Sustainability Report



This Sustainability Report provides our members, suppliers, partners, colleagues, and other stakeholders with detailed information on our sustainability strategy, its key priorities, and our progress and achievements to date.

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## Brian Walsh Group CEO

As we publish our first Sustainability Report, am proud to share our commitment to a healthier future for both people and the planet.

At Vhi, we recognise that the climate crisis is not just an environmental issue – it has health, social, and economic impacts. These impacts are already being felt but are also projected to intensify over the coming decades. The triple planetary crisis of climate change, biodiversity loss and pollution are affecting the air we breathe, the food we eat, and the water we drink.

It is both our responsibility and an imperative to act – not just because of the challenges we face today, but because of the future we owe to those who come after us. For generations, Vhi has been privileged to be at the heart of healthcare in Ireland. We understand that human health, planetary health, and business resilience are interconnected. This is why, in 2023, we developed a comprehensive and holistic sustainability strategy aligned to our overall purpose to help our members live longer, stronger and healthier lives.

Writing a strategy is one thing; delivering on it is another. everything we do. With a commitment to working closely This Sustainability Report showcases not only the work with our healthcare partners and suppliers to develop more sustainable healthcare models, support positive patient done to date, but also the areas we need to focus on. We are on a journey. We have laid the groundwork for outcomes, and optimise our impact on nature and society, decarbonising our business, mapping our Scope 1, 2 and 3 we aim to lead the way in sustainable healthcare in Ireland. emissions. We have strengthened our policies, governance While we are proud of the progress made, there is still and decision-making processes to reflect our sustainability much more to do in 2025 and beyond. The challenges ambitions. We continue to support our colleagues by we face are significant, but so too is our resolve to fostering a culture of inclusion and belonging at Vhi. address them. Our strategic sponsorships with parkrun, Vhi Women's With clear goals, a detailed roadmap, Mini Marathon, and the Irish Youth Foundation through our Health & Wellbeing Fund demonstrate the power of and the dedication of our people, community as a driving force for good health and wellbeing. I am confident we will deliver on Over the last two years we have taken strategic decisions our ambition to put people and to position us well for our sustainability transformation. planet at the heart of healthcare We have articulated what it will feel like, for members and colleagues, as Vhi becomes a more sustainable for generations to come.

business – putting people and the planet at the heart of







### **About Vhi**

### **Our Story**

Vhi has a rich history and legacy, established in 1957 as the first health insurance company in Ireland, we have evolved to become a trusted healthcare partner to our members. Our products, benefits and healthcare solutions are firmly embedded in the healthcare landscape, and we continue to innovate to improve our customers healthcare experience. We are a purpose-led organisation and this drives our strategy, our culture, our values and at its heart is our people.

### **Our Purpose**

To help our members live longer, stronger and healthier lives.

### **Our Values**



Together We Do Our Best Work

When we work as one, guided by our shared purpose, we get the best outcomes for everyone.



Courage to Create a New Future

We challenge and constantly seek better ways to do things.



### We Lead With Heart

Whether is it colleague, patient or customer, we place the person at the heart of all our decisions.

### **Our Strategy**

To deliver a personal and digital experience through our leading insurance proposition that provides access to a connected healthcare system, supporting our members to live longer, stronger, healthier lives.





## Amy Burke Chief People & Sustainability Officer

As Chief People and Sustainability Officer I am passionate about both people and the planet. As I reflect on our sustainability journey so far, I am filled with optimism about what we can achieve together.

In 2022, we set out to shape a bold and forward-looking Sustainability Ambition Statement – one rooted in the belief that we can create a better future for our members, colleagues and communities. This ambition challenges us to reimagine how we care for people and the planet while transforming how we operate as a business.

Ambition alone isn't enough; it must be matched by action. In 2023, we laid critical foundations: articulating our sustainability strategy, committing to a net-zero target by 2050, and broadening our climate disclosures to include governance, emissions targets and climate risks. By 2024, we built on this progress, advancing our clinical waste reduction programmes, upgrading our sales fleet to electric vehicles, delivering sustainability training and education to our colleagues, continuing to support our community sponsorship and partnerships, and ensuring we remain the healthcare employer of choice for our colleagues.

Our core values 'Together we do our Best Work', 'We Lead with Heart' and 'Courage to Create a New Future' guide our behaviours, interactions and engagement with one another and critically, our members. They also guide how we are implementing our sustainability strategy; with real and courageous leadership and each of us working together.

Becoming a truly sustainable organisation is no small task, but it's one we are fully committed to. Step by step, we are forging a path forward.

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Behind every milestone we achieve are our dedicated colleagues – their energy, passion, and belief in what's possible drives us forward.

Powered by colleague commitment, I am confident that we will create meaningful change, transform our business, and leave a lasting legacy for generations to come.

















## Our sustainability progress at a glance

ealthy Business

**Pillar objective** We're instilling a culture where sustainability is core to all our decision-making.

### **Focus areas**





ESG Integration

Radical Transparency



Mindset

### **Progress to date**

- > Sustainability strategy approved in July 2023 with three pillars and nine focus areas.
- > Enhanced sustainability governance at Board and Executive levels.
- > Sustainability education delivered at colleague, Board, Executive, and clinical levels.
- > Key reporting in place (SEAI, CDP, TCFD, NewERA Climate Action Framework).
- > Sustainability criteria included in key tenders.



### **Healthy People**

### **Pillar objective**

We champion good health and wellbeing for colleagues, members and communities.

### **Focus areas**







Workplace Inclusion & Wellbeing

Sustainable **Propositions** 

Healthy Communities

### **Progress to date**

- > Values refreshed, and new Inclusion, Diversity & Equity strategy developed.
- > 79% of colleagues agree they can be themselves at work.
- > 80,000+ free self-service health checks for members.
- > 44 Programmes funded in four years of the Vhi Health & Wellbeing Fund.
- > Over 10 years' title sponsorship of the Vhi Women's Mini Marathon raising c.€255m for Irish charities.
- > Since 2016, our partnership with parkrun has brought together c.12,000 people weekly in over 150 locations.







## **Alignment with the UN Sustainable Development Goals**

Together, these six SDGs are the foundation of our sustainability strategy and guide its implementation.

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### SDG 3: Good Health & Well-Being

Our core purpose is to help our members live longer, stronger, healthier lives. This directly aligns with SDG 3, which seeks to ensure healthy lives and promote well-being for all at all ages. Through our partnerships and sponsorships, we bring our purpose to life within communities across Ireland.



### **SDG 5: Gender Equality**

We recognise, respect, promote, and celebrate the value of diversity and inclusion. As part of our commitment to gender equality and to reducing our gender pay gap, our Inclusion, Diversity and Equity Strategy is rooted in three key ambitions focusing on enabling inclusivity, fostering diversity, and driving equity.



### **SDG 8: Decent Work & Economic Growth**

As an important, long-standing institution in Ireland, and an employer of almost 2,000 people, SDG 8, which is about inclusive and sustainable economic growth, employment and decent work for all, is a key focus. Our People Strategy sets the direction for how we empower and support colleagues to achieve their potential and deliver on our purpose.



13 CLIMATE ACTION

### **SDG 12: Responsible Consumption & Production**

By embedding sustainable procurement principles, designing out waste, and embedding circular economy principles across our healthcare insurance and provision services, we align with the goals of SDG 12 which seeks to reduce waste, chemicals, and the use of natural resources.

### SDG 13: Climate Action

Delivering healthcare and health insurance have an environmental impact. And we are acutely aware of the interconnection between the health of the planet and the health of people. This makes SDG 13 the focus of our 'Healthy Planet' pillar.



We recognise that we cannot achieve a more sustainable healthcare ecosystem alone. We therefore seek to work closely with our healthcare providers, suppliers, corporate clients, and other stakeholders to achieve our collective sustainability ambitions.





### SDG 17: Partnership for the Goals





## **Developing Vhi's Sustainability Strategy** In conversation with Emer Haughey, **Head of Sustainability**

### When did Vhi begin its sustainability journey?

People and communities have always been at the heart of at Vhi. While our commitment to sustainability has been part of our ethos for some time, in 2022 we took a significant step forward by formalising our sustainability approach and endeavours. That year, we identified the United Nations Sustainable Development Goals (SDGs) most aligned with our mission and crafted our Sustainability Ambition Statement - which gave us our north star.

2023 was a pivotal year for us as we undertook an extensive strategy development process, involving stakeholder engagement, peer research, and regulatory analysis.

This culminated in the approval of our five-year Sustainability Strategy Framework by the Vhi Group Board in July 2023.

### Tell us about that process

Our approach was thorough, inclusive and evidence based. We engaged extensively with internal teams, external stakeholders, and global thought leaders to shape our direction. We conducted a materiality assessment to identify 23 ESG topics most important to our stakeholders and applied a "double materiality" approach, aligned with the EU Corporate Sustainability Reporting Directive (CSRD). Finally, we carried out significant peer and regulatory research to help us understand regulatory obligations, customer expectations, and industry best practices.

This process allowed us to validate our ambition, align our actions, and develop a roadmap for meaningful impact.

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Interviews

101 Completed Surveys

Health Insurance Consumer Focus Groups

### What does the "double materiality" approach mean for Vhi?

Double materiality means looking at sustainability from two perspectives. First, the inside-out view considers how Vhi's activities affect people and the planet – both positively and negatively. Second, the outside-in view examines how environmental and social issues create financial risks or opportunities for Vhi as a business.

By assessing both dimensions, we ensure our sustainability efforts are balanced, impactful, and aligned with evolving EU sustainability standards.



### What has been the focus of the work done to date?

Much of the focus so far has been on laying strong foundations for the future. This includes gathering data for expanded climate disclosures, building internal expertise, upskilling our colleagues, and embedding sustainability considerations into decision-making processes.

It's the essential groundwork that will enable us to tackle our bigger goals in the years ahead.

### What aspect of the strategy are you most

looking forward to seeing come to fruition? For me, the most exciting part is seeing these initiatives take shape and create real, tangible impacts. In particular, I'm eager to see how our collaborations – not just within Vhi, but with our partners and peers – drive tangible outcomes, like reducing our carbon footprint, improving health outcomes, and fostering sustainability across our value chain. Acting responsibly and advocating for positive change across our sector are the kinds of changes that will make a real difference, and we can't do it alone. It will also reinforce the trust our members place in us.

We know this is a long-term journey; we have made great strides in such a short amount of time, and I am excited about turning our ambition into reality.









### We're on a journey towards an integrated model of healthcare that puts people and the planet at its heart.

### 2019-2020

- > Health & Wellbeing Fund launched
- > Four years of partnership with parkrun (2016)
- > Charity partnership with Irish Youth Foundation
- > First diversity and inclusion strategy

### 2021-2022

- > Sustainability Ambition Statement approved
- > Priority UN SDGs chosen
- > Formally adopted the **Climate Action Framework** for Commercial Semi-States (CAF)
- > Head of Sustainability and Head of Environment appointed

### 2023

- > Five-year Sustainability Strategy Framework approved by Group Board
- > Commenced bi-annual reporting to NewERA under the CAF
- > Climate reporting to CDP – 'C' grade
- > Investors in Diversity Silver Award
- > 9<sup>th</sup> year of sponsorship of the Vhi Women's Mini Marathon

Healthy People

Appendix



- > Climate risks and opportunities identified
- > GHG inventory completed (2023 baseline)
- > 46.8% increase in energy efficiency (target 50% by 2030)
- > +25.7% decrease in fossil  $CO_{2}$ and -23% total emissions (target -51% by 2030)
- > Enhanced sustainability disclosure in Annual Report & first TCFD Report
- > Mandatory sustainability training for colleagues
- > Refreshed IDE strategy
- > Transition to EVs for sales fleet
- > Signatory of Elevate Pledge, Accelerate Pact, and Joint **Declaration of Action on** Planetary and Human Health



2025









- > Environmental Policy approved
- > Sustainability Report published
- > Sustainable Procurerment Charter published
- > Decarbonisation plan approved
- > Climate Action Plan developed
- > Climate risks embedded in Risk Management Framework
- > Sustainability Activation campaign
- > ISO14001 Environmental & ISO50001 Energy (Abbey Street)
- > First Biodiversity Plan

### 2026-2030

- > 50% increase in energy efficiency
- > 51% reduction in Scope 1 & 2 emissions
- > Partnering with hospitals and suppliers to reduce Scope 3
- > Thought leader on human & planetary health
- > Sustainability-driven products and services
- > VSME reporting in 2026 on FY 2025 towards CSRD reporting in 2028 on FY 2027
- > ISO14001 (Environment) & ISO50001 (Energy) (all sites)
- > Science-based targets to 2050
- > TNFD Reporting and biodiversity strategy



### 2050 Net Zero



## **Sustainability in action**

The following sections provide a comprehensive overview of Vhi's sustainability strategy implementation to date.



Venture Out Wilderness Project which runs creative, nature-based programmes to support young people from disadvantaged communities was one of nine projects awarded grants through the Vhi Health & Wellbeing Fund.







# Healthy Business

We're instilling a culture where sustainability is core to all our decision-making.

The Healthy Business pillar of our sustainability strategy is about ensuring Vhi is a responsible and sustainable business, where sustainability is integral to all our decision-making and embedded in how we work.

Kieran Nyhan, Head of Group Commercial Finance and Priyansha Tripathi, Vhi Graduate











## දිං Integration

Integrate ESG considerations into our governance structures, risk management, and investment decisions.

We are committed to the highest standards of corporate governance, business integrity, transparency and professionalism in all our activities.

We understand that sustainability cannot sit on the fringes of our business strategy. That's why we are integrating ESG considerations into our governance, risk management, investments and decision-making, and embedding a sustainability mindset across Vhi.

We have enhanced our sustainability governance structures by introducing a new committee at executive level, the Group Sustainability Committee, and adding sustainability to the remit of the Group Nomination & Governance Committee – now known as the Group Nomination, Governance & Sustainability Committee.

Accountability for sustainability at Vhi starts at the Vhi Group Board and cascades down through our enhanced sustainability governance structures:





### **Climate risk**

During 2024, we commenced a programme to assess Vhi's material climate change risks, and the financial impact of these exposures, through scenario analysis. Phase 2 of this programme commenced in 2025 to embed climate risk in our Risk Management Framework. Further details can be found in our Task Force on Climate-related Financial Disclosures report in the Appendix.









## Radical Transparency

Be open and transparent in communicating progress on our sustainability journey.

We believe that society should hold businesses to account for their actions, and we're committed to being transparent about our progress against targets.

Ireland's Climate Action Plan mandates public sector and semi-state bodies to report on energy efficiency and decarbonisation. Vhi has been reporting to the SEAI Monitoring and Reporting (M&R) framework since 2019.

### In 2023, we:

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Began bi-annual submissions to NewERA under the Climate Action Framework for Commercial Semi-States across five key commitments.

Made our first submission to the Carbon Disclosure Project (CDP), achieving a C rating for 2023 and a D rating for 2024.

Reported for the first time under the Task Force on Climate-related Financial Disclosures (TCFD) framework. See TCFD report in Appendix.





#### In 2024, we:

Made considerable progress in preparing for the Corporate Sustainability Reporting Directive (CSRD), against which we were due to report in 2026 on FY2025.

Completed our double materiality assessment, mapped our value chain, assessed our activities against the EU Taxonomy, and commenced a reporting gap analysis. The EU Simplification Omnibus released in February 2025 means our CSRD reporting is likely to be postponed by two years. However, we remain committed to enhancing our sustainability reporting and disclosures and communicating our progress on our sustainability journey on an annual basis.









## **Sustainability Mindset**

Cultivate a mindset in Vhi where sustainability is part of everyone's job.

We know that to make progress, we need to engage our people – not just to connect them to the road ahead, but to inspire new energy, ideas, and the commitment required to get us there.

That is why a focus area under our Healthy Business pillar is to cultivate a sustainability mindset throughout Vhi.

### This effort began in 2024 with:

- Annual mandatory e-learning for all colleagues, covering what sustainability means for health insurance, healthcare, and Vhi, why action is necessary, and how we plan to drive change.
- Annual all-colleague Sustainability Summer Sessions: In 2024, titled Sustainability: Because Our Health Depends on it moderated by Dr Tara Shine. And in 2025, titled People. Planet. Punchlines -Because the Future's No Joke with Philip Boucher-Hayes and Colm O'Regan.



- Board and Executive sustainability leadership training to ensure sustainability is embedded in decisionmaking at the highest levels of the organisation.
- Topic & role-specific training in areas such as sustainable procurement, climate risk, sustainable finance, and climate reporting.
- Clinical education sessions on Planetary Health to explore the impact of climate change and air pollution on conditions like paediatric allergies and respiratory illnesses.
- Internal communications campaigns highlighting key sustainability dates, such as Earth Day and Global Recycling Day.



Summer Session in July 2024







## Sustainability Activation: "Just One Thing" Campaign

In 2025, we launched an internal colleague engagement programme, "Just One Thing" which recognises that everyone has a part to play, and that small, everyday actions add-up.

Themes for 2025 include circular economy, eating for health and planet, and reducing energy use. Our first "Just One Thing" theme in May 2025 was nature and biodiversity – what Vhi is doing, and what each of us can do in any outdoor space we have access to, to "Make Space for Nature" – because even the smallest wild space can make a big difference.

Colleagues were given five suggestions and asked to commit to doing Just One Thing, for example, taking the No Mow May pledge, planting a pollinator-friendly pot or plot, stopping the use of garden chemicals, and switching off outdoor lights to protect nocturnal pollinators like moths.

We hosted a webinar with Nature Boy Seán Ronayne and award-winning landscape designer Mary Reynolds. Mary also hosted a clinic for colleagues at our Kilkenny office on how to make space for Nature in their home outdoor spaces.



## Just One Thing



One small action. One big difference.



I'm doing mine. What will yours be?

#### What will your "Just One Thing" be to Make Space for Nature?



Take the No Mow

May pledge

Leave the lawnmower and

see what grows as food for

pollinators!



Plant a pollinator-friendly po

Add herbs, fruit, veg, flowers, shrubs and trees that pollinators love to your garden, pot, or window box

Close blinds and switch-off outdoor lights to protect nocturnal pollinators like moths Quit chemical

Drop any pesticides: weec manually, or let it grow!



Spread the word

Inspire your communities to do more/better





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## We champion good health and wellbeing for colleagues, members and communities.

At Vhi, our purpose is to help our members live longer, stronger and healthier lives. That's why we invest in preventative solutions designed to keep people healthy, including innovative services, education and support.

Participants, Chantelle Machokoto and Ellen Shumba, with their medals after the 2024 Vhi Women's Mini Marathon











## Workplace Inclusion and Wellbeing

Attract and retain people with diverse strengths by creating a workplace that promotes wellbeing and belonging.

Our colleagues are the heart of Vhi. In health centres, offices and homes across the country, our committed and skilled colleagues work together to deliver on our purpose – to help our members live longer, stronger, healthier lives.

Supporting our colleagues is at the core of our People Strategy, a five-year plan launched in 2021 to empower colleagues to reach their full potential and foster a culture aligned with our values.

We've made significant progress in advancing our people policies to better balance professional and personal needs.

### **Recent updates include:**

- An enhanced Maternity Leave Policy
- A Surrogacy Leave Policy
- A Domestic Violence and Abuse Leave Policy
- An updated Hybrid Working Framework
- A Menopause Policy

Healthy People

Healthy Planet

Appendix



### Colleague wellbeing also continues to be a top priority:

- In 2023, we offered smoking cessation workshops, open water swimming training, and a day's annual leave in return for volunteering with parkrun.
- In 2024, we listened to what colleagues said they wanted, offering onsite yoga, bootcamps, step challenges, guided hikes, and a wellbeing festival.
- In 2025, we partnered with Platform 55 which offers support to working families, reinforcing our family leave policies. The platform offers webinars, workshops, group career coaching, and on-demand learning for all life stages, from fertility treatment to money management, to menopause and retirement.

These initiatives support not only physical and mental health but also connection, ensuring Vhi colleagues feel supported and valued every step of the way.









## Workplace Inclusion and Wellbeing continued

We continue to be committed to an inclusive workplace where diversity is celebrated, and every voice is heard.

#### In 2024:

- Vhi achieved the Investors in Diversity Silver Award from the Irish Centre for Diversity.
- We signed the Business in the Community Elevate Inclusive Workplace Pledge, committing to an Inclusive Holiday Swap as our first action which, since January 2025, enables colleagues to swap our company closure days (Good Friday and Christmas Eve) for other days of importance to them.
- Supported by our Neurodiversity Network, we ran a very successful "Sensory Santa" pilot at our Vhi 360 Health Centre in Carrickmines.

A key component of our IDE strategy is our four IDE Networks – Women's, Pride, Multicultural, and Neurodiversity – which actively promote a sense of belonging by marking events such as International Women's Day, Pride Month, Diwali, Autism Awareness Day, and World Mental Health Day. Championed by executive sponsors and led by a committee of colleagues, these networks are open to all Vhi colleagues.

Through initiatives like Career Conversations, Lean In Circles, and the Flourish Mentoring Community, the Vhi Women's Network empowers colleagues at all levels to connect, grow, and support each other. The Vhi Pride Network supports LGBTQ+ colleagues by promoting education and creating a safe, inclusive environment, while the Multicultural Network helps integrate colleagues from diverse backgrounds and ensures our services reflect the needs of all members. The newly established Neurodiversity Network celebrates and supports neurodiverse colleagues, aiming to raise awareness and introduce initiatives to improve inclusion.

Together, these networks help foster a community of allies – where colleagues actively support one another and champion inclusion across all identities, experiences, and backgrounds.







Our four Inclusion, Diversity & Equity Networks

Conor Grant and Stuart Doheny with guest speaker Panti Bliss in Vhi House for the Pride Network event



Dr Katriona O'Sullivan, guest speaker and author, with Ayomide Afolabi at a Multicultural Network event











## ) Healthy Communities

Promote healthy and sustainable communities by making the connection between human and planetary health.

Through strategic sponsorships and partnerships, Vhi actively promotes physical, mental, and social health and wellbeing in communities across Ireland.

### Vhi Women's Mini Marathon

Vhi's sponsorship of the Women's Mini Marathon demonstrates our commitment to women's health and participation in sports. On Sunday, 1<sup>st</sup> June 2025, the streets of Dublin were once again filled with energy as 28,000 women participated in the annual 10km event, supported by thousands of spectators.

This is our 11<sup>th</sup> year as title sponsor of this iconic event that, since its inception in 1983, has raised an estimated total of €250 million for Irish charities. More than just a race, the Vhi Women's Mini Marathon is a celebration of community, inclusion and achievement, bringing together women of all ages, backgrounds, and fitness levels to share an empowering experience.





participating in the 2025 Vhi Women's Mini Marathon







## Healthy Communities continued

#### parkrun in partnership with Vhi

Vhi is proud to be the presenting partner of parkrun in Ireland. Ireland's largest community-led physical activity movement, parkrun hosts free, weekly 5km runs, and 2km junior events, in 154 locations nationwide.

Supported by 2,000 volunteers, these events bring together 15,000 participants weekly, fostering community, wellness, connection to nature and a sense of belonging.

Our annual "Vhi More Than Running" campaign highlights the benefits of parkrun:

97% of participants report improved health and

wellbeing

### 89%

of participants experience mood boosts from being in Nature

The Vhi Roadshow extends this impact by visiting parkruns across the country, offering additional encouragement and resources.

#### In 2024 we got even more involved with parkrun:

- Our 'parkrun practice' initiative connected Vhi 360 Health Centres and local GP practices to local parkrun events, promoting wellness at the community level.
- We introduced an extra day of annual leave for Vhi colleagues who volunteer at five parkruns a year.



Participants at the weekly Kilkenny Countryside Junior parkrun in partnership with Vhi





### Vhi Health & Wellbeing Fund partnership with Irish Youth Foundation (IYF)

### Vhi Health & Wellbeing Fund

This collaboration supports young people with tools to manage anxiety and build resilience. Since 2020, the Vhi Health & Wellbeing Fund has granted support to 35 youth-focused organisations, impacting over 5,500 young people directly and nearly 200,000 indirectly. Focused on early intervention, it funds programmes in Cork, Dublin, Donegal, Galway, Kilkenny, and Limerick.

### Trauma-Informed Care and Wellness programme

In 2023, we introduced a Trauma-Informed Care and Wellness programme for youth workers, developed by Vhi clinical psychologists and health coaches. This programme supports young people affected by trauma, while prioritising the wellbeing of those who care for them, ensuring they are equipped to help.



Vhi ambassador David Gillick participates at Cabinteely, Dublin parkrun



Olympian Jack Wolley and Group CEO Brian Walsh at the launch of the 2025 Vhi Health & Wellbeing Fund







## Sustainable Propositions

Develop innovative, sustainable products and services that set a new standard in the market.

While progress on 'Sustainable Propositions' depends on completing foundational work as part of our Healthy Business pillar, we've already launched a few early initiatives.

### These include:

- Digitisation of parts of the member journey to simplify, improve efficiency, eliminate unnecessary paper, reducing waste and our environmental impact.
- Appointment of a Sustainable Wellness Lead to oversee member wellness and green insurance propositions.
- To date, we have delivered 80,000+ free self-service health checks to members, with 14,800 advised to seek further assessment with their GP.





We processed over 1.8m Snap and Send claims in 2024

Paediatric Clinical Nurse Education Facilitator Alannah Denny at Vhi Health Check station







## Spotlight on Powered by Values Awards

Our aim is to foster a culture where our history meets our future ambition. Core to our culture are our three company values: We Lead with Heart, Together we do our Best Work, and Courage to Create a New Future. In November 2024, we held our inaugural Powered by Values Awards, during which colleagues were celebrated for living our values. We had over 600 nominations, and eight awards were made.

### **We Lead with Heart:** Vhi Hospital@Home

Established in 2010, Vhi Hospital@Home is an innovative clinical service delivered by a multidisciplinary clinical team operating 365 days a year. It is available to all Vhi members in Dublin, Kildare, Meath, Wicklow, Louth and Wexford, as well as in Galway and surrounding areas.

When referred by a hospital consultant or GP, the service supports early discharge and admission avoidance. Our satisfaction scores are consistently high with 99% of patients saying that they prefer to be treated at home rather than in a hospital.

Vhi Hospital@Home is the first, and only, clinical hospital at home service in Ireland to receive Joint Commission International (JCI) accreditation. Hospital@Home was also awarded the Excellence in Patient Care award at the All-Island Private Healthcare Excellence Awards in May 2025.



Rita Doyle, Olive Jones, Aoife Bland, Catherine Ginnell, Martina Jennings, and Elaine O'Mara receive their award from Adam Lyon, Group Risk Officer



### **Courage to Create a New Future:** Flourish Mentoring Programme

The Flourish Mentoring Progamme is volunteer-led and available to all members of the Vhi Women's Network. Flourish aims to cultivate a mentoring community, empowering colleagues and creating a ripple effect of positive impact across the organisation.

The programme was created by six colleagues coming out of the Vhi Women in Leadership Development programme. Their aim was to nurture new mentoring relationships for women across Vhi with an approach that was simple and could essentially run itself. They ran a small six-month pilot in 2023 before the initiative found its home with the Women's Network and was opened-up to the hundreds of colleagues who are members. In that first year, 45 mentoring matches were made, with 87% of participants finding the programme valuable. The programme has been relaunched in 2025 with 49 matches made.



Rebecca Ruth Fitzpatrick, Aoife Bland, and Linda Valentine receive their award from Aaron Keogh, Managing Director Vhi Insurance









We aim to operate within planetary boundaries and have a net positive impact on Nature.

The Healthy Planet pillar of Vhi's sustainability strategy is dedicated to understanding and reducing the environmental impact of our operations – focusing on greenhouse gas emissions, waste, and our effects on Nature.

Merve Brezina, Energy Lead









## Net Zero Carbon

Decarbonising our operations and supply chain and being a net-zero carbon business by 2050.

We are committed to taking meaningful action on climate change by addressing our carbon emissions across Scopes 1, 2 and 3, while expanding our services to support our members.

In 2022, we opened our flagship Vhi 360 Health Centre in Carrickmines. While this expansion was essential in meeting our members' healthcare needs, it did result in an increase in our Scope 1 and 2 emissions. Notwithstanding this, and as a result of decarbonisation activities, at FY 2024, fossil  $CO_2$  emissions and total  $CO_2$  emissions (as defined by the SEAI Monitoring & Reporting system "M&R") were 25.7% less and 23% less respectively than our baseline (2016–2018), against a reduction target of 51% by 2030 (figures verified as at 30<sup>th</sup> June 2025).

In approving our sustainability strategy in 2023, the Vhi Group Board also set a net zero by 2050 target across all three scopes. To guide our efforts to reduce our Scope 1 and 2 carbon emissions by 51% by 2030 and achieve net zero across all three scopes by 2050, we are undertaking a comprehensive Net Zero Decarbonisation programme over a 16-month period.

We have completed a full carbon footprint across all three scopes using 2023 as the baseline year. And over the next two years, we will set targets aligned with our mandated Irish Government requirements and the Paris Climate Agreement to reduce greenhouse gas emissions across our operations and our supply chain.

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### To guide our efforts to reduce our Scope 1 and 2 carbon emissions by 51% by 2030 and achieve net zero by 2050 we are:

- Developing a costed decarbonisation roadmap and a Climate Action Plan.
- Working towards ISO 50001 (Energy Management) accreditation for our Abbey Street office in 2025 and across our other sites from 2026.
- We have also established a Decarbonisation Taskforce led by our newly appointed Net Zero Lead.

While the achievement of our mandated 2030 and our 2050 targets is the most challenging area of our sustainability strategy, we are committed to the transition to a low carbon economy. We have identified key projects for decarbonisation including the installation of insulation and the placing of Solar PV on the roof of our Vhi Kilkenny office which will commence in 2025.



Emer Haughey, Head of Sustainability at Vhi is one of the first nine signatories to the Business in the Community Accelerate Pact









## S Net Zero Carbon continued

#### To date, we have also:

- Electrified our sales fleet vehicles, reducing our annual vehicle greenhouse gas emissions by over 4,300kg.
- Promoted the Cycle to Work scheme in Dublin and Kilkenny.
- Reduced paper use by 33% since 2020, thanks to our members shifting to digital communication.
- Reached 65% of claims being paperless in 2024, and we hope to exceed 70% in 2025, thanks to our healthcare provision partners shifting to digital insurance claims. Our e-claiming platform launched in 2013. By 2024, 49 facilities were onboarded, and we aim to reach 54 in 2025.

- Worked to bring the benefits of AI to our colleagues and members, while also minimising its environmental footprint.
- Begun integrating sustainability into our procurement policies and processes, e.g. sustainability criteria are now included in key tenders and a sustainable procurement charter is in development for launch in 2025.
- Switched lighting to LEDs and improved building energy management system controls for heating, ventilation, and air conditioning, leading to a 46.8% increase in energy efficiency (from baseline year of 2009).

Appendix



- Become a signatory to the Climate and Health Alliance 'Joint Declaration of Action on Planetary and Human Health', co-developed with the HSE. This aligns medical, public health, and advocacy organisations from around the island of Ireland in a pledge to transition to a clean, healthy, sustainable, carbon-free, and socially just environment. We are encouraging key partners and service providers to join us by signing as well.
- Become a founding signatory to Accelerate, Business in the Community's Business Pact for Climate and Nature, committing to a 1.5°C-aligned and Nature-positive transition plan.













## Circular Innovation

Designing out waste and embedding circular economy principles across all our offices and healthcare settings.

### Circular innovation is about designing products, processes and systems to minimise resource use and waste.

In 2023, we launched two circular innovation pilots at our Vhi 360 Health Centre in Carrickmines:

- **1.** Clinical waste reduction: This pilot saw a 3% reduction in clinical waste and a 29% increase in recycling. In 2024, it was rolled out to our 360 Health Centre in Limerick and is currently being rolled out to the remainder of our Carrickmines services and to our clinics in Swords and Cork.
- **2.** Compostable PPE aprons:

In 2024, we extended the use of compostable PPE aprons to all services at our Vhi 360 Health Centre in Carrickmines and have committed, going forward, to only purchasing compostable PPE aprons for all our healthcare clinics and services nationwide.

### In 2024:

- We partnered with Bold Donut to develop programmes to engage colleagues on recycling and waste. We will roll this out to all Vhi colleagues this summer and are working on a clinical waste version.
- We installed a biodigester in Kilkenny which is taking food waste and converting it into compost which is being used in landscaping around the Kilkenny office.
- We partnered with WeCan, a notfor-profit in Kilkenny, that provides adults with intellectual disabilities opportunities for paid meaningful employment and has a positive impact on the environment. Vhi colleagues return bottles and cans to be collected by WeCan ambassadors.

#### In 2025:

We commenced a similar scheme in our Abbey Street office with Return for Children, a charity fundraising initiative by Re-Turn, operators of Ireland's Deposit Return Scheme, in partnership with six of Ireland's national Children's charities – Barnardos Ireland, Barretstown, Childline by ISPCC, Jack & Jill, LauraLynn Children's Hospice, and Make-A-Wish Ireland.





Helen Finnegan (right) and Vhi clinician Dr Elena Velicu in compostable PPE aprons at Vhi 360 Health Centre Carrickmines

Make A-Wish



Ross O'Hanrahan, WeCan employee and Garry McCarthy, WeCan supervisor collecting bottles and cans from the Vhi Kilkenny office



Vhi Waste Game focuses on recycling and waste









## ♀ Nature ► Positive

Restoring and protecting Nature and raising awareness of the vital connection between the health of people and the health of Nature and the planet.

Promoting human health goes hand in hand with protecting and enhancing Nature. Over the next two years, we will baseline and map our use of natural resources, and Nature impacts and dependencies across our value chain.

We also hope to set a Science Based Target for Nature (SBTN) and develop a roadmap to becoming a Nature positive business. We are working towards ISO 14001 (Environmental Management Systems) accreditation at our Abbey Street office in 2025 and across all Vhi sites from 2026.

Our ultimate vision is to position Vhi as a thought leader in planetary and human health by creating the Vhi Centre for Human & Planetary Health. This centre of excellence will serve as an innovation hub, driving sustainability initiatives within Vhi and showcasing leadership in our industry and beyond.

### In the meantime, we're taking steps to support Nature on our own sites:

- In 2023, we designated 6,600m<sup>2</sup> of grassland at our Gweedore and Kilkenny offices for biodiversity protection and enhancement.
- In Kilkenny, 3,765m<sup>2</sup> was registered with Biodiversity Ireland under the All-Ireland Pollinator Plan. We began to manage this as a wildflower meadow during 2024. No grass cutting was undertaken to allow the meadow to establish, and several notable native protected orchid species were recorded that summer.



- In autumn 2024, in collaboration with Fingal County Council, wildflower seeds from our North Dublin greenfield site at Barrysparks were harvested. Seeds of Yellow Rattle, known as the "meadow maker", were separated out and sown in December 2024 at our Kilkenny site.
- In 2025, we are working with Kilkenny County Council to enhance biodiversity at the Dublin Road roundabout, the busiest roundabout in Kilkenny enhancing the established flower beds with native pollinator-friendly plants, bee and bug hotels, using no pesticides, all in-line with the All-Ireland Pollinator Plan.

We are also promoting plant-based eating and its benefits for both our health and the health of our planet – at our colleague restaurants.



Food Lab, Vhi 360 Health Centre Carrickmines











## **Spotlight on** Circular Redevelopment: Vhi 360 Health Centre, Galway

In 2024, we started the expansion and conversion of our Galway Medical Centre into a Vhi 360 Health Centre.

We were aware that construction and demolition generates 48% of all waste in Ireland, and that emptying buildings for redevelopment often means skip-loads of waste going to landfill.

We set an ambitious goal to reuse or recycle as much of the centre's contents as possible.

We first created a register of 360 items, including clinical equipment such as IV trolleys, ECG machines, and non-clinical items such as whiteboards, office chairs, desks, shelving, kitchen units, and clocks. We then sought to re-home each item, working with local schools, charities, and community groups.

66% of the 360 items were donated, re-homed, or The initiative was very successful in addressing the stored for use post-redevelopment. A further 24% environmental concern of construction and demolition were recycled, leaving only 10% (old, broken, and waste. It also positively impacted the local community unusable) going for disposal. by giving schools, charities, and community groups free access to materials they needed. Our colleagues in Galway used their relationships within their communities to engage local Circularity is not always the quickest or easiest

organisations that might need the available items.





option, but the initiative benefitted the community, colleague morale, and aligned with our purpose, values, and Sustainability Strategy.

360

Items collected 66%

Donated, re-homed, or stored for use 24% Recycled







### **Appendix: Task Force on Climate-Related Financial Disclosures** (as at FY 2024)







## Appendix: Task Force on Climate-Related Financial Disclosures

### **TCFD** Theme

### Governance

Disclose the organisation's governance around climate-related risks and opportunities.

### **TCFD** Recommendation

a. Describe the board'soversight of climate-relatedrisks and opportunities.

b. Describe management's role in assessing and managing climate-related risks and opportunities.

### **Our Progress**

The Group Board approves an Own Risk Assessment (ORA) for the Group on an annual basis. The ORA is recommended for approval to the Group Board by the Group Risk Committee which has oversight responsibility for risk, including Environmental Social and Governance (ESG) risk, across the Group. Similarly, the Insurance Board approves an Own Risk and Solvency Assessment (ORSA) on an annual basis. The ORSA is recommended for approval to the Insurance Board by the Insurance Risk Management & Compliance Committee. ESG scenarios were introduced to the ORSA and ORA in 2022 and have been evolving since then.

In 2024, we commenced a comprehensive climate risk programme as part of the Healthy Business pillar of our sustainability strategy. The programme focused on: validating work completed to date, developing a long list of climate-related risks and opportunities, selecting a Baseline Scenario and time horizon for the climate risk materiality assessment for the ORSA and ORA and quantifying the impact of these scenarios. Updates on the programme were provided throughout 2024 to the Group and Insurance Nomination, Governance & Sustainability Committees which report into the Group and Insurance boards respectively. The development of the ORSA and ORA, and associated climate risk scenarios and quantification, were overseen by the Group Risk Committee and the Insurance Risk Management & Compliance Committee.

To support the Group and Insurance boards, climate risk training was provided in 2024. This training focused on regulatory expectations, Vhi's key climate risks and the selection and use of climate risk scenarios within Vhi.

The Group People & Sustainability Officer is accountable for the executive leadership and execution of Vhi's sustainability strategy and reports into the Group Board in this regard, via the Group Board's Nominations, Governance & Sustainability Committee which has oversight responsibility for sustainability. In 2024, a management committee, the "Group Sustainability Committee" was established, with responsibility for management oversight of the delivery of the Group sustainability strategy.

The Group Risk Officer (GRO) is responsible for managing financial risks from climate change in compliance with PR24 under the Senior Executive Accountability Regime (SEAR) and reports to the Group Board via the Group Risk Committee and to the Insurance Board, via the Insurance Risk Management & Compliance Committee. The Insurance Risk Management & Compliance Committee is supported by the Executive Risk Committee to which the GRO provided regular updates throughout 2024 on the development of the ORSA and associated climate risk quantification.







### Appendix: Task Force on Climate-Related Financial Disclosures continued

### **TCFD** Theme

### Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning where such information is material.

### **TCFD** Recommendation

a. Describe the climate-related
risks and opportunities the
organisation has identified over
the short, medium, and long
term.

b. Describe the impact
of climate-related risks
and opportunities on the
organisation's businesses,
strategy, and financial planning.

c. Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

### **Our Progress**

Through the climate risk programme, we developed a holistic climate-related risks and opportunities (RO) universe using a 'PESTEL' categorisation (Political, Economic, Social, Technological, Legal and Environmental). To develop this RO universe, we completed peer analysis (both national and international), reviewed the outputs from the stakeholder engagement we completed as part of our sustainability strategy development programme in 2023, and conducted a physical risk exposure assessment at site and regional levels.

In relation to physical climate risk, we assessed 15 Vhi sites across our own operations, examining six climate hazards across two scenarios for two time periods (2030, 2050). Other environmental risks include those related to human health (leading to increased hospital admissions due to climate related risks) and related migration. This concluded that Vhi does not have any material physical climate related risks.

In relation to transitional climate related risks, the key risks include the scale of investment required for the transition, reputational risks from association with highemitting industry (healthcare) operations and potential investment portfolio losses due to climate risk exposures.

Climate related opportunities include ind climate related health concerns.

Our sustainability strategy reflects our commitment to sustainability and is wholly aligned with our corporate purpose to "help our members to live longer, stronger and healthier lives." It is also aligned with our commercial strategy and with our prioritised UN Sustainable Development Goals (SDGs) (SDG 3 Good Health & Wellbeing; SDG 5 Gender Equality; SDG 13 Climate Action; SDG 12 Responsible Consumption & Production; SDG 8 Decent Work & Economic Growth, and SDG 17 Partnership for the Goals).

As part of our climate risk programme, the credibility and robustness of available data along with materiality outcomes from the qualitative assessment were central to the decision in relation to which ROs would be quantified for the purpose of the ORSA and ORA scenarios. The climate risk scenarios show that there are a range of possible and severe impacts as a result of climate change, but that quantification of these impacts is an evolving area that we need to continuously evolve and keep abreast of. The key recommendations in the short term are to ensure sufficient investment and prioritisation of the development and delivery of the Sustainability Strategy, including tracking against our internally set targets and roadmap, with clear accountability and action plans.

Decarbonisation, and the decoupling of emissions from growth, is a key risk for Vhi. Due to data availability constraints, the decarbonisation of Vhi's operations could not be quantified in 2024. A separate Net Zero programme under the Healthy Planet pillar of our sustainability strategy commenced in 2024, the first phase of which involved the development of a full carbon footprint exercise across all three scopes using 2023 as the baseline year. This programme is intended to address data gaps and facilitate informed decision-making on the carbon impact of future growth plans.

Three scenarios from the Network for Greening the Financial Sector (NGFS) climate risk suite were chosen to conduct scenario analysis, namely, Nationally Determined Contributions (NDCs), representing the Baseline Scenario, along with Net Zero 2050 and Delayed Transition. These scenarios were selected because they met the requirements of both the Corporate Sustainability Reporting Directive (CSRD) and the Central Bank's expectations for (re)insurers to integrate climate risk into their risk management frameworks.

As above, the climate risk scenarios shows that there are a range of possible and severe impacts as a result of climate change, but that quantification of these impacts is an evolving area that we need to continuously evolve and keep abreast of. The impacts are much lower in the short term but could have material transitional and reputational impacts over the medium-to-long term without sufficient action.



Climate related opportunities include increased brand reputation from taking action, increasing stakeholder trust or increased revenues from product offerings addressing







### Appendix: Task Force on Climate-Related Financial Disclosures continued

### **TCFD** Theme

### **Risk Management**

Disclose how the organisation identifies, assesses, and manages climate-related risks.

### **TCFD Recommendation**

a. Describe the organisation's processes for identifying and assessing climate-related risks.

c. Describe how processes for

identifying, assessing, and

managing climate-related

organisation's overall risk

management.

risks are integrated into the

### **Our Progress**

Vhi's Risk Management Policy and Framework establishes our approach to identifying, measuring, mitigating and monitoring the key risks, including sustainability and climate risks. The identification and understanding of climate change risk exposure of Vhi Group is a key element of the sustainability strategy, ensuring we respond appropriately to manage climate change risks. This aligns with both EIOPA and the Central Bank's expectations for (re)insurers to integrate climate risk into their risk management frameworks and ORSA as well as the CSRD.

Through our climate risk programme, commenced in 2024, we developed a holistic climate-related RO universe, underpinned by peer analysis (both national and international), a review of the outputs from the stakeholder engagement completed as part of our sustainability strategy development programme in 2023, and a physical risk exposure assessment at site and regional levels.

To qualitatively assess the ROs, we aligned individual ROs with representative metrics sourced from the Network for Greening the Financial Sector (NGFS) and other publicly available data sources as required. Three scenarios were selected i.e. NDC (Baseline), Net Zero 2050 and Delayed Transition. Metrics were extracted from each scenario under four time horizons – 2020, 2030, 2050, and 2100. The metrics assigned to each RO act as a proxy to indicate how Vhi's exposure to each RO may fluctuate over time, depending on the scenario. These metrics were then combined with an understanding of our business model and current risk appetite to ROs identified to qualitatively score each RO. In short, a score was assigned to each RO across each time horizon and scenario to illustrate changing risk exposure over time and how this might affect Vhi.

In terms of the physical risk assessment of exposure to climate change related hazards of the fifteen Vhi sites (including offices and clinics), we considered six climate hazards under two scenarios and two time periods, referencing climate projection data from the Met Éireann TRANSLATE report, with additional data sourced from the World Resources Institute (WRI) and the Joint Research Centre (JRC).

b. Describe the organisation's processes for managing climaterelated risks. Vhi use a 'three lines of defence' approach to risk management. Risk is managed across our health insurance and health provision businesses in line with our Board-approved Risk Management Policy and Framework. This sets out the principles behind a robust and continuous risk management system across the three lines of defence. We also have governance processes in place overseen by Independent Non-Executive Directors at Group Board level and at subsidiary board level for our subsidiaries. The Group Risk Committee and the Insurance Risk Management & Compliance Committee receives reports from the Group Risk Officer and other Vhi executives as appropriate.

Phase 2 of the climate risk programme involves the embedding of climate risks into the Risk Management Framework. This includes a review of the existing risk taxonomy, identification and integration of climate risk KRIs in the relevant Risk Appetite Statements and the updating of departmental risk registers and relevant policies. Further information on the management of risk, including climate-related risks, is available on pages 40 to 43 of our 2024 Annual Report.

Our policies contain the key risk control standards for conducting our business. These are implemented by our business units and overseen by policy owners to ensure compliance. Each policy has a designated owner with defined roles and responsibilities. Our annual cycle of control monitoring assesses how well internal control, risk management practices and policy compliance are embedded across Vhi.

The second phase of the climate-risk programme, which will conclude in 2025, involves the integration of climate risk management into Vhi's strategy and Risk Management Framework. This will ensure that the process for the identification, assessment and management of climate-related risks is embedded into the Risk Management Framework.

Furthermore, in 2024 as part of the ESG Reporting work plan, also under the Healthy Business pillar of our sustainability strategy, we commenced a Corporate Sustainability Reporting Directive (CSRD) programme. The Double Materiality Assessment (DMA) required under CSRD requires Vhi to identify and assess the risks and opportunities arising from environmental, social and governance issues, and the impacts of our activities on people and the environment across the value chain – to identify the most material Impacts, Risks, Dependencies, Other Factors and Opportunities (IROs) to disclose upon. These IROs will also be embedded into our Risk Management Framework over 2025.









### Appendix: Task Force on Climate-Related Financial Disclosures continued

### **TCFD** Theme

### **Metrics and Targets**

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

### **TCFD Recommendation**

a. Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.

b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.

c. Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.

### **Our Progress**

The Sustainability Strategy includes an ESG Governance work plan. This work plan was key to the enhancement of sustainability governance at Vhi in 2024. For example, the Group and Insurance Nomination, Governance (and now) Sustainability Committee was renamed to reflect its oversight responsibilities in relation to sustainability and delivery of Vhi's sustainability strategy. One of the key areas of focus under this work plan for 2025 is the development of sustainability KPIs across the group. A key feed into this work will be the examination and identification of metrics to assess climate-related risks and opportunities as part of phase 2 of the climate-risk programme which is due to conclude in 2025. As appropriate, KRIs will be included in relevant Risk Appetite Statements and managed in line with the Risk Management Framework.

In 2024, as part of the Healthy Planet pillar of our sustainability strategy, we also commenced a Net Zero Decarbonisation programme. This 16-month programme includes completion of a full carbon footprint (using 2023 as the baseline year), and development of a decarbonisation roadmap and a Climate Transition Plan during 2025. The full 2023 carbon footprint was completed across all three scopes.

The Board endorsed a 2050 net-zero goal when it approved the sustainability strategy in July 2023. We have also adopted the below targets set out for commercial semi-states under the Climate Action Framework. We report on our progress against these targets to the Sustainable Energy Authority of Ireland on an annual basis:

- A 50% increase in energy efficiency by 2030 (2009 baseline)
- Scope 1 (thermal) emissions target of 51% by 2030 (2016-2018 baseline)
- Scope 1 & 2 emissions target of 51% by 2030 (2016-2018 baseline)

Based on the SEAI's M&R energy reporting to year end 2023, Vhi has achieved 42.5% of the 50% increase in the energy efficiency target required by 2030 (against a 2009 baseline). In terms of our Scope 1 & 2 emissions targets, due to the opening, in 2022 of our flagship Vhi 360 Health Centre in Carrickmines and a further expansion, in 2024, of our 360 Health Centre in Swords, we are currently trending at +27% against the -51% reduction target. While these expansions have been essential in meeting our members' healthcare needs, they highlight the importance of integrating emissions considerations into our decision-making for future service expansions. While health will always be our top priority, we are acutely aware of the need to grow responsibly. This will be supported by our Net Zero Decarbonisation programme which commenced in 2024 and involves completion of a full carbon footprint across all three scopes using 2023 as the baseline year, development of a fully costed decarbonisation roadmap and a comprehensive Climate Action Plan to guide us toward achieving our mandated targets of reducing emissions by 51% by 2030, cutting Scope 1 and 2 emissions by 51%, and achieving net zero, across all three scopes, by 2050.

Appendix



We completed our second CDP response in 2024 (on FYE2023 data), achieving a D rating. In 2023, Scope 1 emissions amounted to 900.218 tonnes of CO<sub>2</sub>e. Our Scope 2 emissions were 1480.913 tonnes of CO<sub>2</sub>e (location-based) and 2297.69 tonnes of CO<sub>2</sub>e (market-based).





www1.vhi.ie/about/sustainability