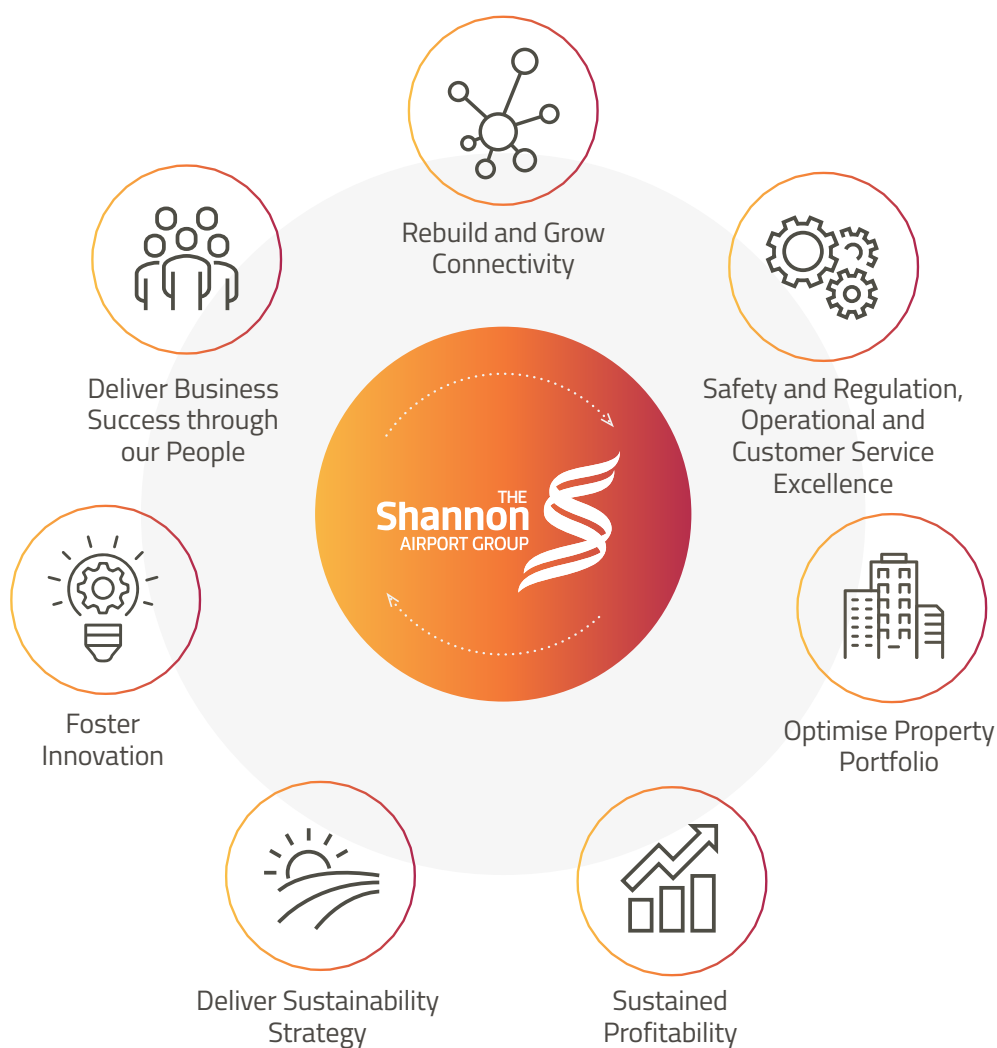
Our Vision

Reach further to build a thriving, connected place.

Our Mandate

To promote and facilitate air transport and aviation services in and around Shannon Airport and to optimise the return on its land and property and its shareholding in any subsidiary company.

Strategic Priorities



THE SHANNON AIRPORT GROUP

OUR INVESTMENT



Capital investment	(€m)
Since formation 2014	145.8
2019	31.3
2020	16.4
2021	14.6

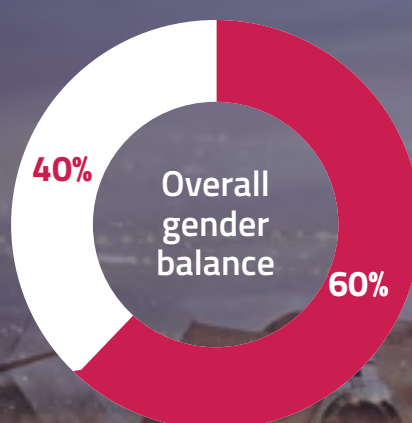
OUR PEOPLE

305

Employment 2022

18 years

Average length of service



■ Female ■ Male

OUR AIRPORT

-  1.7 million passengers (pre-covid)
-  24/7 operation
-  Air freight hub served daily by all major cargo operators
-  Full US border pre-clearance including service for corporate jet passengers
-  Longest runway in Ireland at 3,200m
-  Home to the world's first duty free shop

OUR PROPERTY

AIRPORT TERMINAL BUILDINGS



559,100 SQ FT

HANGERS



684,600 SQ FT

SHANNON CAMPUS COMMERCIAL PROPERTY ASSETS



1,881,200 SQ FT

OTHER COMMERCIAL PROPERTY ASSETS (OUTSIDE OF SHANNON CAMPUS)

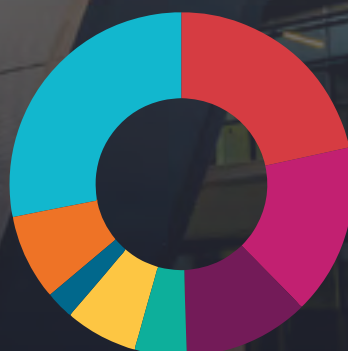


353,200 SQ FT

OUR BUSINESS PARKS

250 BUSINESSES

9,700 EMPLOYEES



- Aviation
- ICT, electronics, software
- Engineering
- Med-tech, pharmaceutical, healthcare
- Construction & real estate, energy, environmental
- Financial services
- Logistics
- Other

SUSTAINABILITY SNAPSHOT



Exceeded 2020 energy efficiency targets for our airport and our commercial property operations



6,000 lights upgraded to LED across our buildings, car parks, street lighting and runway



100% of electricity at Shannon Airport is purchased from renewable sources



98% occupancy of lettable space across our commercial property portfolio



Sustainable building programme in Shannon Campus including LEED certified buildings



Circa 98% of demolition material from our property development projects is diverted from landfill and reused where possible.



Electric vehicle charging points



Shared e-bike scheme in place linking Shannon Campus and Shannon Town Centre



Community biodiversity garden and walking/running route developed in Shannon Campus



First airport in Europe to open a sensory room for passengers with sensory and neurodevelopmental needs



One of first WHO endorsed Age Friendly Airports in the world



Active staff charity committee, raising significant funds for annually nominated charities

Our Approach to Sustainability

“Embed sustainability into the heart of our people, business and community”

Our sustainability strategy is based on our sustainability vision to *“embed sustainability into the heart of our people, business and community”* and delivering our sustainability strategy is a key strategic priority for our business.

Our strategy has four pillars. These pillars will guide us in the decisions we make and actions we take to rebuild and grow our business in the years ahead. We are committed to ensuring that growth is both responsible and sustainable, and our pillars will help us focus on the areas that are key for our business and for our stakeholders, and can deliver the greatest impact against our targets.



Embedding Sustainability
into our DNA



Greening our Operations



Building a Sustainable
Shannon Campus



Creating Community
Impact



Our Sustainability Goals and Actions

Our pillars are underpinned by fourteen strategic goals. Our goals align with our vision, they are broad and long-term and will inform our strategy as it evolves. A series of actions for this strategy period, 2022-2024, are set out under each pillar. Detailed action plans will be developed to enable us achieve our goals for this period and help define our priorities and targets for the next strategy period.

In developing this strategy, we were guided by the UN Sustainable Development Goals (SDGs). The SDGs are the world's shared plan to end extreme poverty, reduce inequality, and protect the planet by 2030. The specific SDGs that are key for us are illustrated under each pillar. In aligning our goals, actions, and targets with those of the SDGs we are assured that we are making our contribution to Ireland's achievement of the SDGs.



Embedding Sustainability into our DNA

PILLAR

- ▶ Embed sustainability into employee engagement activity
- ▶ Provide sustainability opportunities for employees
- ▶ Build a culture of sustainability

GOAL

3 GOOD HEALTH AND WELL-BEING



8 DECENT WORK AND ECONOMIC GROWTH



11 SUSTAINABLE CITIES AND COMMUNITIES



SDG's



Greening our Operations

PILLAR

- ▶ Reduce energy consumption and carbon emissions
- ▶ Reduce waste and recycle more
- ▶ Embed sustainable procurement
- ▶ Conserve water

GOAL

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



SDG's



Building a Sustainable Shannon Campus

PILLAR

- ▶ Transition current/brownfield property stock
- ▶ Develop/enable clean energy across the campus
- ▶ Facilitate sustainable mobility across the campus and beyond
- ▶ Invest in smart and innovative infrastructure

GOAL

7 AFFORDABLE AND CLEAN ENERGY



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



11 SUSTAINABLE CITIES AND COMMUNITIES



13 CLIMATE ACTION



SDG's



Creating Community Impact

PILLAR

- ▶ Support local and regional initiatives, partnerships, schools, and charities
- ▶ Stimulate the experience economy and strive to engage partners
- ▶ Identify, preserve and enhance the natural environment

GOAL

11 SUSTAINABLE CITIES AND COMMUNITIES



15 LIFE ON LAND



SDG's



EMBEDDING SUSTAINABILITY INTO OUR DNA

GOALS

- ▶ Embed sustainability into employee engagement activity
- ▶ Provide sustainability opportunities for employees
- ▶ Build a culture of sustainability

KEY ACTIONS 2022-2024

- ▶ Implement a programme of training and awareness raising events and communications on sustainability related topics.
- ▶ Ensure all new staff are trained on our sustainability vision and strategy.
- ▶ Ensure skills that are required to deliver this strategy are identified within the annual company-wide training needs assessment and develop appropriate training plans to address any skills gaps.
- ▶ Continue to ensure Diversity, Inclusion and Equality are core to our people strategy. Update our Diversity, Inclusion and Equality Policy and aim for a 100% staff participation rate in training on the policy.
- ▶ Continue to deliver and expand our employee wellness intervention programme. Provide the opportunity for our people to give feedback on and input to the content of the programme, at least twice a year.



GREENING OUR OPERATIONS

GOALS

- ▶ Reduce energy consumption and carbon emissions
- ▶ Reduce waste and recycle more
- ▶ Embed sustainable procurement
- ▶ Conserve water

KEY ACTIONS 2022-2024

- ▶ Develop a carbon reduction plan to support a 51% reduction in GHG emission by 2030 and Net Zero by 2050 or sooner.
- ▶ Move towards implementing ISO 50001 across our operations, to support the achievement of a 50% energy efficiency improvement in our direct operations by 2030.
- ▶ Achieve Airport Carbon Accreditation Level 3 for our airport.
- ▶ Implement a waste management programme that achieves a 40% recycling rate for the groups operations.
- ▶ Continue with water supply network upgrade and conservation programme.
- ▶ Transition 50% of all eligible vehicles within our fleet to electric alternatives by end of strategy period.
- ▶ Develop and publish a sustainable procurement policy. Ensure delivery of policy through staff training, weighting of sustainability criteria in the tender process, and active contract management.



BUILDING A SUSTAINABLE SHANNON CAMPUS

GOALS

- ▶ Transition current/brownfield property stock
- ▶ Develop/enable clean energy across the campus
- ▶ Facilitate sustainable mobility across the campus and beyond
- ▶ Invest in smart and innovative infrastructure

KEY ACTIONS 2022-2024

- ▶ Develop a multi-annual works programme to upgrade Shannon Airport terminal buildings to meet 2030 and 2050 targets.
- ▶ Bring forward a renewable energy project that will supply at least 10% of our airports electricity demand.
- ▶ Expand EV charging infrastructure across the Shannon Campus and develop a further expansion plan to meet future demand.
- ▶ Continue to facilitate the Shannon Campus as a site for smart and innovative infrastructure including expansion of Future Mobility Campus Ireland (Land and Air).
- ▶ Continue to implement our sustainable building upgrade and brownfield regeneration programme in the Shannon Campus.
- ▶ Consider whole life carbon impacts in all our construction projects and drive lower impact building through procurement.



CREATING COMMUNITY IMPACT

GOALS

- ▶ Support local and regional initiatives, partnerships, schools, and charities
- ▶ Stimulate the experience economy and strive to engage partners
- ▶ Identify, preserve and enhance the natural environment

KEY ACTIONS 2022-2024

- ▶ Develop and implement a Biodiversity Action Plan for the Shannon Campus.
- ▶ Bring forward initiatives that will increase the area of our lands that are managed for biodiversity.
- ▶ Support and develop an education led initiative within the region.
- ▶ Offer work experience / project placements to students in our businesses.
- ▶ Engage with local strategic partners on opportunities to enhance the experience economy.
- ▶ Continue to support our nominated charities through staff led fundraising initiatives.



Governance

Robust Governance is the foundation of our sustainability strategy. It helps us to clearly define our ambitions and put the necessary means in place to achieve them. It provides ownership and accountability and keeps us on course. Our Board of Directors have responsibility for guidance and oversight of the implementation of our sustainability strategy. They are supported in this by the CEO and Senior Leadership Team. Actions supporting this strategy are integrated into the annual goals and objectives for each function manager. The Head of Sustainability, reporting directly to the COO, will be responsible for ensuring delivery of the strategy across the business and supporting teams in maximising their performance. A cross functional sustainability team will continue to develop and deliver projects and activities that support the strategy.



Stakeholder Engagement

In developing our strategy, we sought and received valuable input from our stakeholders, those that have the greatest impact on our business or who are most impacted by our activities. They include our people and community, our customers and operating partners, our Board and Senior Leadership Team, our Shareholder and Regulators. This has helped to ensure that we are targeting the areas of greatest importance for our business while addressing the issues that matter most to our stakeholders. We will continue to engage with our stakeholders in an open and transparent manner, seeking feedback on how we should build on the strategy going forward to ensure we deliver outcomes that are beneficial to all.



Review

This strategy sets out our ambitions for 2022-2024. We will review our performance on an ongoing basis to ensure that our strategy is addressing the right issues and we are delivering on the ambitions we have set out. Some of the actions within this strategy will lay the foundations for longer term ambitions and so we will work throughout this period to develop our ambitions beyond 2024.



AN GRÚPA AERFORT NA **Sionainne**
THE **Shannon** AIRPORT GROUP

www.snnairportgroup.ie