



## I-RES GROUP POLICY

# SUSTAINABILITY POLICY

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**Date 24th March 2026**

**Area:** Sustainability

**Document Owner:** Company  
Secretary and General Counsel

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## TABLE OF CONTENTS

1.	Introduction .....	3
1.1	Summary .....	3
1.2	Purpose .....	3
1.3	Document Audience .....	3
1.4	Relationship with other Documentation.....	3
2.	Policy Details .....	4
2.1	Our ESG Commitments.....	4
2.1.1	Environmental Sustainability .....	4
2.1.2	Social Sustainability.....	5
2.1.3	Governance .....	5
2.2	Reporting and Transparency .....	6
2.3	Monitoring and Review .....	6
2.4	Non-Compliance .....	6



## **1. Introduction**

### **1.1 Summary**

Irish Residential Properties REIT plc (the “Company”) and its subsidiaries (other than owners’ management companies) (collectively the “Group”) (together “we”, “us”, “our”,) recognise our operational impact on the communities we serve and, on our environment at large in conducting the business of the Group from time to time. Our Sustainability Policy is guided by our vision to be Ireland’s leading provider of rental housing, recognised for quality and value, delivering sustainable growth, fostering an exceptional workplace, and maximising our contribution to the wider community. In line with this vision, our mission is to provide high-quality rental homes and exceptional service to our residents through integrated teams, generating sustainable value for our shareholders. These commitments underpin our approach to environmental stewardship, social responsibility, and strong governance, ensuring that we create long-term positive impact for our stakeholders and the communities we serve.

### **1.2 Purpose**

This Sustainability policy (the “Policy”) provides a framework of guidelines and principles for managing our real estate practices responsibly by actively and consistently incorporating ESG factors into all aspects of our decision-making processes, along with other material investment factors consistent with the Company’s Investment Policy and strategy.

This Policy forms the core of the Company’s responsible investment, development and management beliefs.

### **1.3 Document Audience**

This Policy applies to all directors, officers and employees of the Group and its service providers (“representatives”) and all representatives must comply with the spirit and intent of the Policy. This Policy applies to all aspects of the Group’s operations under direct operational control. In cases where the Group does not have direct operational control, it will use its position to influence and encourage appropriate ESG practices. This policy is subject to all applicable local laws and regulations.

### **1.4 Relationship with other Documentation**

This policy should be read in conjunction with the following I-RES policies – Supplier Code of Conduct, Health & Safety, Human Rights, Modern Slavery, and Code of Ethics, each of which can be accessed on our intranet site and the I-RES website.



## 2. Policy Details

The Group believes that responsible investment, development, property ownership, and management support our commitment to deliver on customer service, enhance resident retention, and deliver quality homes. As such, the Group is embedding consideration of ESG factors through all stages of its decision-making processes to promote healthy and inclusive workplaces, community benefits, environmental stewardship and sound corporate governance. This mission is supported by developed procedures, programs and industry best practices. The guidelines set out in this Policy may be further supplemented from time to time and by specific divisional or departmental policies.

### 2.1 Our ESG Commitments

As we strive to integrate ESG best practices throughout our real estate investment, development, asset, risk and talent management processes, we commit to:

#### 2.1.1 Environmental Sustainability

We are committed to achieving Net Zero greenhouse gas emissions across our operations and value chain by 2050 in line with the Paris Agreement's 1.5°C pathway Ireland's Climate Action Plan. This includes the setting of science-based emissions reduction targets across Scopes 1, 2, and 3 and embedding Net Zero Principles into our decision-making, procurement and operational strategies. To reach Net Zero, we will:

- Implement energy efficiency measures across our assets
- Procure renewable energy sources and low-carbon technologies
- Engage suppliers on sustainability, and take other actions across our value chain.
- Integrate circular economy principles to reduce waste and resource consumption
- Prioritise low-carbon materials and design in new developments and refurbishments

Our climate strategy also supports the UN Sustainable Development Goals (SDGs) particularly those related to climate action (SDG 13), and partnerships for the goals (SDG17). We will report annually on our emissions reduction progress and related SDG contributions in our annual Sustainability report.

We recognise the environmental impacts of real estate and construction and our responsibility to minimise our carbon footprint. We commit to aligning our ESG Management System to ISO40001 for environmental management. We will track, monitor and report on (where data capture is possible), and work to reduce energy, water, waste, and materials consumption across our portfolio. New developments and major renovations will utilise sustainable design and construction practices, including renewable energy, electric vehicle charging, sustainable materials selection, and waste diversion goals.



We recognise the importance of transitioning to a circular economy that designs out waste, pollution, and carbon emission. To embrace circular economy principles, we will select recycled, recyclable and responsibly sourced materials with low embodied carbon, enable closed-loop approach, design for flexibility and adaptation, engage residents and OMCs on waste reduction, collaborate with vendors to recover and divert waste from landfill, and minimise total waste generation across our portfolio. We will raise awareness and work with stakeholders across our value chain to improve resource efficiency, reduce waste, conserve embedded energy in materials, design for the future, and procure responsibly.

We will assess climate-related risks and opportunities across our portfolio according to applicable regulatory guidelines or frameworks. Climate resilience considerations, including flooding, heat, and energy security will be evaluated and addressed at both existing and new assets.

We recognise the importance of protecting and restoring biodiversity and natural habitats. We will identify opportunities to enhance native landscaping, improve biophilia and support local ecosystems, where practicable.

### **2.1.2 Social Sustainability**

We are committed to serving our communities and creating positive local social impact. We will support local communities, economic development, and sustainability initiatives through partnerships, volunteer programs, donations, and sponsorships. Our charitable giving will align with community needs assessments and input from local stakeholders.

Our buildings aim to enhance health, wellness and quality of life for residents. We will enhance features of our portfolio including access to daylight, ventilation, air quality, circular economy, and connections to nature, where practicable. Our stakeholder engagement strategy includes regularly collecting feedback from residents and partners. We will regularly engage with key stakeholders to ensure we are aware of, and are able to respond to, their expectations.

### **2.1.3 Governance**

Our Board oversees ESG strategy and performance through a dedicated Sustainability Committee. Elements of executive compensation will be linked to ESG goals to demonstrate accountability to our commitments. We will conduct ethical business practices throughout our operations and supply chain by implementing robust anti-corruption, human rights, whistleblowing, supplier code of conduct and responsible sourcing policies.

We believe that good governance practices are essential to a successful and sustainable business, and therefore we ensure that they are integral to us. We



will support our employees with the necessary training and resources required to effectively adhere to this Policy.

## **2.2 Reporting and Transparency**

Transparency and disclosure are key priorities. We will report regularly on ESG initiatives and progress through benchmarking platforms and publish a comprehensive annual sustainability report. Our disclosures will adhere to relevant laws and regulations, leading reporting frameworks and include independent verification.

## **2.3 Monitoring and Review**

The Board Sustainability Committee monitors compliance with the Policy and the ESG integration progress through quarterly meetings.

## **2.4 Non-Compliance**

Any breach of this policy, whether negligent or intentional, will be taken seriously and may result in disciplinary action up to and including dismissal.



## Location of Policy

I-RES Intranet

I-RES Corporate Website: [www.iresreit.ie](http://www.iresreit.ie)

## Policy Owner

The Policy Owner is responsible for overseeing the development and content of the Policy, ensuring it is fit for purpose and ensuring all subject matter experts are consulted in the development process. The Policy Owner is the Company Secretary and General Counsel.

## Policy Approver

The Policy Approver is responsible for approval of the Policy and ensuring it is consistent with the look and feel of all other policies. The Policy Approver is the Board Sustainability Committee.

## Document Reviews

The Policy Owner will review the policy on a 1-year rolling cycle and/or following any significant market, regulatory or business developments impacting on this policy. The policy will be updated as appropriate, and a new version published when required.

## Internal Use Only

It may be necessary to disclose this policy in part, or in full, to a third party. Prior to disclosure, approval must be obtained from the policy owner.

## Effective Date

18<sup>th</sup> November 2025

## Final Version Review

Final Version No	Reason for Review (Full Review/Amendment Update)	Reviewers Name	Review Date	Sign off/Approver
1.0	New	Irena Stankovic	18 February 2021	Approved by board
2.0	Reviewed – No Change	Anna-Marie Curry	17 November 2021	Approved by Board



3.0	Reviewed and revised	Michelle Ang	21st November 2023	Approved by Board Sustainability Committee
4.0	Reviewed and revised	Anna-Marie Curry	18 <sup>th</sup> November 2025	Approved by Board Sustainability Committee
4.1	Reviewed and revised	Anna-Marie Curry	24 <sup>th</sup> March 2026	Approved by Board Sustainability Committee