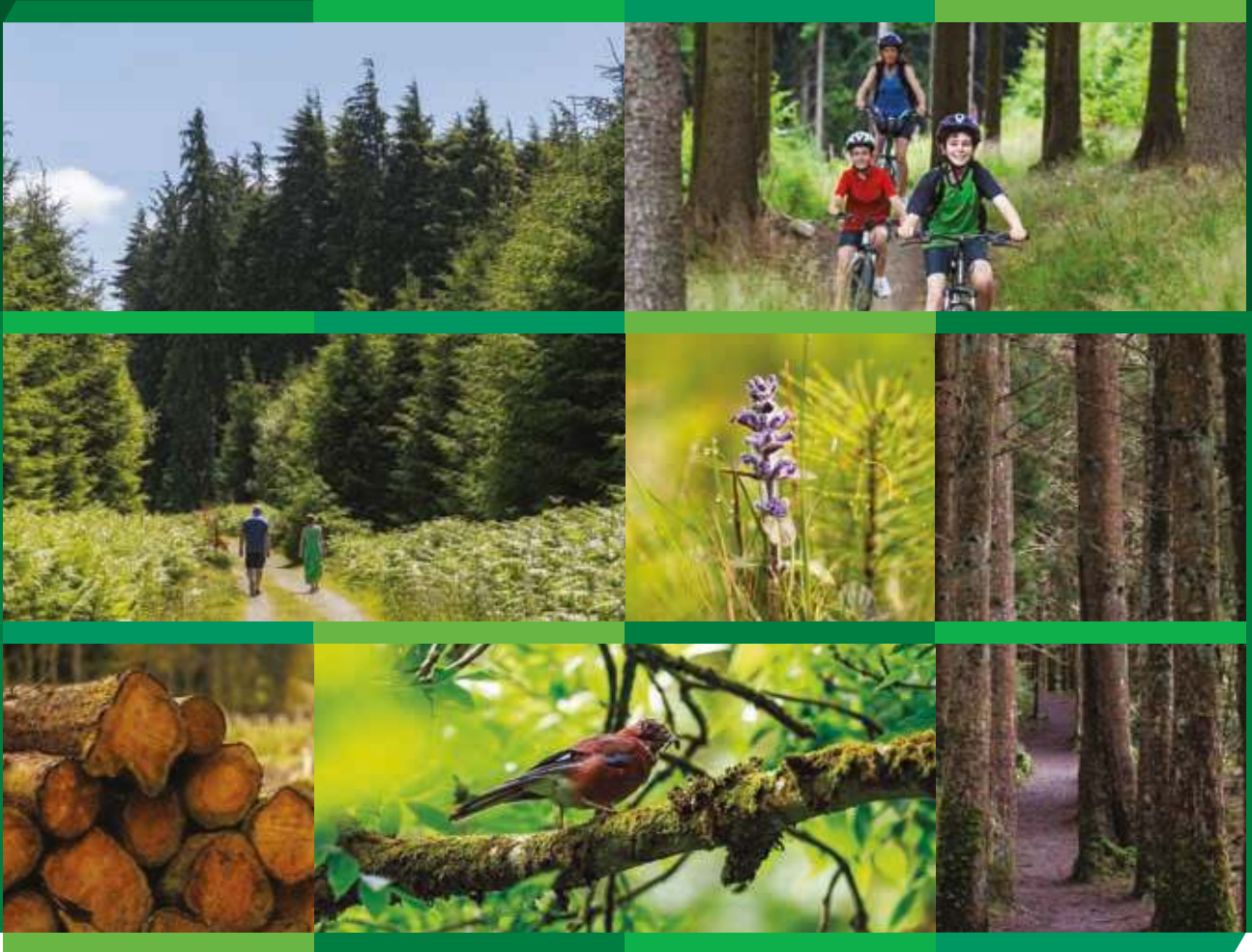




A Greener Future *for All*



2024

Annual Report



Forests for
climate



Forests for
nature



Forests for
wood



Forests for
people



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Our **vision** is to
create a sustainable
future for all from
our forests

Our **mission** is
to deliver the
multiple benefits
of our forests for
climate, nature,
wood and people

Our **purpose** is to
manage the state
forests on behalf of
the people of Ireland

Business Overview

Multiple benefits of Forestry

Coillte is balancing and delivering the multiple benefits of forests for climate, nature, wood and people.

c. 18 million
visits annually

Coillte has an open forest policy, with an estimated 18 million visits made to its forests every year.

Approx.
90,000 hectares

of the estate (c. 20%) is managed primarily for nature and biodiversity with an ambition to increase this to 30% by the end of 2025 and to 50% in the long-term.

MEDITE SMARTPLY sustainable products

MEDITE SMARTPLY produces sustainable and innovative Medium Density Fibreboard (MDF) and Oriented Strand Board (OSB) wood panels used to make furniture and in construction.

Coillte manages
c. 440,000 hectares
of primarily forested land
or 7% of Ireland's land.

Restoration, regeneration and rehabilitation

Coillte is dedicated to the restoration, regeneration and rehabilitation of nature.

Largest provider of outdoor recreation spaces

Coillte is the largest provider of outdoor recreation spaces in Ireland with:

- 12 forest parks,
- 260 recreational areas, and
- 3,000 km of waymarked walking trails.

Exports to over 20 countries worldwide

MEDITE SMARTPLY, Coillte's market leading panel board business with operations in Clonmel and Waterford, exports to over 20 countries worldwide.

Forestry sector contributes €2.3 billion

Coillte is part of Ireland's wider forestry sector which supports 9,000 jobs and contributes c. €2.3 billion to the Irish economy annually.

Supporting national and local development projects

Coillte works with local communities, organisations and businesses to support community development projects, renewable energy, education, housing, tourism, infrastructure, and commercial developments.

Largest producer of certified wood

Coillte is Ireland's largest producer and supplier of certified wood to the domestic wood processing sector. Coillte produces c. 3 million m³ of sustainable wood annually which is used to build homes and also to produce fencing, decking, pallets to transport goods, and panel boards for construction and to make furniture.

Panel board manufacturing

MEDITE SMARTPLY is committed to manufacturing products that contribute to more sustainable buildings.

800+ staff

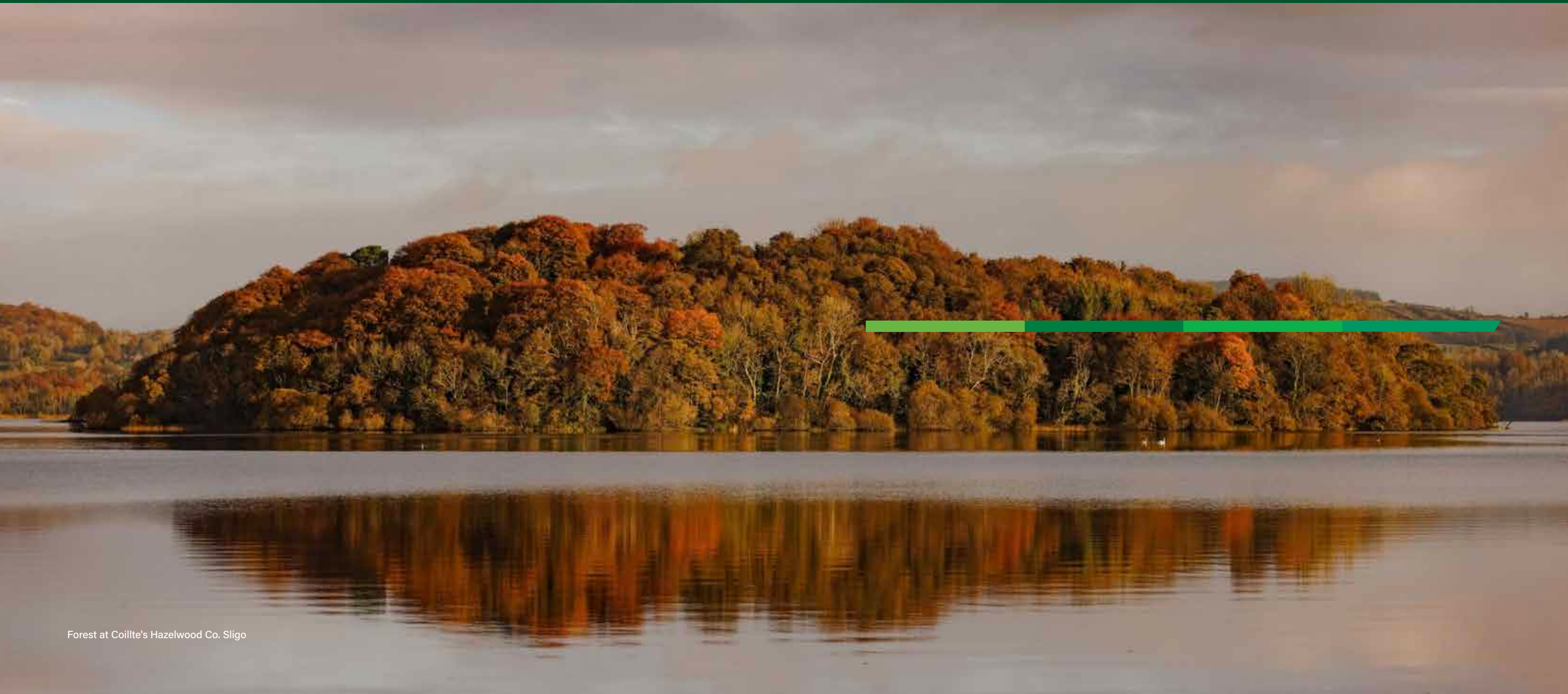
Coillte employs over 800 staff and c. 1,200 contractors throughout Ireland.

Forests managed sustainably

Coillte's forests are certified by both the Forest Stewardship Council® (FSC®-C005714) and the Programme for the Endorsement of Forest Certification (PEFC/17-23-042).



About Coillte



About Coillte

Coillte, Ireland’s semi-state forestry company, is responsible for managing 440,000 hectares of primarily forested lands. Coillte balances and delivers the multiple benefits of forestry for climate, nature, wood and people.

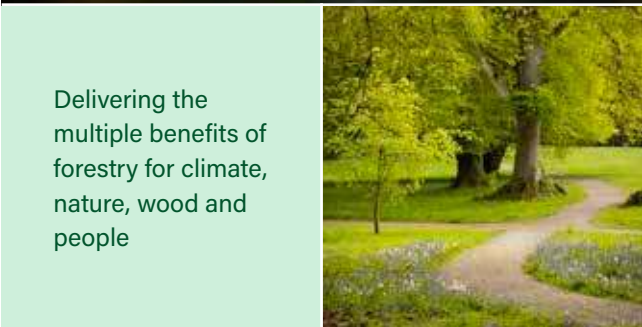
It is the nation’s largest forester and producer of certified wood, a natural, renewable and sustainable resource. Coillte is the largest provider of outdoor recreation spaces in Ireland, it facilitates renewable energy generation on the estate and manufactures panel-board wood products. Coillte also enhances and restores biodiversity and delivers nature rehabilitation projects of scale.

Coillte employs over 800 people directly, and circa 1,200 contractors, working across three divisions; Coillte Forest, Land Solutions and MEDITE SMARTPLY, and is part of a wider sector which supports circa €2.3 billion of economic activity annually.

Coillte Forest

When Coillte was established as a commercial semi-state company in 1989, it became the manager of a diverse forest estate of 396,000 hectares. Over the last 35 years, the organisation has developed the forests and land and grown the area under management to approximately 440,000 hectares.

The Coillte Forest division manages all aspects of the forest cycle, from collecting seed to planting trees, tending forests and harvesting trees, before replanting



Delivering the multiple benefits of forestry for climate, nature, wood and people

to start the cycle again. It is also responsible for protecting nature and biodiversity by restoring and enhancing habitats across the estate.

Coillte's forest estate is certified by both Forest Stewardship Council (FSC) and Programme for the Endorsement of Forest Certification (PEFC) ensuring sustainable forest management.

Coillte is the leading supplier of sustainable wood to the vibrant Irish wood processing sector. Approximately 3 million m³ of sustainable wood is produced by Coillte’s harvesting operations each year, the majority of which is processed by the sawmill sector to produce construction timber to build homes; pallets to move goods and materials; and fencing for farms and gardens. Small-diameter roundwood is mainly used by Coillte’s wood-based panel mills and, to a lesser extent, for bioenergy.

Coillte is the country’s leading provider of outdoor recreation, offering open public access to circa 6,000 forest properties throughout Ireland, 3,000 km of way-marked trails, 12 forest parks, six mountain-bike trails, and circa 260 recreational areas.

Approximately 90,000 hectares of the estate (circa 20%) is managed primarily for biodiversity with an ambition to increase this to 30% (an additional 44,000 hectares) by the end of 2025. These biodiversity areas are located throughout the estate and contain a wide variety of habitats of high biodiversity value ranging from conifer, mixed and broadleaved forests, to open bogs, heathlands, lakes and rivers. Coillte has developed a science-based approach known as ‘BioClass’, which classifies the ecological value of the biodiversity areas in the estate. This allows Coillte to develop ecological and silvicultural plans to improve the biodiversity value of these sites. Work to restore habitats and enhance biodiversity is ongoing across the estate through Coillte’s BioForest programme.

Land Solutions

Coillte’s Land Solutions division is responsible for strategic business and asset development and creating innovative partnerships and solutions to help provide a sustainable future for all in areas such as renewable energy, climate and nature funding, housing, infrastructure development, tourism and education. The division is also responsible for acquiring new land and forests and for land sales that support local communities and government policies across Ireland.

Examples of Coillte partnerships managed primarily by the Land Solutions division include: **FuturEnergy Ireland** and **The Nature Trust**. As part of Coillte’s vision to generate 1 Gigawatt (GW) of renewable energy, it has partnered with ESB to establish FuturEnergy Ireland. This joint venture aims to develop best-in-class wind farms with the support of local communities. This supports Ireland and its people to combat climate change and contributes to more sustainable living. Coillte also continues to work with other partners outside of this joint venture in supporting the development of renewable energy projects.

Established in 2021 by Coillte and Forestry Partners, The Nature Trust has to date raised €10 million in environmental, social and governance (ESG) investment to create native woodlands and to redesign peatland forests.

MEDITE SMARTPLY

MEDITE SMARTPLY is Coillte’s market leading producer of engineered wood-based construction panels. It is responsible for manufacturing products that contribute to innovative and sustainable building solutions.

With manufacturing mills in Clonmel and Waterford, MEDITE SMARTPLY employs circa 400 people dedicated to delivering high quality MDF (medium density fibreboard) and OSB (oriented strandboard) panels. These innovative and sustainable wood-based products are used in furniture manufacture and construction. MEDITE SMARTPLY has a market presence in over 20 countries across the globe.

The wood used in MEDITE SMARTPLY OSB and MDF panels is small-diameter wood from fast-growing species such as spruce and pine along with wood that is selectively removed for forest thinning and residues from sawmilling. All MEDITE SMARTPLY’s timber construction panels are FSC certified, confirming that its wood-based products originate from forests which are managed in an environmentally and socially responsible manner.



Approximately 90,000 hectares of the Coillte estate is managed primarily for nature and biodiversity



Coillte’s strategic vision identifies 11 ambitions to sustainably balance and deliver the multiple benefits from its forests across four strategic pillars climate, nature, wood and people:

Forests for climate 	Enable the creation of 100,000 hectares of new forests , half of which will be native woodlands, which will sink 18m tonnes CO2 by 2050
	Manage the existing Forest Estate to increase carbon store by 10m tonnes of CO2 by 2050
	Redesign 30,000 hectares of Peatland Forests for climate and ecological benefits by 2050
	Generate an additional 1 Gigawatt of renewable wind energy to power 500,000 homes by 2030
Forests for nature 	Enhance and restore biodiversity by increasing the area of our estate managed primarily for nature from 20% to 30% by 2025
	Transform areas of our forests so that 50% of our estate is managed primarily for Nature in the long-term
Forests for wood 	Produce 25m cubic metres of certified Irish timber , to support the construction of 300,000 homes by 2030
	Promote the use and benefits of wood products to increase the level of timber homes from 20% to 80% by 2050
Forests for people 	Enable the investment of €100m in world-class Visitor Destinations to support growth in tourism and recreation by 2030
	Double the number of Recreation Areas to 500 , to benefit local communities and people’s wellbeing
	Create 1,200 new jobs in rural communities to support the just transition to a low carbon economy

In addition, MEDITE SMARTPLY has received the FSC chain of custody certification, covering its manufacturing and distribution processes. This certification provides a guarantee to consumers that the product not only comes from well-managed forests; but has passed through a secure, sustainable channel from its origin in the forest right through to the time it is installed by the end-user. Only products from FSC certified forests can be labelled with the ‘tick and tree’ logo. All panel products also have UK Conformity Assessed marking (UKCA) and the Conformité Européenne (CE) mark, meaning they comply with applicable health, safety, performance and environmental requirements.

By constantly innovating and investing, MEDITE SMARTPLY has been able to enter new and diverse markets and sectors, with a pipeline of innovative, versatile and sustainable products designed to address changing market demands and contribute to the construction of sustainable buildings.

The introduction of a wide variety of innovative features such as moisture resistance, flame retardancy, machinability, durability and strength has enabled MEDITE SMARTPLY products to have many diverse uses and become trusted alternatives to more traditional materials.



Students visiting Coillte's MEDITE

Coillte’s Strategic Vision

Coillte’s strategic vision for the future of its forest estate aims to balance and deliver the multiple benefits from Coillte’s forests for society, bringing more focus to climate action, biodiversity and recreation while continuing to deliver for the forest and wood products industry.

Coillte’s ambition is to enable the creation of new forests which will capture more carbon, manage its existing forests to increase carbon storage, and provide more habitats to enhance biodiversity. Coillte will continue to deliver sustainable Irish wood products to support the creation of new homes, enable the delivery of renewable energy on the estate as well as creating more forest recreation spaces for everyone to enjoy.

This strategic vision is underpinned by four pillars – forests for climate, nature, wood and people - and is aligned with the United Nations Sustainable Development Goals.

- **Forests for Climate** relates to the role the forest estate plays in the capture and storage of carbon, and its capacity to produce wood products to substitute for carbon-intensive materials. It also includes building the resilience of the Coillte estate to adapt to future climate scenarios and enabling renewable energy projects on the estate to help Ireland transition to a low carbon economy.
- **Forest for Nature** relates to the biodiversity within the forest estate and seeks to increase the amount managed for nature and to protect, enhance and restore the biodiversity value of those areas.
- **Forests for Wood** delivers on the need to provide sustainably grown Irish wood to build homes and innovative wood products to meet the growing demand for sustainable materials to support the bioeconomy while supporting jobs in rural communities nationwide.
- **Forests for People** focuses on enhancing the recreational, social, and wellbeing benefits of Coillte’s forest estate for communities throughout Ireland.

Chair's Statement

Vivienne Jupp

I am pleased to present Coillte's Annual Report and Accounts for 2024, my first as Chair of Coillte.

Since my appointment last April, I have gained a deeper understanding of the vital work Coillte undertakes and the many ways it contributes to Irish society. Indeed, I'm delighted to have taken on the role of Chair for such an important organisation.

In terms of performance, 2024 was a year focused on optimising financial delivery against the backdrop of challenging market conditions and continuous cost management, and on significantly progressing the forestry strategic vision ambitions to 2050.

Despite challenging market conditions and lower demand resulting in lower pricing, Coillte achieved EBITDA of €62 million and Operating Cash of €9 million. In addition, €4.4 million was paid in cumulative dividends to our Shareholder, including €3 million as a final 2023 dividend and a 2024 interim dividend of €1.4 million.

As Ireland's semi-state forestry company, Coillte is uniquely positioned to address the key climate and biodiversity challenges of our time, whilst continuing to remain commercially focused. Coillte's strategic ambitions include increasing carbon capture, providing more habitats for nature and biodiversity, delivering sustainable Irish wood products to help build our low carbon homes of the future, and creating more forest spaces for people to enjoy. Critical to our ability to deliver for climate and biodiversity is our ongoing focus on commercial success, which ultimately underpins our ability to

deliver the multiple benefits of forestry. The key highlights of progress made against these ambitions over the course of 2024 are outlined in this report.

While this statement focuses primarily on 2024, I must also highlight the unprecedented levels of damage caused by Storm Éowyn to forests across the country in January 2025. Productive forests, biodiversity areas and recreation trails and parks across the Coillte estate have been extensively impacted. Initial satellite assessments completed by the Department of Agriculture, Food and the Marine and Coillte estimate that the total area of forests blown down is in the region of 24,000 hectares, with approximately 50% of the damage in Coillte forests. More detailed assessments of the damage are ongoing in order to inform the recovery operation while the financial impact is continuing to be assessed.

Against this backdrop, Coillte is participating in the Windblow Taskforce which was established by Ministers Martin Heydon and Michael Healy-Rae in the aftermath of Storm Éowyn. In addition, Coillte is engaging with the Department of Agriculture, Food and the Marine to support, where appropriate, its work in navigating the many challenges which this scale of windblow creates. Taking all this together, it is clear this is a challenging time for Ireland's forestry sector and that the recovery operation will take considerable time.

On behalf of the Board, I would like to thank our Coillte staff and contractors who are working tirelessly to clear fallen trees. I commend their response to date and the support they provided to the



Coillte's Farran Forest Park, Co. Cork

National Emergency Co-ordination Team immediately after Storm Éowyn. This has been a phenomenal undertaking by Team Coillte, with a focus not only on managing the storm damage but also on continuing day-to-day operations across the entire estate and in our factories. Throughout this ongoing work, the safety of our colleagues, contractors and visitors to the Coillte estate is our utmost priority.

As we look towards the year ahead, our immediate priorities are to finalise the more detailed assessments of the estate to inform the windblow recovery operation, ongoing tree clearance, and to get the associated timber to market as efficiently as possible. We will continue to work with the Windblow Taskforce, and, in that regard, we look forward to continuing to work closely with Minister Healy-Rae and his officials.

On behalf of Coillte, I would like to thank our Shareholders, the Minister for Agriculture, Food, Fisheries and the Marine, the Minister of State at the Department of Agriculture, Food and the

Marine with special responsibility for Forestry, Farm Safety and Horticulture and the Minister for Public Expenditure, Infrastructure, Public Service Reform and Digitalisation and to extend our sincerest congratulations on their recent appointments. Together with their officials and advisors in NewERA, they provide us with continued strong support.

I would like to take this opportunity to thank the former Chair Bernie Gray for her contribution to Coillte and wish her every success for the future.

I also want to express my gratitude to our customers, the Coillte Board, CEO and executive, and all of the Coillte team across the country for their hard work and dedication. Together, we will continue to make significant strides in enhancing the value and benefits of Ireland's forests for all.

Vivienne Jupp, Chair

Chief Executive's Review

Imelda Hurley

Introduction

Coillte continues to play a leading role in the delivery of climate and biodiversity solutions contributing to Ireland's climate action plan.

Despite challenging market conditions in 2024, we made good progress on our forestry strategic vision ambitions. These ambitions see us focused between now and 2050 on creating new forests, half of which will be native woodlands, managing our existing forests for greater carbon capture, redesigning 30,000 hectares of peatland forests for climate and ecological benefits, enhancing and restoring biodiversity by increasing the area of the estate managed primarily for nature from 20% to 30% by the end of 2025 and to 50% in the long-term, and by increasing the number of recreational spaces across Ireland for people to enjoy.

In addition, these ambitions see us focused on continuing to deliver sustainable Irish wood and wood-based products which support the decarbonisation of our built environment, and on promoting the use of wood in the delivery of new homes. While we work to deliver our strategic ambitions, we are focused on ensuring that Coillte remains commercially successful and financially viable. Ultimately, a financially strong Coillte places us in the best possible position to deliver in the months and years ahead.

Against this backdrop, we achieved significant milestones in 2024 and have a clear roadmap of activity for 2025 and beyond. While we remain focused on all the aforementioned ambitions, the arrival of Storm Éowyn in January 2025 caused unprecedented levels of damage to the Coillte estate.



Initial assessments undertaken by the Department of Agriculture, Food and the Marine (DAFM) and Coillte estimate the total area of windblow damage to forests in Ireland is circa 24,000 hectares, with almost 12,000 hectares of that on the Coillte estate. These estimates are now being refined through more detailed aerial and drone assessments, the output of which will ultimately inform the overall recovery operation. To put this scale of damage in perspective for Coillte, circa 12,000 hectares of windblow equates to approximately twice our annual harvest area. Storm Darwin was the largest previous windblow in 2014, which caused circa 8,000 hectares of damage to the nation's forests.

Our immediate post-storm priority was to support the National Emergency Co-ordination Group, power companies and local communities, by clearing individual trees to open road access which helped them to restore power and services to homes, farms and businesses as quickly as possible.

Coillte adheres to the Department of Agriculture, Food and the Marine's Forestry Guidelines that clearly state setback distances from power lines, known as powerline corridors. Coillte is pleased to be participating in the Forest Windblow Taskforce, established by the Department of Agriculture, Food and the Marine, which among other things is considering matters related to powerlines in forested areas.

At this juncture, I would like to take this opportunity to thank our staff and contractors who have been working extremely hard on the clean-up operation. This is very difficult work, but it is critical to the local communities in which we operate. More broadly I would like to recognise and thank all Coillte colleagues who are playing their part in supporting the windblow recovery efforts.

Given the estimated scale of windblow, the aftermath of Storm Éowyn marks a difficult period for the organisation. The road ahead will undoubtedly be challenging. That said, I am confident in our team's unwavering commitment to recovery and delivering the best possible outcomes. Indeed, the past few months have been testament to the resilience and dedication of Team Coillte – every day I see the relentless efforts and determination to navigate the challenges ahead while simultaneously focusing on optimising our strategic delivery during 2025.

In these challenging times, our purpose and vision have never been more critical. Our purpose is to manage the state forests on behalf of the people of Ireland and our vision is to create a sustainable future for all from our forests.

Being recognised in 2024 as one of the top ten most purposeful organisations in Ireland for the second consecutive year underscores the importance of our purpose. It is this sense of purpose that guides us, providing a clear direction and a steadfast commitment to our values. Our purpose not only defines who we are but also, as we move forward, drives us to overcome obstacles and continue serving the people of Ireland with integrity and dedication.

Our mission is to deliver the multiple benefits of our forests for climate, nature, wood and people. In 2024, we made significant progress on the delivery of our Forest Estate Strategic Land Use Plan 2023-2050 across each of our four strategic pillars, including the following highlights:

Forests for Climate: In May the first fully operational FuturEnergy Ireland onshore wind farm was officially launched at Lenalea Co. Donegal as part of a joint venture with SSE Renewables. This 30-megawatt (MW) windfarm is expected to support Ireland's 2030 renewable energy targets and assist in security of supply. To date, Coillte has had a role in enabling over 50% of Ireland's onshore wind energy generation.

While we are steadfast in our commitment to enable the creation of 100,000 hectares of new forests by 2050, land availability for forestry and limitations on land deemed suitable for forestry are ongoing challenges to the delivery of Ireland's afforestation targets. Along with the recent impact of storm damage to the forest sector, these challenges will need to be considered in the context of Ireland's climate action plan and the Government's target to increase forest cover in Ireland from 11.6% to 18%.

Renewable energy projects on the estate help Ireland transition to a low carbon economy



Onshore wind farm at Lenalea, Co. Donegal



Coillte's Hazelwood, Co Sligo

Launching National Tree Week 2024 in Avondale Forest Park

Forests for Nature: We are on target to deliver on our ambition to increase the area of the estate managed primarily for nature from 20% (90,000 hectares) to 30% (134,000 hectares) by the end of 2025, with more than 30,000 hectares of the estate classified by ecologists as having significant biodiversity value in 2024. In addition, biodiversity management actions were successfully implemented in 50 biodiversity areas across the estate in 2024.

2024 also marked the successful completion of a five-year restoration project at the popular Hazelwood woodland, located just outside Sligo town. The project saw a range of measures implemented to preserve and enhance the biodiversity of this unique habitat.

Forests for Wood: Approximately 3 million m³ of sustainable wood is produced by Coillte's harvesting operations each year, which is used in construction of houses, for fencing and decking, for pallets to transport goods around the world and to produce MDF to make furniture and OSB used in construction. At the end of 2024 we were pleased that the replacement of the existing thermal energy system at our MEDITE plant received planning approval from An Bord Pleanála.

Through strategic partnerships and shared expertise, we are committed to unlocking the full potential of timber in the construction sector and accelerating the decarbonisation of our built environment. In collaboration with South Dublin County Council, we are supporting a timber frame demonstrator project to highlight the capabilities of homegrown timber for use as the primary structural elements in a low carbon social housing project. Additionally, the project will involve a comprehensive life cycle assessment to quantify the environmental benefits of utilising local resources. A competitive tender process for construction commenced in 2024 and is ongoing.



Circa 3 million m³ of sustainable wood is produced by Coillte annually

Forests for People: We made significant progress on our ambition to develop more world-class visitor destinations during the year. In June, together with Roscommon County Council, we announced plans to develop Lough Key Forest and Activity Park. The project was awarded €1.2 million by Fáilte Ireland's Regenerative Tourism and Placemaking Scheme, co-funded by the EU and the Government of Ireland under the EU Just Transition Fund. The funding will support the pre-planning stage of the development plan to enhance the visitor experience at Lough Key Forest and Activity Park.

In May, together with Leitrim County Council, we announced plans for a new visitor experience at Glenfarne Wood in north Co. Leitrim following receipt of Rural Regeneration and Development Fund funding to the value of €2.3 million from the Department of Rural and Community Development (DRCD). The enhanced facilities will include a visitor centre, playground and sensory trail.

We also received significant funding for recreational projects, including €3 million from the DRCD to support the development and enhancement of forest parks and recreation areas, walking trails, and outdoor activities across rural Ireland.

Following the commencement in 2023 of early public consultation on a draft vision for the potential enhancement of Portumna Forest Park, we sought feedback from local interest groups and the community on our proposed vision. In 2024, that feedback was assimilated, and a key findings report published, followed by further consultation with the local community. A decision will be made in due course as to whether this project will proceed to planning.

Financial Performance

Against the backdrop of a challenging environment across all core markets (including Ireland, UK and EU), the impact of ongoing inflationary pressure, continuing high interest rates, reduced end-market demand and lower prices, Coillte delivered a financial performance with EBITDA of €62 million and Operating Cash of €9 million. While this financial outturn represented a decline on recent years, Coillte's net cash position at the end of 2024 was €57 million, placing the business in a solid financial position as it enters a difficult period due to the significant damage caused by Storm Éowyn.

With sawlog and OSB/MDF products being globally traded commodities, closely linked to the construction sector, Irish pricing reflects the impact of global demand and supply dynamics. These dynamics ultimately resulted in lower pricing during 2024. The financial results were further impacted by inflationary cost pressures continuing to challenge the business, particularly for those input costs that are closely correlated to movements in gas and oil prices, including resins, energy and fuel costs.

Sustainability

In April, Coillte's sustainability team was recognised as the Environmental, Social and Governance (ESG) Team of the year at the Business and Finance ESG Awards. Coillte was honoured to be recognised as a leading organisation whose best practice can be used by companies in Ireland to measure, benchmark, and report against their own ESG strategies.

We were also delighted that Coillte's 'Coill an Fhaltaigh', also known as the Millenium Forest in Co. Kilkenny, was announced as winner of the 2024 RDS Irish Forestry Awards in the Native Woodland Conservation Category.

Our People

We continue to focus on building an inclusive culture at Coillte where everyone is welcome. We have an active Diversity, Equity and Inclusion (DEI) committee dedicated to implementing our DEI strategy. The committee focuses on ensuring we have a truly diverse, inclusive, and equitable workforce, and a culture of belonging where everyone feels heard, valued, and empowered to contribute fully. Key initiatives in 2024 included an ability campaign with training on disability awareness and hidden disabilities as well as a series of webinars and engagement sessions for staff to build ongoing awareness.

In 2024 we launched our first ever Coillte Scholarship Programme allowing successful applicants the opportunity to pursue a full-time, third level programme within the area of forestry at either University College Dublin (UCD) or South-East Technological University (SETU). The scholarship sees students being awarded



Recipients of the 2024 Coillte Scholarship I-r Aine O'Dwyer, Mia Sibbald, Alex Power and MD Coillte Forest, Mark Carlin

up to €20,000 for the duration of the degree programme (€5,000 per year) to support them with fees and living expenses. The Coillte Scholarship aims to highlight forestry as a fulfilling career for both men and women and attract the foresters of the future into the sector. Inaugural scholars Áine O'Dwyer (Co. Donegal), Mia Sibbald (Co. Kildare) and Alex Power (Co. Waterford), now in their first year at SETU, are already benefiting from the programme.

In September we launched the next phase of our Greener Future advertising campaign which for the first time featured our own Coillte foresters and ecologists. This campaign focused on bringing our strategic vision to life through a series of engaging videos across multiple channels to increase awareness of our commitment to deliver the multiple benefits of forests for climate, nature, wood and people.



Continuous Cover Forestry (CCF) operations at Curragh Chase Forest Park, Co Limerick

2025 Outlook

The full impact of Storm Éowyn on the Coillte estate and the forest sector will only become fully apparent during the second quarter of 2025 at which point the financial impact can be better assessed. Our focus for 2025 will be on mobilising supply chains to ensure the windblown material is harvested and brought to market as quickly and safely as possible and optimising our financial delivery.

A further uncertainty facing our sector and all globally traded commodities is the impact of any tariffs imposed by the US government on imports into the US. The impact of these tariffs is subject to a number of unknown factors including the effective date and duration of such tariffs along with the scope and nature of the tariffs, while countermeasures imposed by other trading partners will further compound this uncertainty.

Against this backdrop, we will focus on continuing to deliver on the objectives of our future forestry strategic vision while carefully managing our cost base.



Beyond the Trees Avondale – TreeTop Night Lights 2024

Thank you

In the context of Ireland’s need to reduce greenhouse gas emissions and increase renewable energy, Ireland’s forests and Coillte’s contribution to Ireland’s climate action plan have never been more relevant and important.

There is much to do, and we are making good progress, but we simply couldn’t deliver on our objectives without the support of our many key stakeholders. In that regard, I would like to recognise and thank our customers for their support in 2024, as together we continue to highlight the importance of the forestry sector and the need to build with sustainable wood and wood products to deliver the low carbon homes of the future and address Ireland’s climate challenges.

My thanks also to our contractors, suppliers, other key partners and stakeholders for their continued support in 2024, and in the early months of 2025 as we navigated together the impact of Storm Éowyn.

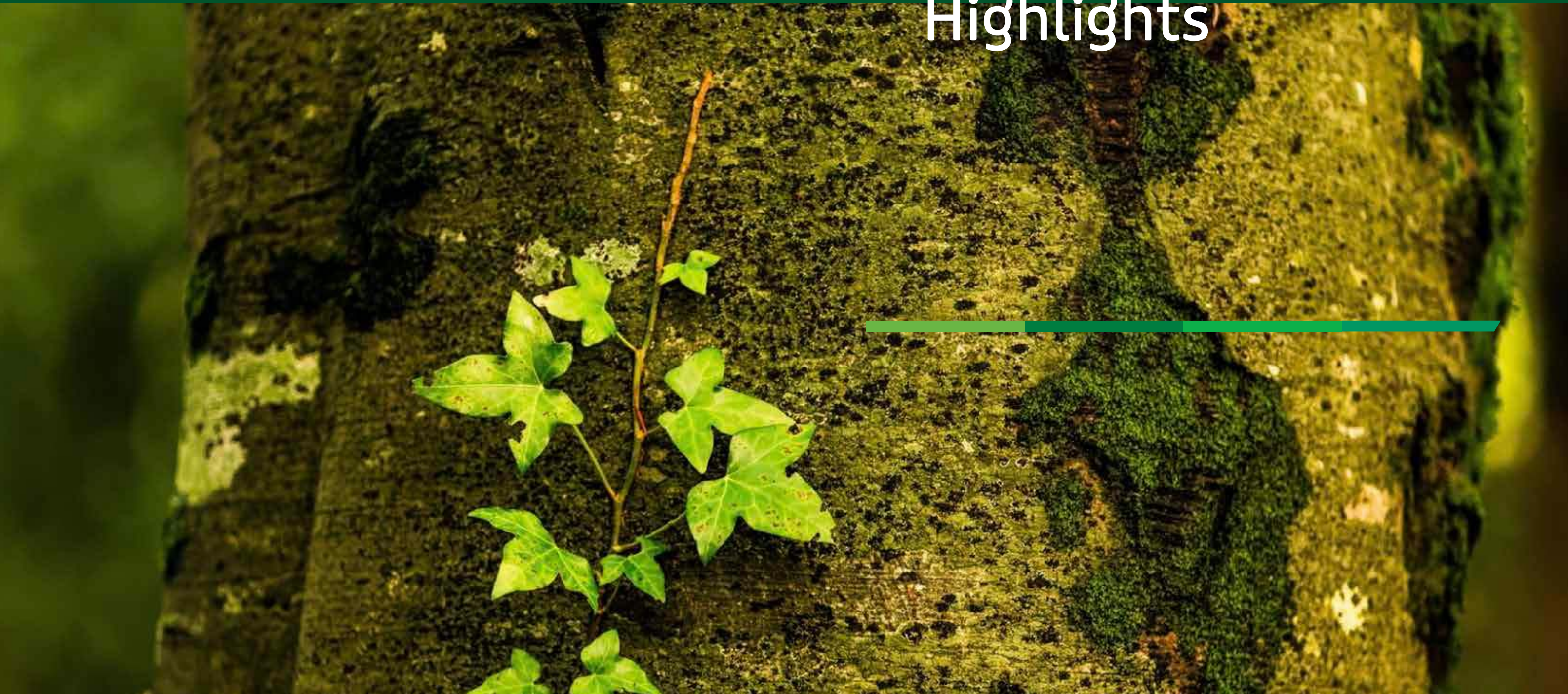
I would like to congratulate the Minister for Agriculture, Food, Fisheries and the Marine, Martin Heydon, and the Minister for Public Expenditure, Infrastructure, Public Service Reform and Digitalisation, Jack Chambers, as well as the Minister of State at the Department of Agriculture, Food and the Marine, Michael Healy-Rae, on their recent appointments and thank them and their officials and advisors, including NewERA, for their positive engagement and support.

I would also like to thank those at ministerial level responsible for Coillte during 2024, Minister Charlie McConalogue, Minister Paschal Donohoe and Minister of State Pippa Hackett.

In closing, I want to thank our board members for their strategic guidance and steadfast support, which has been invaluable. Also, a heartfelt thank you to our Chair, Vivienne Jupp, for her exceptional leadership and vision. And finally, I would like to extend my deepest gratitude to our staff whose hard work and determination have been the driving force behind all of our achievements - your unwavering commitment and resilience, especially in the face of recent challenges, have been truly inspiring. Together, we have faced adversity head-on, and I have no doubt we will continue to manage through the current ‘storm’ together, optimise our delivery and in time, emerge stronger.

Imelda Hurley, CEO

Financial Highlights



Financial Review

In 2024, Coillte achieved EBITDA of €62 million (reconciliation of operating profit to EBITDA is included on page 29) and operating cash of €9 million (i.e. cash generated from recurring activities). This financial performance was delivered against the backdrop of a challenging market environment across all core markets. The impact of ongoing inflationary pressure, coupled with high interest rates have impacted core end market demand.

In addition to lower demand levels, core markets also experienced increased supply volumes resulting in lower pricing, most notably within the MEDITE SMARTPLY panels business. This, combined with continuing pressures on the cost base arising from increasing production costs, has further eroded margins. Group revenues have fallen by circa 6% to €390 million since 2023, while operating costs have increased by 4% during the period.

During 2024, €4.4 million was paid in cumulative dividends to the Shareholder, comprising of €3 million of a final dividend in respect of 2023 along with a 2024 interim dividend of €1.4 million.

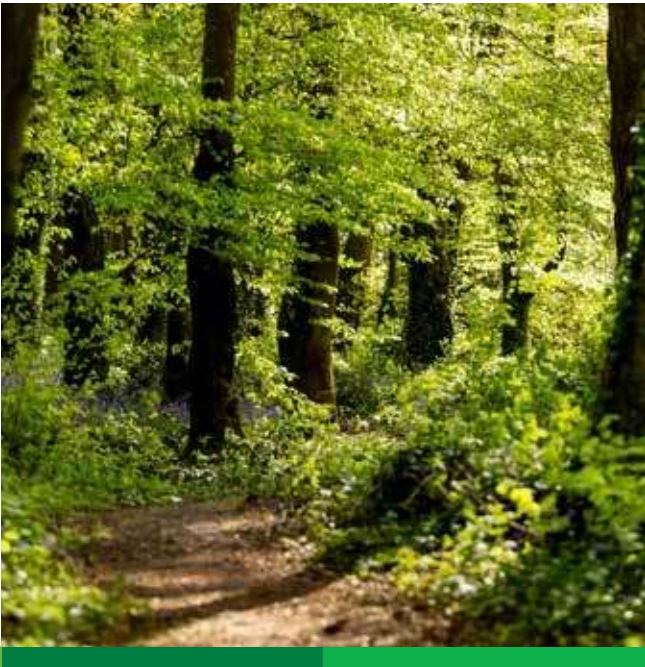
Coillte has €150 million available in revolving debt facilities, of which none was drawn as of December 2024. At year-end, Coillte has net cash of €57 million, placing the business in a solid financial position as it enters a difficult period following Storm Éowyn, and allowing it to continue important strategic initiatives focused on delivering the ambitions identified under its

forestry strategic vision, thereby ensuring the delivery of the multiple benefits of its forests to society.

2024 sawlog sales of circa 1.5 million m³ were in line with 2023 volumes, while sales volumes of MDF and OSB products were also consistent with the previous year at circa 700,000 m³.

With sawlog and OSB/MDF products being globally traded commodities, closely linked to the construction sector, Irish pricing reflects the impact of global demand and supply dynamics. Global demand levels were impacted by weak consumer sentiment caused by persistent inflation and high interest rates. This resulted in continued downward price pressures across all our core markets.

Inflationary cost pressures continue to challenge the business, particularly for those input costs that are closely correlated to movements in gas and oil prices, including resins, energy and fuel. Careful management



Mountain biker in Ballyhoura Mountains, Co. Limerick

of the impact of these increased input costs continues, including applying hedging strategies where these facilitate the management of underlying risks.

In 2024, Coillte reforested almost 6,000 hectares of lands with 15 million trees planted. The MEDITE SMARTPLY panel board operations continued to focus on optimising production levels, protecting the business’s cost base to ensure it remains competitive in the market.

Coillte continued to make progress on realising a key ambition to develop 1GW of renewable energy by 2030 by advancing €2.5 million of shareholder loans to its joint venture FuturEnergy Ireland, for the ongoing development of its wind-energy portfolio. The joint venture achieved a major milestone during the year with the successful commissioning of its first developed project (Lenalea, a joint venture with SSE Renewables) along with three projects being successful in the Government’s 2024 Renewable Electricity Support Scheme (RESS 4) auction. While a number of hurdles remain for these projects, the RESS success enables progress towards a final investment decision stage in advance of commencement of construction activities.

Outlook

Over the course of the next twelve months, Coillte expects to see demand improve across its core end-markets, underpinned by various Government initiatives to deliver on housing challenges despite

uncertainties surrounding the macro-economic outlook. There are some positive economic signs emanating from lower inflationary pressures, coupled with the commencement of interest rate reductions that should lead to a positive impact on consumer confidence. The long-term view as supported by market indicators is that end-market demand is expected to grow for wood-based products as consumers increasingly look to substitute fossil-based products with wood-based materials. However, geopolitical tensions, including the potential introduction of tariffs on timber related products imposed by the US government on imports into the US, could result in significant uncertainty for our sector.

The full extent of the consequences of Storm Éowyn for the forest sector will only become apparent during the second quarter of 2025. Current information indicates the January 2025 storm has caused significant damage to Coillte’s estate with its financial impact continuing to be assessed. As a result, our focus for 2025 will be on mobilising supply chains to ensure the windblown material is harvested as quickly as possible. The organisation will also focus on continuing to deliver on the objectives of its forestry strategic vision while also carefully managing its cost base. In addition, 2025 will see the business advance investment plans in its MEDITE SMARTPLY operations and in its renewable energy joint venture, FuturEnergy Ireland, as well as continuing to deliver nature restoration projects of scale.

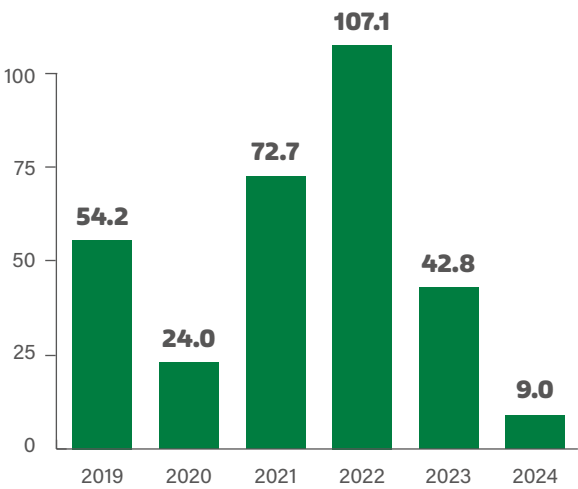
Financial Performance

EBITDA Reconciliation

	2024 €'000	2023 €'000
Operating Profit	18,736	61,029
Adjustments		
Depreciation	23,144	25,905
Depletion	16,423	15,488
Amortisation of intangible assets	2,619	2,605
Gain on investment properties	(1,059)	(1,788)
Cash distributions from JV entities	2,457	3,750
Exceptional items	-	(1,245)
EBITDA	62,320	105,744

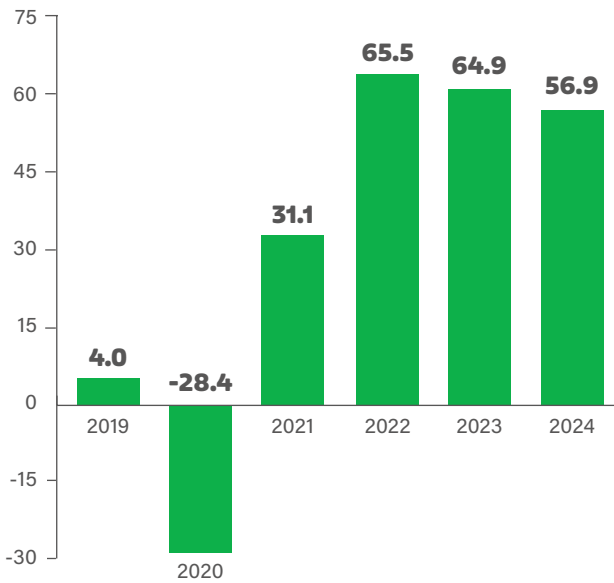
Operating Cash 2019-2024

€'MILLION



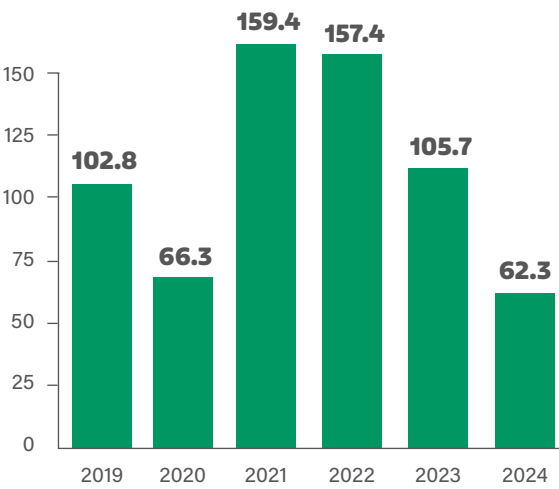
Cash/Net Debt 2019-2024

€'MILLION



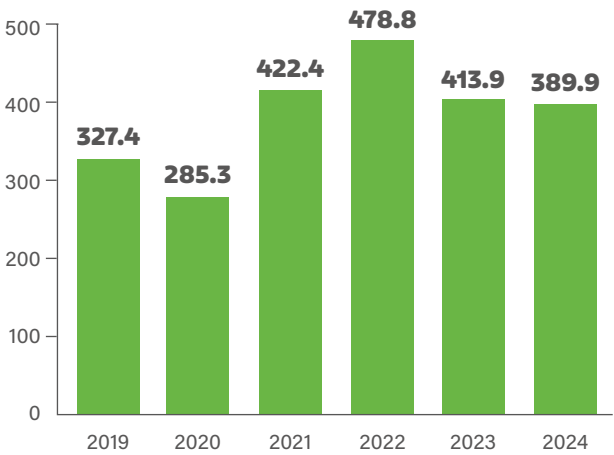
EBITDA 2019-2024

€'MILLION



Turnover 2019-2024

€'MILLION



Strategy in Action



Grey heron in flight at Coillte's Lough Key forest park

Strategy in Action



Land Use Strategic Implementation Plan

In 2024 Coillte commenced the development of its Land Use Strategic Implementation Plan (LUSIP). The LUSIP translates the high-level ambitions and objectives outlined in Coillte's Forest Estate Strategic Land Use Plan (FESLUP) 2023-2050 (published in 2023) into implementable and measurable actions over a 10-year period from 2026 to 2035.

The primary purpose of the LUSIP is to bridge the gap between strategy and implementation, ensuring Coillte's long-term vision for the forest estate is realised through specific initiatives and best practices in forestry.

The LUSIP is being developed through a phased approach that outlines high-level actions and indicators, refined through consultations and environmental assessments, to support Ireland's climate, biodiversity, and societal goals while ensuring a consistent flow of certified and sustainable wood and wood products. The final Plan will be published in early 2026.

Coillte continued to make progress across each of the strategic pillars during 2024 with the highlights outlined here and in the following pages.

Forests for Climate

- To support the delivery of the national afforestation target of 18% forest cover, **Coillte is aiming to enable the creation of 100,000 hectares of new forests by 2050, half of which will be native woodlands.** Land availability and suitability continue to be the biggest challenges to Coillte's ability to deliver on this afforestation target. However, Coillte remains committed to the target and continues to engage with key stakeholders to deliver on its three current afforestation initiatives:
 - The use of public lands for afforestation:** Coillte is continuing to work with Bord na Móna to enable the creation of new woodland on circa 200 hectares of cutaway bog and subject to the project being successful, to expand to circa 1,500 hectares. Additionally, Coillte continues to work with local authorities across the country to identify public lands suitable for afforestation and is progressing plans with a number of local authorities.
 - The creation of new native woodlands:** This is being realised by the Nature Trust, which works with organisations that want to deliver social good by providing funding for new native woodlands. To date, the Nature Trust has raised funds that when deployed will be capable of creating 650 hectares of new native woodlands.



Planting eight oak trees to mark the boats that qualified for the 2024 Olympics and Paralympics are l-r Holly Davis (Lee Valley Rowing Club), Bernard Burke, Regional Manager, Coillte, and Andrew Sheehan (UCC Rowing Club)

- The creation of mixed woodlands:** This is being realised by the **Irish Strategic Forestry Fund** which is actively sourcing land for afforestation. These forests will be a mixture of productive conifers and native broadleaves which is fully in line with the ambition to deliver the multiple benefits of forestry.
- Coillte is aiming to manage the existing forest estate in such a way that will increase the carbon store by 10 million tonnes by 2050.** While Coillte continues to manage the age profile of the estate and is also progressing a strategy for resilience and adaptation of its forest estate to climate change, the impact of Storm Éowyn on the target of increasing the carbon store by 10 million tonnes by 2050 will need to be assessed.
- Coillte aims to redesign 30,000 hectares of peatland forests for climate and ecological benefits by 2050.** In 2023, an environmental impact assessment report and planning application were submitted to Galway County Council, for the restoration and rehabilitation of a 560 hectares site at Derryclare in the heart of Connemara. Unfortunately, planning permission was refused. Coillte then engaged extensively with key stakeholders including Galway County Council to work through potential options for delivering on this ambition. A separate planning application was submitted in December 2024, with the outcome of this application yet to be determined.

- Restoration measures** were implemented across six peatlands in 2024 in counties Roscommon, Westmeath and Galway. Restoration works mainly focused on removing self-seeding trees from the open bog habitat. Bunding was implemented in collaboration with the National Parks and Wildlife Service (NPWS) in some sites to help raise the water table.
- Coillte has an ambition to generate an additional 1 Gigawatt of renewable wind energy, enough to power 500,000 homes, by 2030.**
 - Coillte has had a role in enabling over 50% of Ireland's onshore wind energy generation to date. In May, the first fully operational FuturEnergy Ireland onshore wind farm was officially launched at Lenalea, Co. Donegal as part of a joint venture with SSE Renewables. This 30-megawatt (MW) windfarm will support Ireland's 2030 renewable energy targets and enhance security of supply.
 - A substation was developed on the Coillte estate in 2024, which enabled the development of a solar farm on third party lands in Co. Tipperary. The solar farm will generate an additional 187 MW of renewable energy.



Forests for Nature

- Coillte aims to enhance and restore biodiversity by increasing the area of the estate managed primarily for nature from 20% to 30% by 2025, and to 50% in the long-term. Coillte remains on track to achieve the target of bringing the area of the estate managed primarily for nature from 20% (90,000 hectares) to 30% (134,000 hectares) by the end of 2025. In 2024, more than 30,000 hectares of land was assessed by ecologists in the field and classified as having significant biodiversity value to be managed primarily for nature going forward.



L-R Dr. Andy Bleasdale, Director of Scientific Advice and Research, NPWS; Mark Carlin, MD Coillte Forest; Minister of State at the Department of Agriculture, Food and the Marine, Senator Pippa Hackett; Minister of State for Nature, Heritage and Electoral Reform, Malcom Noonan TD; and Imelda Hurley, CEO Coillte

- In September 2024, Coillte and the NPWS signed a Memorandum of Understanding (MOU) that establishes the framework for greater partnership and collaboration for the delivery of nature conservation projects and the management of the respective estates of both organisations. Through greater collaboration and the alignment of shared objectives for nature, NPWS and Coillte will deliver conservation projects aimed at protecting, enhancing and restoring important ecosystems. Priority actions will include the co-design and co-delivery of conservation measures through agreed site action plans, with a focus on protected habitats such as raised and blanket bog, heaths and wetlands, lakes and rivers, and for threatened species such as freshwater pearl mussel, hen harrier, merlin and breeding waders.
- Biodiversity management actions were successfully implemented in 50 biodiversity areas across the estate in 2024 including:
 - Invasive species control (e.g. controlling rhododendron and cherry laurel) continued in 2024 with 26 biodiversity areas cleared to date, mostly in ecologically important forests but also on high nature conservation value peatland habitats.
 - Continuous cover forestry (CCF) thinning interventions were implemented in 19 biodiversity areas (550 ha in total) in 2024 (further to the 19 biodiversity areas completed in 2023) with a view to converting even-aged forests to more diverse multi-aged forests.
- Conservation efforts continued in 2024 to restore a bat roost in Rossacroo Forest in Co. Kerry which is home to Ireland's rarest bat species, the lesser horseshoe bat. The project, a collaboration between Coillte and the NPWS, has seen the population of bats rise from just 37 in 2022 to over 100 bats in 2024 achieving a "favourable conservation status."
- Also in 2024, Coillte in collaboration with Inland Fisheries Ireland (IFI), commenced restoration works in the Vartry River at Devil's Glen to improve instream conditions, especially spawning areas for sea trout and salmon. Trees were felled into the river and gravel deposited behind them to improve the structural diversity with the formation of pools, riffles and glides, and spawning areas for fish and insects.



Forests for Wood

- Coillte's target, as announced in 2022, is to produce 25 million m³ of certified Irish timber, to support the construction of 300,000 new homes in Ireland by 2030.
- Approximately 3 million m³ of sustainable wood is produced by Coillte's harvesting operations each year. In 2024, Coillte replanted 15 million trees to renew and restart the forest cycle. 2024 saw MEDITE SMARTPLY produce circa 700,000 m³ of panel products.
- Coillte has an ambition to promote the use and benefits of wood products to increase the proportion of timber frame homes constructed in Ireland from 20% to 80% by 2050.
- During 2024, Coillte continued to play a pivotal role in the 'Interdepartmental and Industry Steering Group on Timber in Construction', established in 2023, marking a significant step forward in promoting sustainable building practices. The Group's mission is to create a collaborative platform that brings together government and industry stakeholders to address and overcome regulatory challenges that currently limit the use of timber in construction.
- Following the signing of a Memorandum of Understanding in 2023, Coillte is collaborating with South Dublin County Council on a project to develop new homegrown timber frame homes. In 2024 the housing project design was finalised with South Dublin County Council progressing to tender stage.

- In collaboration with Forest Industries Ireland (FII), Coillte is leading key 'Build with Wood' initiatives and developing online training and technical resources for educators and design practitioners. In 2024, Coillte conducted the 'Timber in Construction Academic Survey' to assess current teaching practices related to timber design in third-level engineering and architecture programmes. The survey report recommended that timber be integrated as a core module, positioning it as a fundamental aspect of the curricula.
- Coillte continues to invest in innovative technology that drives efficiency in its supply chain and optimises its timber resource. In the last year, Sticks Technology was installed in Coillte's harvesting contractor fleet and, its second log scanner was installed at SMARTPLY. Sticks Technology is a tool that monitors optimisation in the forest while the new log scanner at SMARTPLY captures the actual volume weight factor for harvesting contractor payments.
- In 2024, MEDITE SMARTPLY launched new acoustic flooring products including SMARTPLY MAX DB and SMARTPLY SURE STEP DB
- In addition, the Irish sawmill sector is also investing heavily in its facilities, increasing its capacity to process timber and improving its efficiency in bringing sustainable products to the construction, pallet and fencing markets.





Forests for People

- Coillte has an ambition to enable the investment of €100 million by 2030 to create world class visitor destinations to support growth in tourism and recreation.
- In June 2024, in conjunction with Roscommon County Council, Coillte announced plans to enhance the visitor experience at Lough Key Forest and Activity Park. This sustainable development is part of Coillte's strategy to develop more world class visitor destinations in Ireland. The project has been awarded €1.2 million by Fáilte Ireland's Regenerative Tourism and Placemaking Scheme, co-funded by the EU and the Government of Ireland under the EU Just Transition fund. The funding will be used to prepare the initial stages of the project for planning.
- Following public consultation on a draft vision for the potential enhancement of Portumna Forest Park, feedback was analysed and a key findings report published in late 2024. The design plan was subsequently updated to take account of feedback with further stakeholder engagement on the updated plan ongoing. Following this engagement, a decision will be taken as to whether the project will go forward for planning permission. There will be a further opportunity for local community engagement should planning permission be sought.

- In May 2024 in partnership with Leitrim County Council, Coillte announced plans for a new visitor experience at Glenfarne Wood in Co. Leitrim. The first phase of the ambitious new project will see enhanced facilities including a visitor centre, playground and sensory trail. Funding for this phase of the €2.3 million project will be provided by the Rural Regeneration and Development Fund from the Department of Rural and Community Development.
- In December 2024, Beyond the Trees Avondale in Coillte's Avondale Forest Park was transformed into a winter woodland as the Treetop Night Lights returned to Co. Wicklow. Over 93,000 visitors of all ages got to explore the beauty of Avondale Forest Park after dark and highlights included LED light displays, an ice rink by Wicklow on Ice, festive markets, and a glimpse into the Victorian Christmas traditions of the Parnell family at Avondale House.
- Coillte also aims to double the number of Recreation Areas to 500 to benefit local communities and people's wellbeing.
- In 2024, €3 million in funding was received from the Department of Rural and Community Development. This funding supports the development and enhancement of forest parks and recreation areas, walking trails, and outdoor activities across rural Ireland.
- In June 2024 the then Minister for Agriculture, Food and the Marine, Charlie McConalogue TD, joined the Cathaoirleach of Donegal County Council and representatives from Coillte for the official opening of the recently upgraded Bonny Glen recreational forest in Co. Donegal. This popular destination for locals and visitors has undergone significant enhancements to improve its biodiversity and recreational appeal. The upgrades at Bonny Glen were made possible through two key funding schemes. The Native Woodland Scheme, funded by the Department of Agriculture, Food and the Marine, enabled Coillte to plant native Irish tree species such as oak, birch and Scot's pine and The NeighbourWood Scheme, also funded by the Department of Agriculture, Food and the Marine, facilitated the development of two new walking loops and the improvement of existing trail surfaces.



The Seed Cafe at Beyond the Trees Avondale at Coillte's Avondale Forest Park, Co. Wicklow



L-R Minister for Agriculture, Food and the Marine, Charlie McConalogue TD, and Colm O'Dwyer, Coillte Regional Manager at Bonny Glen, Co. Donegal

Coillte strives to balance and deliver the multiple benefits of our forests for climate, nature, wood and people



Beyond the Trees Avondale – TreeTop Night Lights 2024

In summary, Coillte's approach strives to balance and deliver the multiple benefits of our forests for climate, nature, wood and people, while maintaining the organisation's financial stability. This ensures ongoing reinvestment in a wide array of societal services. Due to the dynamic nature of forestry, Coillte's plans will continually adapt to incorporate new research and insights, seize emerging opportunities and address future challenges.

Sustainability



Coillte's Lough Key Forest Park, Co. Roscommon

Sustainability

Introduction

Coillte integrates sustainability into every aspect of its business and daily operations. All Coillte forests are managed sustainably to combat climate change, supply wood for building homes, protect natural habitats, and provide beautiful spaces for people to enjoy.

Coillte ensures economic, social, and environmental sustainability for its shareholders and stakeholders by responsibly managing resources, reducing waste, and mitigating environmental risks. By implementing sustainable practices and processes, Coillte can operate efficiently and effectively while contributing positively to a more sustainable future for society and the planet.

Coillte balances and delivers the multiple benefits of forests for climate, nature, wood and people. The organisation engages regularly with stakeholders and closely monitors the business's impact to ensure it is delivering on its vision to create a sustainable future for all.



Productive forest Co. Wicklow

Since 2021, in accordance with the Irish Climate Action Framework for the Commercial Semi-State Sector, Coillte has implemented an integrated sustainability and climate-related governance process. By 2024, the Group Sustainability Governance Structure was fully established with the Group Sustainability Committee being the key link between divisional Green Teams, senior management and the Board. Coillte's Sustainability Governance Structure ensures that the organisation's financial, ethical, social, and environmental governance is in line with best practice and fully aligns with its overarching corporate governance.

Coillte measures its greenhouse gas (GHG) emissions across the Scope 1 and 2 categories on an annual basis and is actively working towards a full quantification of Scope 3 emissions. In 2023, key carbon reduction pathways were identified and targets for Scope 1 and Scope 2 emissions were also agreed. In 2024, Coillte submitted its carbon reduction targets for verification

through the Science Based Targets initiative (SBTi). However, verification is awaiting final publication of the 'Land Sector and Removals Guidance' by GHG Protocol, which will determine the requirements for Land Use GHG targets.

Coillte's forestry strategic vision aims to sustainably deliver the multiple benefits from its forests across four strategic pillars: climate, nature, wood, and people. As outlined on page 32, Coillte's Land Use Strategic Implementation Plan (LUSIP), will ensure that Coillte's long-term vision for the forest estate is realised through specific initiatives and best practices in forestry. The LUSIP is being developed through a phased approach that outlines high-level actions and indicators, refined through consultations and environmental assessments, to support Ireland's climate, biodiversity, and societal goals, while ensuring a consistent flow of certified and sustainable wood and wood products. The final plan will be published in early 2026.

Governance

Sustainability Team

Coillte's Sustainability Team is led by the Group Chief Sustainability Officer who reports directly to the Chief Executive. The team is managed by the Group Sustainability Manager, who has a background in forestry and ecology, and is responsible for overseeing the delivery of the sustainability strategy and disclosures.

Over the past three years, the Group Sustainability Team has grown to five members, and in 2024, it comprised individuals with diverse expertise in areas such as sustainability accounting and reporting, data analytics, strategy development, social appraisal, and transport management.

To ensure that sustainability objectives are integrated into all aspects of operations, divisional sustainability teams have also been established.

These are led by:

- MEDITE SMARTPLY's HR and Sustainability Director, and
- Coillte Forest's Director of People and Services.

Key sustainability stakeholders in each of Coillte's divisions form divisional Green Teams, which are responsible for identifying sustainability opportunities and driving initiatives at the divisional level. These Green Teams report to the Group Sustainability Committee, a key governing body for all sustainability initiatives, linking the Green Teams with the Coillte Operating Executive and Board.

The Board, senior managers, and all key sustainability stakeholders involved in the decision-making process and strategy implementation regularly attend workshops and training sessions. In 2024, the Coillte Board and over 40 key sustainability stakeholders participated in an online (CSRD) training session delivered by Change by Degrees, with a further 20 staff commencing 'Sustainability 101' training. The Board also attended an in-person session on CSRD and climate adaptation.

Sustainability at Coillte is a collective effort, not limited to specific individuals or teams. All employees contribute to a self-supporting network, collaborating and leveraging diverse skill sets to influence positive solutions across a wide range of ESG-related topics. This collaboration is driven by a shared purpose and vision, and a strong collective belief in the role of Irish forests in creating a more sustainable future for all.



Governance Structure

In line with the requirements of the Irish Climate Action Framework, Coillte has a well-established sustainability governance process which is outlined in the graph below:



Board Oversight of Sustainability

The Coillte Board provides the governance and strategic oversight of the organisation's sustainability framework including reviewing quarterly updates on sustainability framework development and performance. It also ensures all decision-making processes are consistent with Coillte's sustainability commitments, organisational values and purpose, ethics, regulations, shareholder expectations and strategic direction.

In 2024, the Board's key sustainability areas of focus included:

- 2024 ESG trends and Coillte's sustainability objectives.
- Review of 2024 Climate Action Plan and Ireland's 4th National Biodiversity Action Plan (2023-2030).
- GHG emissions and an update on CO₂ reduction pathways.
- Approval of 2025 carbon reduction budget.
- Review of Group Sustainable Transport and Mobility Strategy.
- Progress against Climate Action Framework for Commercial Semi-States.
- Progress against Task Force on Climate-Related Financial Disclosures (TCFD).
- Double Materiality Assessment and preparation for CSRD disclosure.
- Implementation of the Diversity, Equity and Inclusion Strategy.

The Board is committed to continuous development of its climate and sustainability-related awareness. It receives regular updates on new developments in the regulatory environment, ESG reporting, and sustainable finance. In 2024, the Board participated in a sustainability workshop delivered by Change by Degrees. The workshop addressed subjects such as climate, science, climate adaptation, and the CSRD reporting directive (details on the CSRD are outlined on page 48).



Other Group Structures Supporting Sustainability

Coillte's Sustainability Governance structure is supported by a number of Board level and Operating Executive level committees:

- Audit and Risk Committee (ARC)
- Diversity, Equity and Inclusion Committee (DEIC)
- Investment Committee (IC)
- Remuneration Committee (RemCom)

They play a key role in terms of risk management and the delivery of the organisation's sustainability ambition. Their main responsibilities are outlined on page 45.

Audit and Risk Committee (ARC)

- The ARC is a sub-committee of the Coillte Board which supports the Board in its responsibilities to monitor risks to the Coillte Group by reporting and assessing risks and their mitigations.
- The ARC supports the Board in its responsibilities with respect to sustainability and climate change; and oversee compliance with respect to targets, actions and mitigation measures related to climate change and other sustainability risks.
- Other risks that are actively assessed include health and safety, financial, environmental and reputational risks.

Diversity, Equity and Inclusion Committee (DEIC)

- The DEIC reports to Operating Executive and is responsible for overseeing delivery of objectives and actions from Coillte's DEI Strategy.
- It promotes a diverse, welcoming, inclusive and supportive working environment through various initiatives and projects.
- The DEIC connects DEI activities to Coillte's broader business-driven, results-oriented strategy.
- It relates diversity and inclusion to the company's mission, values and objectives.
- It is also responsible for delivering commitments associated with the 'Elevate Pledge', signed with Business in the Community Ireland in 2021.

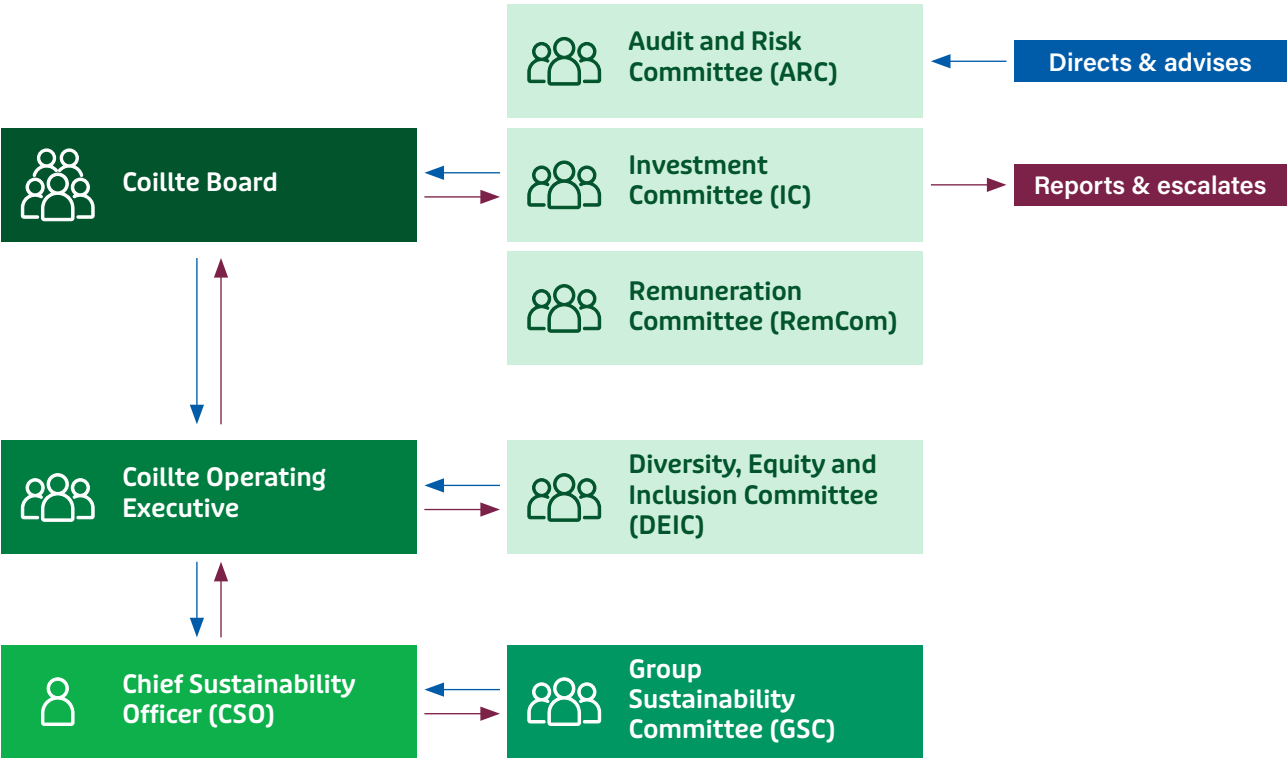
Investment Committee (IC)

- The IC is a sub-committee of the Coillte Board which advises the Board and makes recommendations on key strategic projects and large capital investments.
- The IC evaluates and assesses the performance of these investments on both financial and non-financial basis, including their contribution to the Group's environmental, social and good corporate governance objectives.
- The IC ensures that any impact on Group sustainability (including climate action, emissions and the circular economy) is taken into consideration in project appraisals and all key strategic investment decisions.

Remuneration Committee (RemCom)

- The Remuneration Committee assists the Board in the oversight of key people related matters and processes, with an ultimate aim of ensuring the sustainability of our people in the supply of suitable labour, in our people relationships, in our remuneration levels and in our employer brand.
- It oversees the remuneration and incentives paid to the senior executives and the general approach taken to remuneration for all employees across the Group.
- By reviewing the Succession Planning of senior executives, it supports the long term sustainability of leadership across the business.

How the sustainability and climate-related communication channels fit into Coillte’s governance structure:



Compliance, Accreditations and Awards

Coillte is committed to operating in full compliance with all applicable laws and industry standards accredited in both FSC and PEFC forest management certifications. It regularly reports its energy usage to the Sustainable Energy Authority of Ireland (SEAI) and works closely with SEAI to drive the organisation’s energy efficiency and carbon emission reductions. Coillte is ISO 50001 certified. Coillte Forest also has ISO 45001 Occupational Health & Safety Management System (OHSMS) certification. MEDITE SMARTPLY has been certified through an integrated management system for ISO 50001, ISO 9001, ISO 45001 and ISO 14001 since 2022.

The Coillte Board has adopted the Climate Action Framework for the Commercial Semi State Sector. The framework consists of five commitments and Coillte is well advanced in meeting these requirements. Coillte provides reports to NewERA (advisor to Coillte’s shareholder departments) on its progress twice yearly.

In 2024 Coillte submitted its carbon reduction targets for SBTi verification. However, Coillte’s application cannot be considered until the new Greenhouse Gas Protocol 'Land Sector and Removals Guidance' is published in 2025.

Coillte’s commitment to ethics, governance and sustainable business practices was recognised at the 2024 Business and Finance ESG Awards when Coillte received the ESG Team Award and qualified as a finalist in the following additional categories:

- Biodiversity Leadership in Business Award
- ESG Innovation Award (The Nature Trust)
- Social Impact Award
- Diversity, Equality & Inclusion Initiative
- Governance Best Practice Award
- ESG Company Award

Business Working Responsibly Mark

Coillte was awarded the Business Working Responsibly Mark in 2023 by Business in the Community Ireland (BITCI) and it will retain this accreditation for three years. This is a leading standard for sustainability and responsible business in Ireland and is verified following an independent audit by the National Standards Authority of Ireland (NSAI). It assesses the company’s full management system across the four pillars of economic, social, environmental, and governance.

Coillte received the mark for presenting, among other achievements, a comprehensive set of strategies to support the Government’s 2050 targets on climate action, a strong dedication to stakeholder engagement, commitment to workplace inclusivity, and solid evidence of life cycle management including carbon capture and sustainable use of timber as a durable building product.

The Business Working Responsibly Mark recognises that Coillte operates in line with best-in-class sustainable and responsible business practices and is an organisation that fosters a culture of continuous improvement, ongoing accountability, and leadership throughout its business.

Sustainable Procurement

Coillte acknowledges the significance of sustainable procurement practices as a fundamental basis for an organisation to operate responsibly in an ever-evolving world. By incorporating environmental, social, and economic considerations into its procurement decisions, Coillte can generate value not only for the organisation but also for society more broadly.

Coillte’s Sustainable Procurement Policy is embedded within its group procurement policy. A rigorous governance process ensures that the policy is regularly reviewed and updated.

Coillte’s sustainable procurement principles ensure that procurement processes have a positive environmental, social and economic impact over the lifecycle of purchases and contracts. The following principles have been adopted in the policy:

Environmental:

- Reduce greenhouse gas emissions and achieve improvements in energy efficiency.
- Ensure responsible waste management, including waste minimisation, disposal and recycling, and a focus on the circular economy.
- Minimise water consumption while maximising water quality.
- Protect and enhance biodiversity in Coillte forests.

Social:

- Suppliers to adopt appropriate business practices and ensure no money laundering, fraud, bribery, corruption, or conflict of interest is taking place in their activities.
- Contractors to comply with International Labour Organisation principles in respect of human rights and conditions of employment.
- Coillte to provide a safe, secure, and inclusive working environment for employees and contractors.
- Coillte operations to minimise the use of hazardous materials which may represent a danger to people involved.

Economic:

- Ensure value for money continues to be a focus in all areas of procurement.
- Support small and medium sized enterprises as well as locally based businesses.
- Consider the full lifecycle cost of products and services.
- Ensure the business pays suppliers on time and in accordance with contractual terms.

Each Coillte division has developed its own procurement strategy which sets out the process for adopting these principles in the procurement process. This ensures that both Coillte and its suppliers can work together to enhance the physical and social environment.

Corporate Sustainability Reporting Directive

With effect from January 2025, Coillte is subject to the Corporate Sustainability Reporting Directive (CSRD). Prior to the publication of the EU Omnibus Package in February 2025, the inaugural report was scheduled for release in 2026. However, Coillte is awaiting clarity on this.

In preparation for the original reporting date, Coillte has been actively working on the necessary disclosures. Initially, Coillte focused on CSRD’s cross-cutting reporting standards, particularly materiality and sustainability-related governance. Another key area was the European Sustainability Reporting Standard (ESRS) E1, which addresses climate change adaptation, mitigation, and energy. Coillte is at present in the process of refreshing its double materiality assessment in line with CSRD requirements.

Partnerships

Collaboration and partnership play a critical role in advancing sustainability in Coillte, within the forest industry and across other sectors. Coillte recognises that by creating strategic alliances and working together, barriers can be overcome, and a greater collective impact can be achieved in addressing Ireland’s and the world’s most pressing environmental, social, and economic challenges.

Engaging in partnerships allows Coillte to leverage diverse expertise, learn best practices from the experiences of others, scale up sustainability initiatives, and drive the Irish economy and business community towards more sustainable solutions. Coillte has a wide range of strategic partnerships that support the delivery of its forest strategic vision including, FuturEnergy Ireland, The Nature Trust, the Irish Strategic Forestry Fund and Fáilte Ireland. Coillte partners with a wide variety of other organisations, including through sponsorships and collaboration to share learnings or raise awareness of key initiatives. An overview of some of Coillte’s key partnerships include:



Racing in the Dublin Mountains

Providing recreational experiences for users of the Dublin Mountains

FuturEnergy Ireland (FEI)

As referenced earlier in the report, FuturEnergy Ireland is a joint venture between Coillte and ESB, established in 2021 to support Ireland’s transition to a low carbon economy by developing 1GW of renewable energy on the Coillte estate.

The Nature Trust

Coillte is a founding member of The Nature Trust, a not-for-profit, established in 2021 to create new native woodlands at scale in communities across Ireland.

Irish Strategic Forestry Fund (ISFF)

Coillte provides investment, acquisition and woodland management services to the Irish Strategic Forestry Fund which was established to create mixed woodlands in Ireland. These forests will be a mixture of productive conifers and native broadleaves which is in line with Coillte’s ambition to deliver the multiple benefits of forestry.

Fáilte Ireland

Through a strategic partnership, Coillte works with Fáilte Ireland to support outdoor recreational activities that will generate tourism opportunities and local benefits throughout Ireland.

Department of Rural and Community Development

The Department of Rural and Community Development provides funding to Coillte through a strategic partnership running from 2022-2026 to enhance recreational facilities on Coillte land and to support increased tourism and economic activity in rural areas.

Dublin Mountains Partnership

Coillte is one of the founding partners of the Dublin Mountains Partnership (DMP). Launched in 2008, its ultimate objective is to improve the recreational experience for users of the Dublin Mountains.

Lough Key Forest and Activity Park

Moylurg Rockingham DAC, also known as Lough Key Forest and Activity Park, is a joint venture between Roscommon County Council and Coillte. The park is one of Coillte’s flagship visitor destinations for family friendly activities and unique attractions.

Business in the Community Ireland

Coillte is a member of Business in the Community Ireland (BITCI) which supports over 100 of Ireland’s top businesses in the development and implementation of their sustainability strategies. Coillte is also a signatory of the inclusive workplace ‘Elevate’ pledge with BITCI. In July 2023, Coillte was awarded the Business Working Responsibly Mark by BITCI.

2050 Accelerator

In 2023, Coillte joined DogPatch Labs’s national sustainability start-up programme aimed at accelerating progress to net-zero emissions by 2050 and making Ireland a world leader in low carbon innovation by partnering large corporates with start-ups. The programme aims to match the resources of established corporates with start-ups to develop new sustainable business solutions. Coillte, Kerry Group, ESB, and Grantham Foundation were selected as the first four corporate partners for the programme. The programme is supported by the Department of the Environment, Climate and Communications (DECC) and the Department of Agriculture, Food and the Marine. Coillte is currently engaging in the second round of the programme which will commence in 2025.

Change by Degrees

In 2023 and 2024, Coillte partnered with Change by Degrees which hosted a series of workshops and training sessions for Coillte staff, management and the Coillte Board on climate change and sustainability reporting.



Lough Key Forest and Activity Park, Co. Roscommon

Materiality

To ensure that Coillte's strategy and sustainability objectives are focused on the most relevant issues, an extensive materiality assessment was carried out between 2019 and 2022. This process involved several stages which included:

- Stakeholder mapping.
- Research into sectoral best practice.
- Alignment with relevant Irish and EU Policy such as the Climate Action Plan and the EU Forestry Strategy.
- Alignment with the United Nations Sustainable Development Goals (SDGs), the Global Reporting Initiative (GRI) and the Sustainability Accounting Standard Boards (SASB) framework.
- Surveys and workshops with Coillte staff.
- Surveys with external stakeholders.
- Public attitude surveys.
- Review and approval of the final materiality list by the audit and risk committee.

- Capture of all identified material issues in the Coillte risk register.
- Public consultation and public attitudes survey on the final list of most material issues.

A detailed materiality methodology can be found in the 2021 Annual Report. The results of public consultations and the public attitudes survey are also available on www.coillte.ie.

Coillte's materiality assessment considered two aspects of sustainability:

- How material sustainability issues affect Coillte's business performance, position in the marketplace and development opportunities (inward impact), and
- How Coillte's business impacts on people and the environment (outward impact).

The most impactful material sustainability issues identified through the process are outlined on pages 51 and 53.

Inward Impact on the Environment and Society

Climate Change Impact on Forest Assets	Coillte's forests act as a valuable carbon store. The way Coillte grows and manages its forests plays a crucial role in maintaining and enhancing the carbon storage capacity of its land assets. This includes protecting the forests from adverse climate-related physical and biotic damage.
Attracting Labour to the Industry	Inability to attract skilled labour and expertise to the industry poses a risk to successful execution of the Group strategy and the long-term growth of the industry. It could limit availability of contractors, create staff shortages, affect workload and successions planning. It could also lead to upward pressure on costs.
Environmental Regulatory Demands	Forest operations (harvesting, afforestation and roading) are subject to licence under the 2014 Forestry Act. The evolution of this licencing process over recent years had a significant impact on the industry. The potential for new environmental regulations could impact further our forest, panels or renewable energy businesses.
Relationship with Stakeholders	The company can only deliver its Group strategy with the support of its stakeholders. The view of our stakeholders can influence the future of the company and the forestry sector. This could impact on the long term viability of the Group.
Market Volatility and Economic Downturn	Coillte's economic sustainability is highly dependant on commodity products in the construction sector which is prone to cyclical changes in demand and pricing. These cycles vary in severity and can have mild or severe impact on our revenue and our cost base through inflation. It is therefore important that the Group's value proposition is recognised as low carbon, sustainable and competitive.
Climate Change Transition	EU and national climate targets will require a change to our business model. The transition to a zero-carbon and biodiversity-focused economy could lead to new regulations, carbon taxes and deployment of new technology. This will create both risks and opportunities and can have an impact on both operating profit and costs.

The material issues listed above represent the most significant sustainability risks to the economic viability of the business. They have the potential to negatively impact Coillte's forestry strategic vision and are regarded as principal risks which are tracked in the Risk Management Disclosures (see statement on Internal Control and Risk Management on page 86).



Our vision is
to create a
sustainable future
for all from our
forests

Outward Impact on the Environment and Society

Growing Demand for Wood and Low-carbon Construction Materials	It is expected that the demand for long-life and low-carbon construction materials will continue to increase over the coming years. As the largest roundwood and panel board producer in the country, Coillte will have an important role to play in supplying these products.
Access to Outdoor Recreation	The link between people’s wellbeing and outdoor recreation is becoming more evident. Coillte’s ‘open access’ policy provides a variety of c. 6,000 properties of recreational spaces for society. These play an important role in supporting people’s physical and mental health.
Climate Change Impact on Forest Asset	Coillte’s forests provide a stable carbon store. The way we grow and manage our forest plays a crucial role in maintaining and enhancing the carbon storage capacity of our land assets. This includes protecting the forests from adverse climate-related physical and biotic damage.
Greenhouse Gases Emissions	Coillte’s business has a significant role in reducing greenhouse gas emissions. Coillte’s forests provide a stable carbon store, and new forests can act as a sink. Wood produced in our forests is a climate friendly construction product. Our aim is to carry out a GHG emissions assessment across all our activities on annual basis and to deliver a 51% reduction in business Scope 1 and Scope 2 emissions by 2030.
Renewable Energy	In November 2021, Coillte and ESB established a joint venture, called FuturEnergy Ireland, with the main objective to deliver more than 1 GW of new renewable energy by 2030. This joint venture will play a significant role in meeting Ireland’s commitment to decarbonise its electricity generation and in delivering the State’s target of generating 70% of its electricity from renewable energy by 2030.
Biodiversity Enhancement	Coillte is responsible for managing circa 440,000 hectares of primarily forested lands. Across the forest estate today, 20% (90,000 hectares) is managed primarily for nature, with biodiversity as the primary objective. Coillte is on target to grow the area of estate managed primarily for nature and biodiversity from 20% to 30% (134,000 hectares) by the end of 2025 and has ambition to increase this to 50% in the long-term.
Social impact and Relationship with Local Communities	Coillte and the forest industry support employment and development in rural areas. Coillte participates in various programmes supporting environmental and forest education. The organisation engages regularly with stakeholders and closely monitors the impact the business has on society, the environment and the economy.

The material issues listed above represent the areas in which Coillte has the most significant long-term sustainability impact on the economy, the environment and society. They are aligned with Coillte’s strategic vision and objectives – forests for climate, nature, wood and people. Coillte can potentially have either a net positive or a negative impact across the identified areas and all are monitored closely. In 2024, Coillte commenced a new materiality assessment process aligned with CSRD requirements. The results will be published in the 2025 Annual Report.

2024 Key Sustainability Achievements

Environmental

Group Carbon Emissions

- Scope 1 emissions remained unchanged from 2023 and decreased by 17% compared to 2018 baseline figures.
- Scope 2 emissions remained unchanged from 2023 and decreased by 39% compared to 2018 baseline figures.

Sustainable Transport & Mobility

- Fleet telematics and eco-driver training piloted.
- Ballintemple Nursery on-site vehicles switched to 100% HVO.
- Fleet management contractor procured to transition to a sustainable fleet.
- Briefing reports on hydrogen published through Coillte's role as chair of Hydrogen Mobility Ireland.

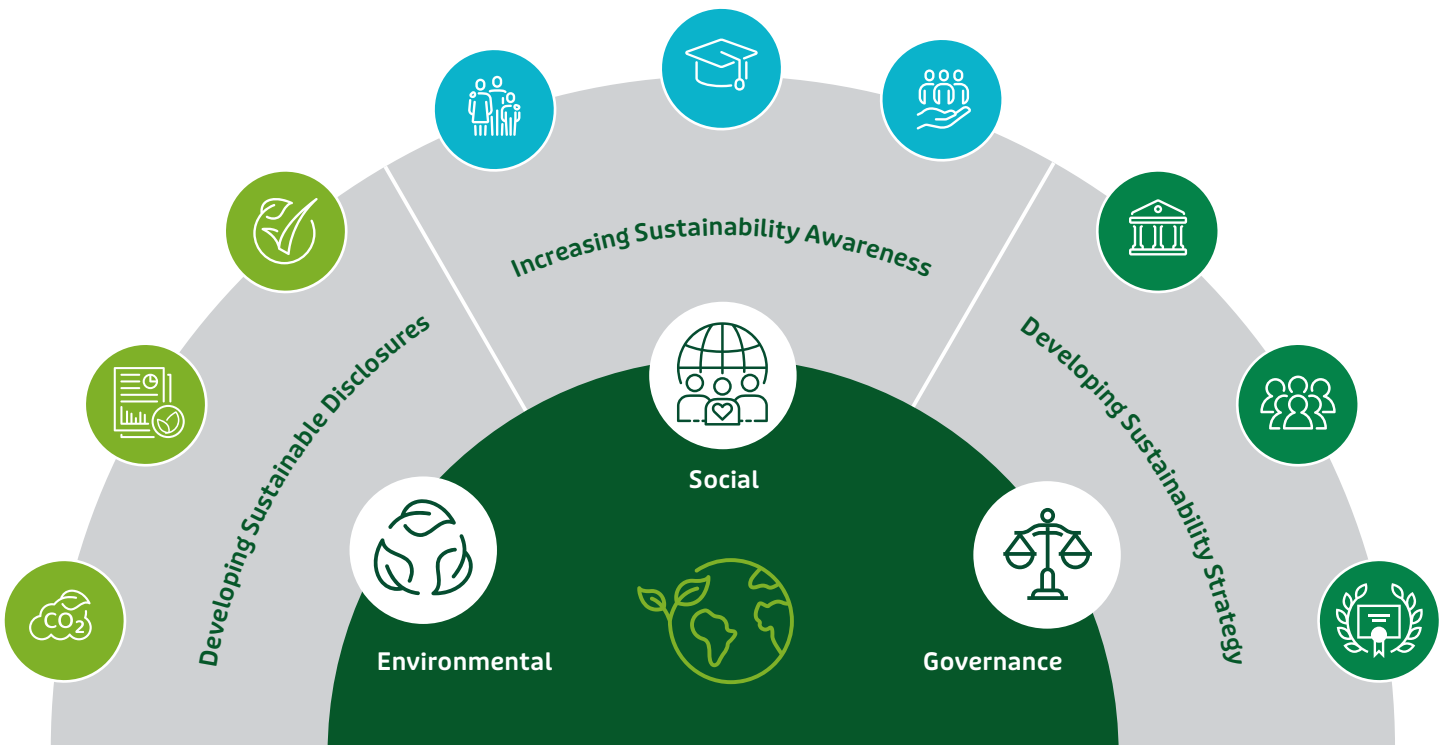
Climate-related Disclosures

- Ongoing double materiality assessment in alignment with CSRD guidelines.

- All TCFD recommendations addressed. The quality of 2023 TCFD disclosure improved versus 2022.

Forestry Strategic Vision

- The first fully operational FuturEnergy Ireland onshore wind farm launched at Lenalea Co. Donegal as part of a joint venture with SSE Renewables.
- More than 30,000 hectares of Coillte land were identified and classified as having significant biodiversity value to be managed primarily for nature going forward.
- Coillte and South Dublin County Council are collaborating on a project to develop new low-carbon timber frame social housing promoting the use of Irish wood in construction.
- Lough Key development project was awarded €1.2 million by Fáilte Ireland's Regenerative Tourism and Placemaking Scheme, co-funded by the EU and the Government of Ireland under the EU Just Transition Fund.
- €3 million in funding received from DRCD to support the development and enhancement of forest parks and recreation areas across Ireland.



Opening Event of Sheskin South Wind Farm, Co. Mayo



l-r: Tom O'Dwyer, Paul Murray, Patirck Buttner and Niall O'Neil representing Coillte at the 8th Docklands Regatta



Students from the 2024 Coillte World of Work programme in conjunction with Business in the Community Ireland outside Avondale House.

Social

Working with Local Communities

- For National Tree Week 2024, Coillte donated 150,000 tree saplings for community groups to plant across the country.
- Park runs organised by local community groups in our forests across the country.
- Open forest days for AslAm, advocating for an inclusive society for autistic people.
- Collecting acorns in our forests with school and community groups, to create woodlands of the future.
- MEDITE SMARTPLY sponsored the Viking Marathon in Waterford, which included a section specifically for autistic participants.
- Recognised the rowers taking part in the Paris Olympics by planting oak trees with the teams in Farran Forest Park, Co. Cork.

- Bonny Glen in Donegal upgraded to include new accessible surfaces and planting of native Irish trees.
- Night and Day, a three-day music festival in Lough Key Forest Park attended by over 2,000 people.

Educational Programmes

- Launch of the Coillte forestry scholarship programme, with three students receiving funding after securing places at South-East Technological University (SETU).
- Engaged with all primary schools in Ireland in 2024 with a photography competition to promote the importance of trees and forests in celebration of National Tree Week.
- World of Work programme sharing insights on forestry as a career extended to four schools, with 96 students participating during the year.



ESG Team of the year winners at the Business & Finance ESG Awards 2024
l-r: Owen Keogh, Musgrave (award sponsor), Paulina Pawlukojs, Group Sustainability Manager and David Feeney, MD Land Solutions and Chief Sustainability Officer, Coillte

- Coillte continued to promote forestry through its transition year placement programme, offering 22 places during the year.
- MEDITE SMARTPLY engaged with students in local secondary schools and universities to promote career opportunities in the sector.

Diversity, Equity and Inclusion (DEI)

- Gender Pay Gap report published (on page 65).
- ‘Elevate Pledge’ commitments met.
- Ability campaign and survey rolled out resulting in 6.4% of Coillte employees declaring a disability. This compares favourably to our relevant 2023/2024 statutory requirement in terms of colleagues declaring a disability.
- Achieved Investors in Diversity Bronze Accreditation.
- A range of policies were launched including a DEI Policy, Reasonable Accommodation Policy & Passport, an Irish Sign Language Interpretation (ISL) Procedure and a Managers Ability Toolkit.

Governance

Governance Structure & Awareness:

- Well established sustainability governance across all Coillte divisions, including Green Teams and a Group Sustainability Committee.

- Sustainability and CSRD e-learning courses offered to key sustainability stakeholders across the organisation.
- Climate change workshop with Coillte Board and Operating Executive.
- Internal audit on the implementation of green procurement practices.

Compliance & Policy

- Integrated management system in MEDITE SMARTPLY.
- Coillte Group certified to International Standards Organisation (ISO) ISO 50001 and ISO 45001.
- Strong progress on Climate Action Framework’s commitments with most requirements met.

Awards

- ESG Team Award at the 2024 Business & Finance ESG Awards.
- Coill an Fhaltaigh, Co. Kilkenny announced as winner of the 2024 RDS Irish Forestry Awards in the Native Woodland Conservation Category.

Sustainability Strategy

Strategy Development

Coillte’s forestry strategic vision aims to sustainably balance and deliver multiple benefits from its forests across four strategic pillars: climate, nature, wood, and people. In 2024, Coillte made significant progress on its forestry strategic ambitions (as outlined in the ‘Strategy in Action’ section of this report on page 30).

In 2024 Coillte commenced the development of its Land Use Strategic Implementation Plan (LUSIP). The LUSIP translates the high-level ambitions and objectives outlined in Coillte’s Forest Estate Strategic Land Use Plan (FESLUP) 2023-2050 (published in 2023) into implementable and measurable actions over a 10-year period from 2026 to 2035. The primary purpose of the LUSIP is to bridge the gap between strategy and implementation, ensuring Coillte’s long-term vision for the forest estate is realised through specific initiatives and best practices in forestry.

The LUSIP is being developed through a phased approach that outlines high-level actions and indicators, refined through consultations and environmental assessments, to support Ireland’s climate, biodiversity, and societal goals, while ensuring a consistent flow of certified and sustainable wood and wood products. The final plan will be published in early 2026.

In 2025, Coillte’s key focus will be on refreshing its materiality assessment and finalising Scope 3 business emissions. Coillte is in the process of developing a set of near-term sustainability metrics and KPI’s which will measure the organisation’s progress against key sustainability objectives.

Contribution to Sustainable Development

Coillte uses the United Nations SDGs as a foundation for its sustainability framework. The 17 SDGs were adopted by all United Nations member states in 2015 as part of the 2030 Agenda for Sustainable Development. They were created to provide a shared strategic direction for member states to enable peace, equality and prosperity for people and the planet now and into the future.

The materiality assessment process identified that the forestry sector, including Coillte, supports 10 out of the 17 UN SDGs. The organisation recognises that it has a particularly significant impact on climate action and clean energy, good health and wellbeing, and life on land, as well as providing economic growth through the production of innovative and sustainable timber products. Those benefits are summarised by the four pillar objectives of: forests for climate, forests for nature, forests for wood and forests for people.

Forestry supports 10 of the UN Sustainable Development Goals:

UN GOALS	FOREST VALUES	OBJECTIVES
3 Good Health & Wellbeing	Climate Change Mitigation	for climate
6 Clean Water & Sanitation	Water & Soil Protection	
7 Affordable & Clean Energy	Habitats for Nature & Wildlife	
8 Work & Economic Growth	Sustainable Products	for nature
9 Innovation & Infrastructure	Health & Wellbeing	for wood
11 Sustainable Construction	Rural Economy & Job Creation	for people
12 Consumption & Production		
13 Climate Action		
15 Life on Land		

Risk Assessment Process

Data collection involved leveraging Coillte's existing risk framework, past annual reports, and relevant documents along with a peer and sector review. Every risk and opportunity identified was evaluated, with discussions and assessments involving management from across the business. The financial impact of selected risks and opportunities was assessed across short, medium, and long-term horizons and the IPCC scenarios.

Physical Risk			
Risk	TCFD Category	TCFD Rating	Risk Description
Increase in frequency / severity of:			
Drought	Chronic	Mitigate	Increased average temperatures can cause additional stress on Coillte forests which may result in asset damage, crop failure, increased risk of forest fires and disease/pest outbreak. Additionally, the financial impact of drought is significant considering the cost of mitigation and potential loss of revenue.
Wind	Acute	Mitigate	A significant wind event could cause economic losses by reducing operating profit and forest asset value. The Group could also face additional clean-up and prevention costs, and managing the removal of damaged trees would place strain on the organisation.
Flooding	Acute	Mitigate	An increase in flood occurrences can lead to substantial disruption of the timber industry supply chain from harvesting and hauling timber to the efficient operation of the Group customers' and suppliers' facilities.
Extreme weather events	Acute	Control	Increased severity and frequency of frost, snow, and cold spells can disrupt nursery operations' growing cycles, resulting in asset and inventory damage and potentially delaying Coillte's planting schedule.
Pest disease	Chronic	Mitigate	An increase in average temperatures can increase the risk of a pest/disease outbreak which would damage forest ecosystems, causing tree mortality, disrupting natural regeneration and compromising biodiversity. Additionally, this could impair timber production, reduce carbon sequestration capacity and threaten ecosystem services.

Transitional Risk			
Risk	TCFD Category	TCFD Rating	Risk Description
Increase in Scope 2 Emissions costs	Market	Mitigate	The escalating costs of fossil fuels, particularly in electricity and supply chain operations, driven by carbon pricing measures, pose financial challenges for the Group. Adapting to these cost increases is crucial for maintaining operational efficiency and financial viability within the evolving energy landscape.
Climate-related regulations	Policy & Legal	Mitigate	The implementation of climate-related regulations could place significant additional costs on the business as well as upstream supply costs.
Reputational damage	Reputation	Mitigate	Coillte faces reputational risk from its environmental performance, particularly concerning its biodiversity impact, which can influence stakeholder perception.
Failing to adopt resource efficiency or renewable energy technologies	Technology	Mitigate	Failure to embrace new resource efficiency measures and renewable energy technologies at Coillte may heighten dependency on fossil fuels, amplifying vulnerability to price volatility and regulatory restrictions.

The scenario assessment identified significant climate-related opportunities across the Group. These include access to lower interest rates from ESG and green funding, increased demand for afforestation, climate projects such as peatland redesign, demand for renewable energy, and growing demand for low-carbon wood products, particularly in the housing and construction sectors.

Simultaneously, Coillte recognises the opportunity to enhance biodiversity, adopt new technologies to lower our carbon footprint and enhance our reputation.

The Aftermath of Storm Éowyn

In January 2025, Storm Éowyn brought unprecedented levels of damage to the Coillte estate and privately owned forests across the country including productive forests, biodiversity areas and recreation parks and trails.

The Department of Agriculture, Food and the Marine and Coillte estimate that the total area of windblow damage to forests in Ireland is circa 24,000 hectares. It is estimated that almost 12,000 hectares of the windblow is on the Coillte estate.

Coillte’s initial priority was to support the National Emergency Co-ordination Group, power companies and local communities, by clearing trees to restore power and open road access as quickly as possible. Coillte is also participating in the Forest Windblow Taskforce, established by the Department of Agriculture, Food and the Marine.

More detailed assessments of the damage are ongoing to inform the recovery operation while the financial impact is continuing to be assessed.

Energy Management

Coillte successfully completed its ISO 50001 Energy Management System re-assessment audit which took place in April and November 2024. The NSAI auditor was complimentary of Coillte’s management system and there were no adverse audit findings.

Coillte uses a specialist software package to track and graphically present monthly energy bills by cost, kWh and carbon emissions for offices, Beyond the Trees, Avondale, nurseries and the company’s car and van fleet. This system also facilitates the compilation of monthly energy performance indicator reports. The company’s car and van fleet fuel efficiency is analysed per vehicle.

Realtime energy consumption is being tracked for a broad range of equipment across a number of locations including: The Ballintemple nursery, Co. Carlow, Coillte’s Head Office in Newtownmountkennedy, Co. Wicklow and in Beyond the Trees, Avondale Co. Wicklow. The energy consumption data for these three sites is presented on a cloud-based portal site.

During 2024, MEDITE SMARTPLY continued with its energy management plan to enhance energy efficiency and energy reduction certified by NSAI under ISO 50001.

In SMARTPLY, a project was successfully completed to upgrade the site power factor correction. As part of its continuous improvement process a project was

set up with the OEM equipment manufacturer and the company’s energy partners EM3 to further improve heat recovery and the thermal efficiency of the site’s recently installed drying and heat energy plant.

In MEDITE, a significant milestone was achieved with the grant of planning permission by An Bord Pleanala for a major capital project to replace and upgrade the site’s energy systems. Further energy improvements were achieved with the installation of new process equipment that will improve thermal energy efficiency. MEDITE has signed up to the Demand Side Management programme and installed specialised software to enable a rapid response to reduce electricity consumption at short notice during periods of high demand on the national grid.

Carbon Emissions

Coillte is committed to measuring and mitigating carbon emissions associated with its business operations. In 2024, the organisation continued to focus on Scope 1 and Scope 2 emissions, using 2018 as the baseline year for calculations. The approach adheres to the Greenhouse Gas Protocol (GHG Protocol) guidance, ensuring a standardised and reliable method for emissions measurement. This methodology has been consistently applied from 2019 to 2024.

The results of Coillte’s Scope 1 and Scope 2 emissions are presented in the table below:

Greenhouse Gas Emissions	Unit	2018	2023	2024
Group Scope 1 emissions	Metric Tons CO ₂ e	27,307	22,647	22,600
Group Scope 1 emissions (mobile combustion)	Metric Tons CO ₂ e	14,922	13,387	13,057
Group Scope 1 emissions (stationary combustion)	Metric Tons CO ₂ e	12,385	9,260	9,543
Group Scope 2 emissions (location-based)	Metric Tons CO ₂ e	57,886	35,522	35,535
Group Total emissions (location-based)	Metric Tons CO ₂ e	85,193	58,169	58,135

Notes:

- The 2024 SEAI location-based emission factor for electricity is not expected to be available until June 2025 therefore, the 2023 emission factor was used for the 2024 Scope 2 calculations.
- As Coillte further develops its data management system, the requirement for minor adjustments to Scope 1 emissions was identified.
- If the overall Group emissions change by more than 5%, Coillte will publish adjusted emissions on its website. This is Coillte’s internally defined threshold, which applies to data/calculation updates resulting in changes to previously communicated figures.

Coillte’s total Scope 1 and Scope 2 emissions were 32% lower in 2024 compared to 2018. This reduction was primarily driven by the following factors:

- Movement in Scope 2 location-based emission factors, influenced by the percentage of renewable energy available from the Irish electrical grid.
- Lower production volume in 2024 compared to 2018.
- Implementation of energy efficiency initiatives, notably the construction of a new world-class drying, energy, and screening system at SMARTPLY in late 2022, with the full emissions reduction benefits observed in 2023 and 2024.

In 2023, Coillte engaged in a pilot test of the GHG Protocol Land Sector and Removals Guidance. This pilot provided an opportunity to test the draft standard and offer suggestions for its improvement. The guidance is currently being developed through a global, multi-stakeholder development process and it will be published in Q4 2025.

Coillte is actively working towards a full quantification of Scope 3 emissions. Preliminary analysis using the GHG Protocol indicates that Scope 3 emissions represent approximately 80% of our overall emissions. We are committed to disclosing Scope 3 emissions in the future as part of our ongoing commitment to the Science Based Targets initiative (SBTi).

Carbon Reduction Targets

In December 2023, the Coillte Board approved the Group’s near-term carbon reduction targets which then were translated into Group and divisional carbon budgets to 2030. Coillte is committed to reducing its Scope 1 and Scope 2 emissions by 51% by 2030.

For 2025, the following key actions have been identified to achieve this goal:

- Assessment of a business case for a Corporate Purchase Power Agreement to assist in the decarbonisation of electricity (Scope 2). A tender for this project is in progress.
- Developing a mobilisation plan for Coillte’s Sustainable Transport and Mobility Strategy to

address diesel-related activities in Scope 1. This includes a tender process for alternative fuels to facilitate the second phase of HVO trials and deploying a new fleet management contract.

- Collaborating closely with Coillte’s supply chain to understand and support climate-related commitments.
- Focusing on green procurement practices.
- Preparing for a boiler replacement at the MEDITE plant to further optimise energy efficiency.
- Assessing the feasibility of solar panels for MEDITE SMARTPLY and Coillte nursery sites.

While Coillte is still in the process of fully assessing its carbon footprint, significant steps have already been taken to address the main sources of emissions. The organisation is actively working on various energy improvement initiatives and remains fully certified to the ISO 50001 standard. Additionally, Coillte is investing in research projects aimed at increasing process circularity and reducing supply chain carbon emissions.

Sustainable Transport

Coillte’s Sustainable Transport and Mobility Programme was initiated in 2023. The Coillte business greenhouse gas emissions assessment found that over one quarter of all Coillte’s business emissions are associated with mobile combustion and fuel related activities.

To tackle this challenge, Coillte’s Sustainable Transport and Mobility Strategy 2030 identifies four key pillars:

Green Public Procurement (GPP)

Incorporating green criteria into procurement provides an opportunity to convert environmental policy objectives on carbon reduction, air and water quality, and waste reduction into delivered actions.

2024 GPP Initiatives:

- Sustainability criteria included in transport and mobility tenders
- Fleet management contractor appointed to transition to sustainable fleet



Larissa Delazari, Strategic Planning Manager and Mark Mahon, Health and Safety Officer, Coillte Forest

Data Management Systems (DMS)

Coillte is committed to leveraging advanced data analytics to provide an understanding of the sustainability challenges that need the most urgent attention to underpin decisions on how to address specific issues.

2024 DMS Initiatives:

- Timber haulage data analytics evaluated

Pilot-Learn-Deliver approach (PLD)

Sustainable supply chain transformation can be achieved through systemic thinking and a whole team effort to embrace complex challenges and acquire the knowledge to procure and implement sensible solutions. Therefore, it is important to carry out feasibility studies and develop a business case that identifies the viability of sustainability solutions.

2024 PLD Initiatives:

- Fleet telematics and eco-driver training piloted

Stakeholder Collaboration and Engagement

Effective collaboration that facilitates the exchange of unique perspectives and ideas can potentially result in more innovative solutions to the sustainability challenge.

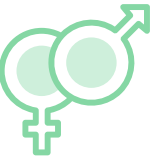
2024 Stakeholder Collaboration and Engagement Initiatives:

- Briefing reports on hydrogen published through Coillte’s role as chair of Hydrogen Mobility Ireland.
- HVO briefing note developed through Coillte’s role as chair of the Freight Transport Association of Ireland’s Sustainability Sub-Group.

Our People

Gender ratio at Coillte

31% female 69% male



Coillte employs over 800 people

30%

of employees have less than five years’ service



8 people per year approx.

have been hired through the graduate programme over the last three years



51%

of employees have more than 15 years’ service



8%

of employees are from outside Ireland



68% of employees are between the ages of

41 – 65



3

Coillte Scholarship recipients



Gender Pay Gap

Coillte CGA published its third Gender Pay Gap Report in December 2024. A gender pay gap is the difference in the average hourly pay and bonuses of all men compared to the average hourly pay and bonuses of all women employees across an organisation. Coillte’s mean gender pay gap decreased from -14.34% in 2023 to -13.33% in 2024 in favour of women.

This change was driven by three key factors:

- 1) The number of retirements in 2024 increased versus the number of retirements in 2023. Many of these retirees have chosen to avail of one-year post-retirement fixed-term contracts, which come with reduced hours which directly affect their pay levels.
- 2) An increase in the number of women advancing in their careers at Coillte in 2024.
- 3) An increase in the number of female hires into the organisation. New employees generally start at the lower end of the pay scale, narrowing the overall pay gap.

Also in 2024, MEDITE SMARTPLY published its first ever Gender Pay Gap Report. The mean gender pay gap for 2024 is 27.6% in favour of men. The main drivers behind this pay gap are:

- Traditionally the industry has attracted a higher proportion of male employees than female. Similarly, the nature of a 24/7 manufacturing tends to attract fewer females. Overall, there is a higher male employee population (86.6%). Through succession over the course of time, 92% of the top quartile earners are male.
- Approximately 50% of employees work on shift cycle, earning a shift premium of up to 33% above base hourly rate. Most of these shift workers are male (98%).
- There is higher female participation at the entry level positions e.g. Apprentice roles and Graduates. The increase in female employees at entry level has lowered the average rate of female pay and is causing the gap to widen.

Coillte and MEDITE SMARTPLY aim is to continue to narrow the gender pay gap and increase the diversity of the workforce – in terms of age, background, nationality and experience, as well as diversity of gender. This work is ongoing and will continue into 2025 and beyond.

Health and Safety

The Coillte and MEDITE SMARTPLY occupational health and safety (H&S) management systems were audited in 2024 and continue to be fully accredited and certified to the International Standard Organisation (ISO) 45001:2018 standard.

Coillte’s H&S management system was also audited as part of our Forest Stewardship Council (FSC) and Programme for the Endorsement of Forest Certification (PEFC) accreditation processes. Our Occupational Safety and Health Administration (OSHA) incident rate was low. Safety alerts and notices were issued, as required, to staff and contractors following accident investigations.

A number of initiatives to promote health and safety and staff wellness were carried out in 2024. These included the promotion of the Employee Assistance Programme (EAP), the offer of free health screening and flu vaccinations. The focus in 2025 will be on implementing new initiatives and training supports to further enhance the health and safety of our people and contractors.

Sustainable Employment

A number of initiatives were put in place in 2024 to ensure sustainability of employment for the current and future workforce. These initiatives included:

Workforce Capacity Project

It is projected that an additional 1,770 new forestry and processing jobs will be created (subject to workforce availability) over the next 10 years. In 2024, Coillte progressed the Strategic Workforce Capacity Review for the Irish forestry sector (2024-2030) through three key areas:

- The inclusion of professional forestry on the national Critical Skills Occupations List is a crucial step towards attracting more diverse talent to the forestry sector. This will help address gender imbalances and contribute to narrowing the gender pay gap.
- A National Forest Training and Education Forum was established, involving educators, professional bodies and industry groups, providing a platform for the development of an education and training strategy for the forestry sector.
- A new digital experience was developed aimed at highlighting careers in forestry to students in second-level education.



I-r: Paul McGann, Mark Mahon, Paul Geerdink and Stefania Purcaru



Coillte and MEDITE SMARTPLY aim is to continue to narrow the gender pay gap and increase the diversity of the workforce in terms of age, background, nationality and experience, as well as diversity of gender.

Promoting Gender Balance

Coillte is focused on diversifying its workforce to achieve greater gender balance by increasing the representation of women working in the organisation and by increasing the number of women both studying and working in forestry more broadly. Significant efforts led to an increase in female hires, with women making up 42% of new recruits in 2024, up from 31% in 2023.

Coillte has continued to expand its graduate programme to include finance, ecology, and engineering streams with a direct focus on increasing gender diversity and on highlighting the wide variety of roles available in the organisation. This has created a more diverse pool of individuals forging careers across different sections of the organisation.

Promoting Forestry as a Career

In 2024, steps were taken to promote Coillte and the forestry industry more broadly to a wider pool of applicants including:

- Leveraging existing strong relationships with local schools and colleges which resulted in apprenticeship programmes in MEDITE SMARTPLY attracting a more diverse pool of local school students into traineeships.
- Coillte proactively profiled employees and roles in forestry in media.
- Coillte continues to have a presence at recruitment fairs and higher options exhibitions.

Coillte also continued its Ability Campaign in 2024 to raise awareness and acceptance of people with all different levels of abilities in Coillte and to support those with challenges, both visible and invisible. The campaign included training on positive mental health and wellbeing at work as well as partnerships with the Trinity Centre for People with Intellectual Disabilities and Open Doors. Coillte was also awarded the Investors in Diversity Bronze accreditation by the Irish Centre for Diversity.

Coillte conducts an annual survey to measure the proportion of employees who define themselves as having a disability. In 2021, 1.9% of staff classified themselves as having a disability. This increased to 3.36% in 2022, and to 3.91% in 2023. In 2024, 6.4% of employees identify as having a disability and this compares favourably to Coillte’s current statutory requirement in terms of colleagues declaring a disability. In the most recent survey, the percentage of employees that answered “Coillte welcomes people of different abilities” increased from 60% in 2023 to 86% in 2024.

In addition, Coillte is a signatory to the Business in the Community Ireland (BITCI) inclusive workplace Elevate Pledge.

DEI and Inclusive Leadership

Coillte has a DEI Committee made up of a voluntary group of staff who meet quarterly to review DEI policies and practices, plan DEI-focused initiatives and review impact on company culture. The committee works closely with human resources and reports quarterly to the Operating Executive.

In 2024, the DEI Committee ran a series of initiatives across five workstreams (Ability & Inclusion, International Women’s Day, Pride, Green Ribbon Campaign and International Men’s Day).

Bio and Circular Economy

The bioeconomy refers to economic activity derived from the use of biological resources such as wood to produce products, while the circular economy refers to economic activity based on the use, reuse and recycling of resources and materials.

The forestry and forest products sectors are among the primary examples of functioning bio and circular economic activities. As trees grow, they sequester or sink carbon, which is stored in their wood. When trees are harvested and converted into long life wood products for construction and other uses, they store that carbon in buildings and products. Wood products can substitute and replace non-renewable high carbon products. This sink, store and substitution of carbon has a triple effect on climate, while the loop is completed by replanting to start the circular process all over again once the trees are harvested.

Wood products in construction have a major impact on decarbonising the built environment, by displacing high carbon construction materials with timber alternatives to support a circular economy.

Coillte’s aim is to use wood in a sustainable manner under the cascading principle of biological resource use, where the waste from one wood process is used to produce other products as follows:

- Wood is initially processed into high value long life, circular, carbon products such as construction products (sawnwood and engineered wood).
- Waste streams from primary processing (residual wood) is then used to manufacture wood-based panel products such as OSB, MDF, wood fibre Insulation and other products.
- Waste streams from these products are bio-refined to make high end products such as fuel and chemicals.

- After use and re-use of these valuable natural resources, their potential end of life use will be to create heat or power.

This cascading model is in line with the ambition of the EU Green Deal, which aims to make Europe net zero by 2050.

Coillte works continually with its customers and partners including other Irish and EU companies, research institutes and academia to develop sustainable, circular and innovative wood products and to explore innovative technologies and solutions to develop lean processes for the future. These include:

- **Timber building systems** – working with partners to explore how more Irish timber can be used in timber frame construction in general as well as to develop engineered wood products such as cross laminated timber (CLT) to allow multistorey timber construction in Ireland.
- **Bio-refining** – an emerging technology to utilise the waste stream of wood to develop bio-chemicals, biochar, bioplastics and biofuels.
- **Biochemicals** – the development of biochemicals and products to allow wood products to be more circular and to be reused at their end of life.

Coillte’s forests and lands also support a vibrant bioeconomy through the production of bio services in the form of recreation, outdoor activities, water, clean air, carbon removal, biodiversity and other ecosystem services.



Coillte works with its partners to develop sustainable, circular and innovative wood products

Community Engagement

Coillte’s forests and lands are a vital part of the Irish landscape. As Ireland’s largest forester and provider of outdoor recreation spaces, Coillte takes pride in its commitment to social responsibility, ensuring its actions contribute to the development of local communities. In 2024, Coillte actively participated in a variety of community and educational initiatives across the country. Here are some of the highlights:



The Nature Trust Acorn Collection

During the month of October 2024, acorn collection events were held in Coillte and other woodlands across the country in partnership with The Nature Trust. In total twelve events took place and were attended by schools and local community groups. Despite 2024 being a challenging year for acorns, over 5,000 acorns were collected and were transported to the Coillte Nursery at Ballintemple, Co. Carlow for grading, storage and germination. They will grow into oak saplings and will be planted when they reach between two and four years of age.



Rowers plant oaks to mark Olympic prospects

In July, Coillte, proud supporting partner of Rowing Ireland, planted eight native Irish oak trees in Farran Forest Park, Co. Cork, to celebrate the eight Irish boats that successfully qualified for the Olympics and Paralympics in France. Bernard Burke, Regional Area Manager, Coillte, was joined by 2023 Junior Female Rower of the Year, Holly Davis (Lee Valley RC) and Men’s Senior Athlete, Andrew Sheehan (UCC RC) at the ceremonial tree planting.

Night and Day music festival at Lough Key

The Night and Day outdoor music festival took place in June in Coillte’s Lough Key Forest and Activity Park, Boyle, Co. Roscommon. The family friendly festival ran over three nights and revelers enjoyed performances from acts such as Bell X 1, Damien Dempsey and Mick Flannery as well as family games, poetry, drama, arts and crafts, all in the beautiful forest setting.



MEDITE SMARTPLY Support for the Waterford Viking Marathon

The Waterford Viking Marathon took place in June 2024, sponsored by MEDITE SMARTPLY. For the first time, the marathon included a section which was dedicated to participants with autism who could run or walk a section of the marathon in a safe and enjoyable environment.

MEDITE SMARTPLY Sponsor Girls U16 Clonmel Town Football Club

MEDITE SMARTPLY is the proud sponsor of Clonmel Town Football Club’s U16 Girls team, helping to support and encourage the next generation of female athletes in the local community.



AsIAm Forest Ramble

Coillte was delighted to facilitate the AsIAm Forest Ramble walks in June 2024 across six of its forest parks. AsIAm is Ireland’s national autism charity, and these walks aim to raise awareness about autism in Ireland and help raise funds for the charity. As part of this initiative, local community groups gathered for forest walks across the country including Avondale Forest Park in Co. Wicklow, Donadea Forest Park in Co. Kildare, Curragh Chase in Co. Limerick, Lough Key Forest and Activity Park in Co. Roscommon, Rossmore in Co. Monaghan and Farran Forest Park in Co. Cork.

Educational Programmes

World of Work Programme

Coillte continued to participate in the Business Action on Education initiative. Existing partner schools Duiske College in Graiguenamanagh, Co. Kilkenny, Mercy College in Woodford, Co. Galway and St. Tiernan's College in Crossmolina, Co. Mayo, have now been joined by Patrician Presentation Secondary School in Fethard, Co. Tipperary. To date over 200 students have participated in the programme, receiving an introduction to the forestry sector in their community and learning about the roles and opportunities that are available. The programme included a field trip, a soft skills workshop and a sustainability workshop.



New forestry scholarship programme

Coillte launched its first ever scholarship programme during 2024 to give students the unique opportunity to pursue a full-time, third level programme within the area of forestry. Three students were selected including Áine O'Dwyer (Co. Donegal), Mia Sibbald (Co. Kildare) and Alex Power (Co. Waterford) who are now in their first year at SETU and already benefiting from the programme.

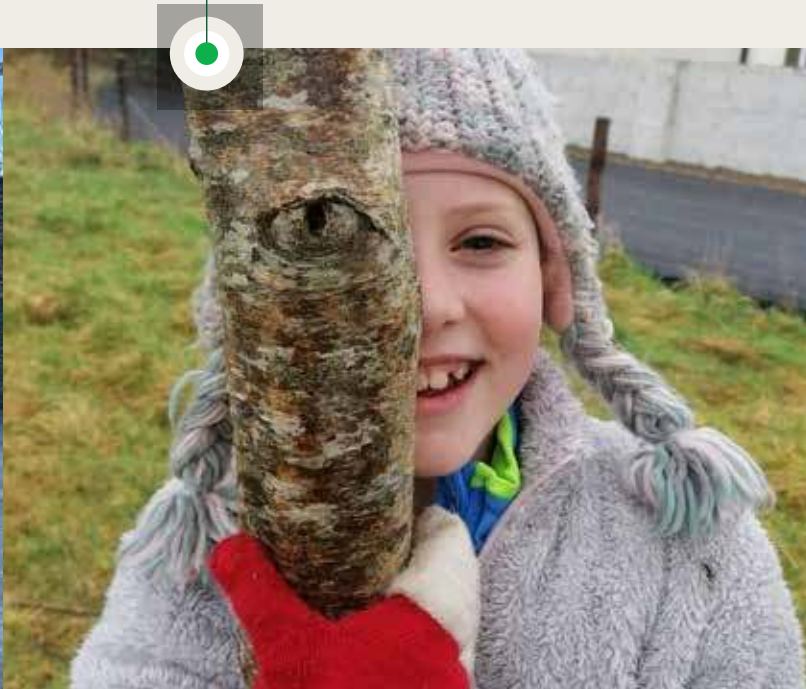


Transition year programme in its second year

In 2024 Coillte's HR team hosted transition year students as part of the organisation's Transition Year Student Programme with 22 students taking part. This is a week-long programme showcasing how Coillte is focused on delivering the multiple benefits of its forests for climate, nature, wood, and people. The students visited forestry operations, recreation sites, a wind farm and one of MEDITE SMARTPLY's manufacturing plants.

Celebrating National Tree Week with a photography competition for primary schools

In advance of National Tree Week in March 2024, Coillte launched a nature-inspired photography competition for all primary school students nationwide. The competition encouraged students to engage with nature and understand the importance of trees and forests for the planet. The four selected winners received an exciting class trip to 'Beyond the Trees Avondale' at Coillte's Avondale Forest Park in Rathdrum, Co. Wicklow. The winners were: St Helens Senior National School, Portmarnock, Co. Dublin, Corofin National School, Corofin, Co. Clare, Kilbannon National School Tuam, Co. Galway and All Saints' National School Doohamlet, Castleblayney, Co. Monaghan.



MEDITE SMARTPLY Highlights Career Opportunities within the Forestry Sector

MEDITE SMARTPLY engaged with secondary schools and universities over the course of the year, highlighting career opportunities within the forestry sector. One such event was the SETU Women in Technology event held in Waterford. The event is in its fifth year and provides information on pathways for women to enter third level education at SETU and the array of diverse careers in the technology area. Over 1,000 female students from Cork, Tipperary, Kilkenny, Wexford and Waterford attended.

Board of Directors

Vivienne Jupp Chair



Vivienne was appointed as Chair of the Coillte Board in April 2024. She is a member of the Remuneration Committee. Vivienne is an experienced senior executive, non-executive director and chair in the private and public sectors. She is a former senior executive in Accenture where she held roles with responsibility for operations and P&L at Irish, European and Global levels. She is currently the chair of the National Lottery and member of the Board of Fáilte Ireland. She previously chaired the CIE Group, CIE Tours Inc and the Tourism Recovery Taskforce. She has been a member of several other boards in the private and public sectors. Vivienne is an alumnus of University College Dublin and is a recipient of the outstanding alumnus award from the Michael Smurfit Graduate School of Business.

Imelda Hurley CEO



Imelda joined Coillte in 2019 and was appointed to the Board in January 2022. She has extensive executive and non-executive experience in publicly listed, state owned, private equity and venture capital backed businesses. She has built that experience in multiple geographies including Ireland, the UK, Eastern Europe, and Asia, and across a variety of sectors including forestry, agriculture, food, technology related product development and supply chain management. Imelda is currently a non-executive director at the world's leading fresh produce provider, Dole plc, and a non-executive director and past president of Ibec, Ireland's largest business representative group. She is also a patron of Chapter Zero Ireland. Imelda is a graduate of University of Limerick, a Fellow of the Institute of Chartered Accountants and an alumna of Harvard Business School.

Deirdre-Ann Barr



Deirdre-Ann joined the Board in November 2022 and is a member of the Investment Committee and the Remuneration Committee. She holds a number of non-executive roles and is chairperson of the Irish Blood Transfusion Service. A solicitor and notary public, Deirdre-Ann is a former corporate partner in Matheson LLP where she established the risk management function and was later General Counsel for the firm. Deirdre-Ann is a chartered director and has completed the Institute of Directors Leading Sustainability programme. She is also a member of Chapter Zero Ireland, a community of non-executive directors that lead Irish boardroom discussions on the impacts of climate change.

Gerry Gray



Gerry was appointed to the Board in February 2018 and reappointed in February 2023. He is Chair of the Audit and Risk Committee and is a member of the Investment Committee. He has more than 35 years' experience working in senior financial and strategy roles in international blue-chip organisations including PwC, Ford Motor Company and Pilkington. Gerry has held a number of non-executive positions in both the private and public sectors in the UK and Ireland. A graduate in Economics from Liverpool University, he is a Fellow of the Chartered Institute of Management Accountants and a Fellow of the Chartered Institute of Management.

Patrick Eamon King



Patrick Eamon (Eamon) was appointed to the Board in February 2018 and reappointed in February 2023. He is Chair of the Investment Committee and is a member of the Remuneration Committee. He has worked in corporate development roles in a number of UK and Irish public companies. He spent 13 years as Head of Corporate Development with Ardagh Group during a period of rapid growth and now works as a corporate development consultant with Paragon Group. He holds an Engineering degree from University College Dublin and an MBA from Trinity College Dublin. Eamon is also a member of Chapter Zero Ireland.

Kevin McCarthy



Kevin was appointed to the Board in May 2020 and is a member of the Audit and Risk Committee. Kevin represented workers on the Fórsa/IMPACT executive between 2013 and 2020 and was elected as an employee director by Fórsa in 2020. He began work with Coillte in October 2005, holding the post of Area Forest Manager in North Donegal for seven years and most recently as Operations Resource Manager covering Donegal until his retirement in July 2024. Kevin graduated from Oregon State University in 1985 with a degree in Forest Management and is a technical member of the Society of Irish Foresters.

Gerard Murphy



Gerard was appointed to the Board in December 2019 and is a member of the Audit and Risk Committee and the Investment Committee. Gerard has extensive forestry experience having worked in a variety of senior roles within Coillte. Gerard is currently a Coillte nominated Director of FuturEnergy Ireland. He has previously held a number of non-executive positions in a number of not-for-profit organisations, as well as being a council member of COFORD and EUSTAFOR. He is a graduate of Agriculture Science BAgSc (Forestry) from University College Dublin (UCD), holds an MBA from UCD, a Diploma in Company Direction from the Institute of Directors and has a Graduate Diploma in Science from the Australian National University. Gerard is a member of Chapter Zero Ireland.

Eleanor O'Neill



Eleanor was appointed to the Board in July 2019. She is Chair of the Remuneration Committee and is a member of the Audit and Risk Committee. She has more than 30 years' experience working in digital transformation roles in technology multinationals, Symantec, Visio, Microsoft, Marrakech, and Digital Equipment Corporation. Eleanor also serves as a non-executive director of Children's Health Ireland (CHI), the National Transport Authority (NTA) and An Post. She is an Engineering graduate of the University of Galway. In addition, she has post graduate qualifications in Systems Analysis from the University of Galway, Cybersecurity from UCD and Corporate Governance from the Institute of Directors Ireland. She is also a member of Chapter Zero Ireland.

Statutory Financial Statements

For the financial year ended
31 December 2024

Report of Directors

The Directors have pleasure in presenting their annual report together with the audited financial statements for the financial year ended 31 December 2024.

The Company

The Company was incorporated on 8 December 1988 and commenced trading on 1 January 1989 when it took over the forestry business formerly carried out by the Department of Agriculture, Food and the Marine. The related assets were acquired and liabilities assumed as at 1 January 1989.

One ordinary share is held by the Minister for Agriculture, Food, Fisheries and the Marine and the remainder of the issued share capital is held by the Minister for Public Expenditure, Infrastructure, Public Service Reform and Digitalisation.

Principal Activities, Review of the Business and Principal Risks and Uncertainties

The principal activities of the Group are forestry and forestry related activities, wood-based panel manufacturing, renewable energy and land development. The review of the business including principal risks and uncertainties as required by Sections 326 and 327 of the Companies Act 2014 is included in the Chair’s Statement, CEO Statement and the Statement on Internal Control and Risk Management sections of the Annual Report.

Results and Dividends

Details of the results of the Group are set out in the Group profit and loss account, Group statement of other comprehensive income, Group and Company balance sheets, Group and Company statements of cashflows, Group and Company statements of changes in equity and the related notes. The financial performance was delivered against the backdrop of a challenging economic environment across all core markets following the impact of ongoing inflationary pressure, coupled with continuing high interest rates impacting core end market demand. In addition to lower demand levels, core markets also experienced increased supply volumes resulting in lower pricing, most notably within the MEDITE SMARTPLY panels business. This, combined with continuing pressures on the cost base arising from increasing production costs, has further eroded margins.

Group turnover at €389.9m in 2024, is a c. 6% reduction on 2023 driven by decreased end market pricing. Operating costs increased by €15.0m (4%) year on year. Other operating gains reflecting the contribution from other asset sales of €3.3m (2023: €4.6m) were recorded during the year. Operating profit (before exceptional items and revaluation gains) decreased from €58.0m in 2023 to €17.7m in 2024. The results for 2024 include a net exceptional gain of €Nil (2023: €1.2m).

A final dividend of €0.0048 per share totalling €3.0m was paid in October 2024, relating to 2023’s financial performance bringing total dividends in respect of 2023 to €13.0m. The Board paid an interim dividend of €0.0022 per share totalling €1.4m in December 2024, relating to 2024’s financial performance.

The Board recommend a final dividend, subject to Shareholder approval, of €0.0024 per share totalling €1.5m, relating to 2024’s financial performance bringing the total proposed dividends in respect of 2024 to €2.9m.

The full result for the year after dividend was transferred to reserves.

Directors and Company Secretary

All the Directors of the Company were appointed by the Minister for Agriculture, Food, Fisheries and the Marine.

The following Directors were in office during the financial year ended 31 December 2024:

Vivienne Jupp (Chair)	Imelda Hurley
Bernie Gray (Chair)	Gerry Gray
Patrick Eamon King	Eleanor O’Neill
Gerard Murphy	Kevin McCarthy
Deirdre-Ann Barr	

- Ms. Bernie Gray retired on 12 March 2024.
- Ms. Vivienne Jupp (Chair) was appointed to the Board on 22 April 2024.
- Ms. Deirdre Coleman resigned as Company Secretary on 15 March 2025.
- Mr. Damien Jordan was appointed as Company Secretary on 15 March 2025.

The Directors and Secretary as at 31 December 2024 have no interests in the shares of the Company or its subsidiaries.

Statement of Directors’ Responsibilities in Respect of the Annual Report and the Financial Statements

The Directors are responsible for preparing the Annual report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year. Under that law, the Directors have elected to prepare the Group and Company financial statements in accordance with FRS 102 “The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland” as applied in accordance with the provisions of the Companies Act 2014.

Under company law, the Directors must not approve the Group and Company financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the Group and Company as at the end of the financial year and of the profit or loss of the Group for the financial year.

In preparing these financial statements, the Directors are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Assess the Group and Company’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and
- Use the going concern basis of accounting unless they either intend to liquidate the Group or Company or to cease operations, or have no realistic alternative but to do so.

The Directors are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the assets, liabilities, financial position and profit or loss of the Company and which enable them to ensure that the financial statements are prepared in accordance with the applicable accounting framework and comply with the provisions of the Companies Act 2014. They are responsible for such internal controls as they determine are necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the Group and to prevent and detect fraud and other irregularities.

The Directors are also responsible for preparing a directors’ report that complies with the requirements of the Companies Act 2014.

The Directors are responsible for ensuring that the corporate governance statement on pages 105 to 110 reflects the Group’s compliance with the 2016 Code of Practice for the Governance of State Bodies.

The Directors are responsible for the maintenance and integrity of the corporate and financial information included on the Company’s website. Legislation in the Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Directors’ Compliance Statement

The Directors, in accordance with Section 225 (2) of the Companies Act 2014, acknowledge their responsibility for securing the Company’s compliance with its relevant obligations specified in that section arising from the Companies Act 2014 and Irish tax legislation (“relevant obligations”). In order to secure said compliance the Directors:

- Issued a compliance policy statement setting out the Company’s policies in respect of compliance by the Company with its relevant obligations.

- Ensured that there are appropriate arrangements and structures in place and that they are satisfied that they provide reasonable assurance of compliance in all material respects with those obligations.
- Reviewed the existing arrangements and structures during the year to ensure they continue to provide reasonable assurance of compliance in all material respects with those obligations.

Corporate Governance

The Board of Coillte CGA is committed to the highest standards of corporate governance and is accountable to its shareholders for those standards. The Code of Practice for the Governance of State Bodies (2016 edition), issued by the Department of Public Expenditure, NDP Delivery and Reform, sets out the principles of corporate governance that apply to the Group. Coillte CGA was in full compliance with the Code of Practice for the financial period.

Board of Directors

During the financial year, the Board consisted of a non-executive Chair, five non-executive Directors, one executive Director and one worker representative Director. The Chair and the non-executive Directors are independent of the Company. All the Directors are appointed to the Board by the Minister for Agriculture, Food, Fisheries and the Marine for a period not to exceed five financial years (unless reappointed by the Minister) and their terms of office are set out in writing. The level of remuneration for the Board of Directors is also determined by the Minister and remuneration of non-executive Directors is not linked to performance.

The Board meets formally on a regular basis. It met on nine occasions in 2024. It has a schedule of matters specifically reserved to it for decision and is satisfied that the direction and control of the Group is firmly in its hands. The Group’s annual budget and rolling five-year financial plan are reviewed and approved by the Board. The Board receives the latest management accounts in advance of each meeting, with detailed comparison

of actual to budget included in these accounts. Board papers are circulated electronically to the Directors sufficiently in advance of each meeting to allow adequate time for review and consideration prior to Board and Committee meetings. Significant contracts, expenditure not in the normal course of business, major investments and capital expenditure are also subject to approval by the Board. Each non-executive Director brings independent judgement to bear on all matters dealt with by the Board including those relating to strategy, performance, resources and standards of conduct.

All members of the Board have access to the Company Secretary and the Group’s and Company’s professional advisors as required. This ensures that Board procedures are followed and that applicable rules and regulations are complied with. Each Director received appropriate briefing on being appointed to the Board.

Conflicts of Interest

Board members make annual disclosures of any potential or actual conflicts of interest under the Ethics in Public Office Act 1995. In addition, Board members are responsible for notifying the Company Secretary on an ongoing basis should they become aware of any change in their circumstances regarding conflicts of interest, as detailed in the Coillte Group Code of Business Conduct for Employees and Directors.

Accounting Records

The Directors believe that they have complied with the requirements of Sections 281 to 285 of the Companies Act 2014 with regard to adequate accounting records by employing accounting personnel with appropriate expertise and by providing adequate resources to the financial function. The accounting records are kept at the Group's head office at Dublin Road, Newtownmountkennedy, Co. Wicklow.

Report under Section 22 of the Protected Disclosures Act 2014

The Group has implemented a Protected Disclosures Policy in accordance with the requirements of the Protected Disclosures Act 2014.

Section 22 of the Protected Disclosures Act 2014 requires the Group to publish an Annual report relating to protected disclosures made under the Protected Disclosures Act 2014. In accordance with this requirement, the Directors confirm that no protected disclosures were made during the financial year ending 31 December 2024.

Research and Development

The Group is involved in research and development activities and during the financial year, the Group continued its research and development programme in relation to its forestry activities and in expanding the application of its MEDITE SMARTPLY products, expensing costs of €642,000 in 2024 (2023: €524,000).

Prompt Payments Regulation

The Directors acknowledge their responsibility for ensuring compliance, in all material respects, with the provisions of the Prompt Payment of Accounts Act, 1997 as amended by the European Communities (Late Payment in Commercial Transactions) Regulations 2012 - 2016 ('the Regulations').

Procedures have been implemented to identify the dates upon which invoices fall due for payment and for payments to be made by such dates.

Accordingly, the Directors are satisfied that the Company has complied with the requirements of the Regulations.

Public Spending Code

The Group has a comprehensive capital appraisal process which seeks to apply good practice and where appropriate the relevant aspects of the Public Spending Code in the appraisal and management of investment proposals. The Group is in compliance as appropriate, with current procurement rules and guidelines as set out by the Office of Government Procurement.

Subsidiary, Joint Venture and Associate Undertakings

A list of subsidiary, joint venture and associate undertakings as at 31 December 2024 is set out in note 19.

Political Contributions

There were no political contributions which require disclosure under the Electoral Act, 1997.

Events since the End of the Financial Year

There have been no events between the balance sheet date and the date on which the financial statements were approved by the Board, which would require adjustment to the financial statements.

A major storm in January 2025 (Storm Éowyn) caused significant damage to the Group's forest estate. A review of the impact of this event on the estate including the carrying value of biological assets is ongoing and will be completed during 2025. This event did not require an adjustment to the financial statements as at 31 December 2024.

Relevant Audit Information

The Directors believe that they have taken all steps necessary to make themselves aware of any relevant audit information and have established that the Group's statutory auditor is aware of that information. In so far as the Directors are aware, there is no relevant audit information of which the Group's statutory auditor is unaware.

Auditors

The Auditor, KPMG, has indicated their willingness to continue in office.

On behalf of the Board

Vivienne Jupp
Chair

Gerry Gray
Director

Date: 27 March 2025

Statement on Internal Control and Risk Management

Scope of Responsibility

On behalf of Coillte CGA, the Board acknowledges its responsibility for ensuring that an effective system of internal control is maintained along with having overall responsibility for risk management. The Board ensures that the Group's risk exposure remains proportional to the pursuit of its strategic objectives and to its longer-term goal of creating shareholder value. This responsibility takes account of the requirements of the Code of Practice for the Governance of State Bodies (2016).

Management is responsible for the identification and evaluation of significant risks applicable to their areas of business, together with the implementation of suitable internal controls. These risks are assessed on a continuous basis and may arise because of control failures, disruption to IT systems, legal and regulatory issues, market conditions and natural catastrophes. Management also reports to the Board on major changes in the business and external environment which affect risk. Where areas of improvement in the system are identified, the Board considers the recommendations of management and the Audit and Risk Committee.

Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a tolerable level rather than to eliminate it. The system can therefore provide only reasonable and not absolute assurance that assets are safeguarded, transactions authorised and properly recorded, and that

material errors or irregularities are either prevented or detected in a timely way.

The system of internal control, which accords with guidance contained in the Code of Practice for the Governance of State Bodies, has been in place in Coillte CGA for the year ended 31 December 2024 and up to the date of approval of the financial statements.

Capacity to Handle Risk

Coillte CGA has an Audit and Risk Committee (ARC) comprising of four non-executive Directors, one of whom is the Chair, one of whom is a worker representative Director and one external member with relevant expertise. Coillte CGA has also established an assurance and compliance function which is adequately resourced and conducts a programme of work agreed with the Audit and Risk Committee.

The Audit and Risk Committee operates under terms of reference which clearly outline its responsibilities with regard to internal controls and risk management systems.

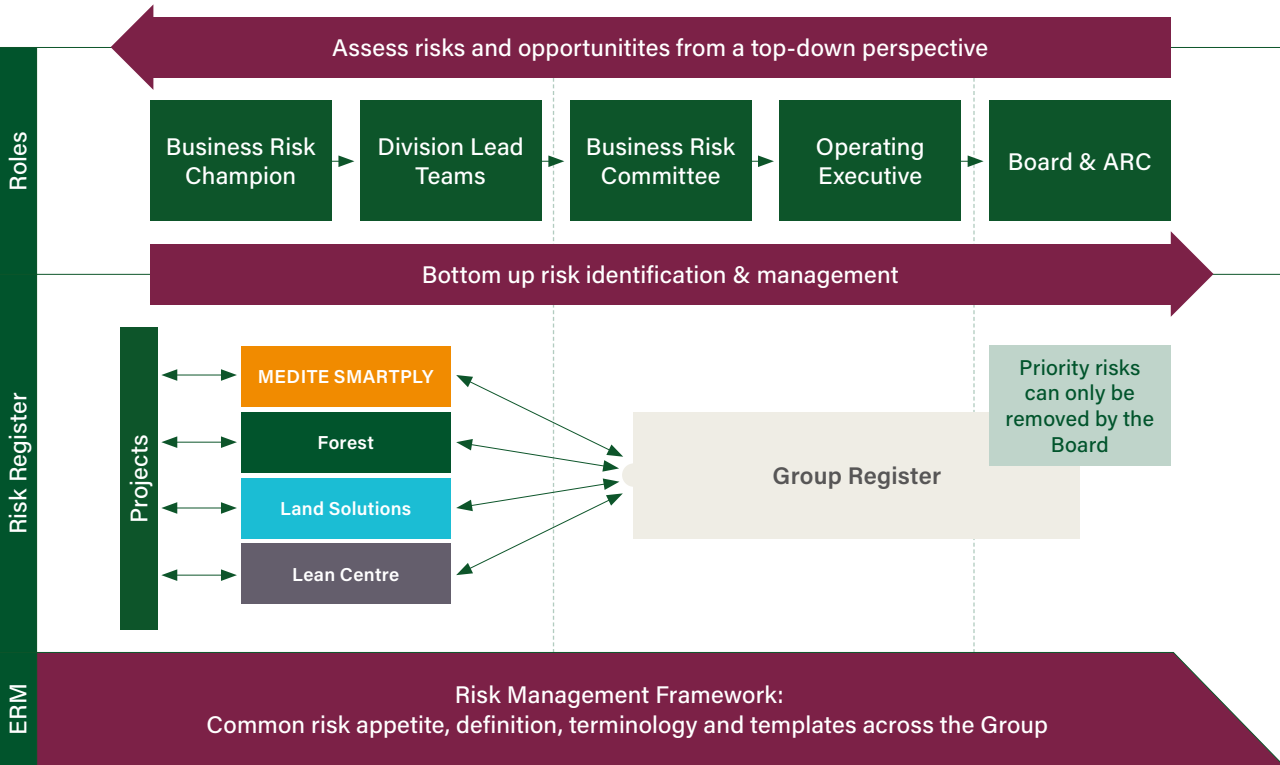
Approach to Risk Management

As part of running a successful and growing business, Coillte recognises that managing risk and opportunity can help in achieving its objectives, likewise failure to manage risk may prevent us from achieving our objectives. An effective risk management framework supports the business in the identification, evaluation and management of these risks and opportunities. We

have developed our risk management framework to be integrated into the day-to-day activities and values of the business, structured to ensure risk management is consistent and comparable across the Group and is dynamic to account for risk and opportunity development in a timely manner. We also recognise that our risk profile is constantly evolving and therefore we regularly review our risk management framework, seeking input from our stakeholders.

Risk Management Framework

Coillte's approach to risk management combines a top-down strategic assessment of risk and risk appetite, which takes account of the external business environment and any changes to the business model, along with a bottom-up identification and reporting process arising from a review and assessment of the business unit risk registers. Coillte has adopted a risk management framework based on the principles of the "three lines of defence". The key elements of the framework are shown in the table and model below:



Key Roles Summary

Oversight	
Board	Ultimately responsible for risk management across Coillte and for ensuring that an effective system of internal control is maintained. Sets the risk appetite and ensures risks are managed within appetite.
Audit & Risk Committee	Responsible for monitoring and providing challenge on the principal risks and opportunities facing the Group. Receives regular updates on risk management strategies, mitigation and action plans.
First line of Defence	
CEO and Operating Executive	Management is responsible for the identification and evaluation of significant risks together with the implementation of suitable internal controls.
Management Risk Committee	Committee responsible for setting risk strategy and ensuring risks and opportunities are consistently managed across the Group.
Second line of Defence	
Division Lead Team	Responsible for identifying and managing divisional risks, ensuring risk management frameworks are operating effectively and capturing upside of risk, where possible.
Business Risk Champions	Leads risk management within the division. Responsible for regular reporting of risks.
Third line of Defence	
Assurance and Compliance	Assurance and Compliance provide independent assurance over the control environment.

Roles and Responsibilities within the Risk Management Framework

Board	▪ Approves the Group's strategy based on an understanding of the risks and opportunities facing the Group ▪ Reviews and monitors the key risks facing the Group ▪ Approves the Group's risk appetite, policy and framework ▪ Ensures the Group has an effective risk management and internal control systems in place ▪ Approves the delegation of authority
Audit & Risk Committee (ARC)	▪ Assesses the Group's risk framework on behalf of the Board ▪ Ensures risks present an accurate reflection of risk landscape ▪ Reviews and monitors high level risks (closure, categorisation, rating and ranking) and the mitigating actions in place ▪ Sets the programme of work for Assurance and Compliance for reviewing internal control and risk management systems ▪ Reviews whistleblowing arrangements and the Group Code of Business Conduct
CEO and Operating Executive	▪ Drives culture of risk management ▪ Develops and implements the Group risk framework that is appropriate to Coillte and its business environment ▪ Ensures that the necessary resources are allocated to managing risk ▪ Assigning authority, responsibility and accountability at appropriate levels within the organisation ▪ Aligns risk management with the Group's objectives, strategy and culture ▪ Communicates the value of risk management to the organisation and its stakeholders ▪ Identification and evaluation of significant risks applicable to the business, together with the implementation of suitable internal controls
Division Lead Teams	▪ Identification and evaluation of significant risks applicable to the business ▪ Implementation of suitable internal controls and KPIs ▪ Ensures employees are aware of the risk management policy and fosters a culture where risks can be identified and escalated ▪ Documents processes and procedures ▪ Delivers training on key risk areas and policy

Roles and Responsibilities within the Risk Management Framework

Chief Risk Officer (CRO)	▪ Continuously improving risk management policy, strategy and supporting framework ▪ Chairs the Management Risk Committee and escalates risks from the Divisions to Operating Executive, ARC and/or Board ▪ Updates the Corporate risk register and advises Business Risk Champions of amendments ▪ Facilitates annual review of categorisation, rating and ranking criteria ▪ Reviews and updates Risk Policy and communicates policy to staff
Business Risk Champions	▪ Advise CRO of changes to Division Risk Register ▪ Facilitate monthly review of Division Risk Register and consider any new risks ▪ Participate in the Management Risk Committee ▪ Act as a change agent and facilitates the resolution of risk related problems
Management Risk Committee	▪ Ensures risks present an accurate reflection of Coillte’s risk landscape ▪ Ensures risks are consistently categorised, ranked and rated across the Group ▪ Identifies and co-ordinates risk training ▪ Identifies and shares best practices for managing risk
Assurance and Compliance	▪ Reviews the risk management and internal control processes ▪ Develops risk based internal audit plans which are approved by the ARC ▪ Provide independent and objective assurance on risk matters to the ARC ▪ Conduct an annual control effectiveness assessment, identify controls, KPIs, any further actions proposed to mitigate the risk

Risk Culture

It is critical that a good understanding of risk and its implications, both positive and negative, is embedded in our organisational culture. It is also critical that our culture promotes responsibility to identify, assess and manage risk in all areas of the business. Coillte’s risk culture is underpinned by our values. Our people play a key role in managing risks across our business and activities every day. We do not see risk management as a separate or oversight function within Coillte and it is embedded into how we manage our business. We have created policies and procedures to enhance risk awareness across our Group. We encourage our people to speak up in raising issues and opportunities and expect management to treat concerns seriously and professionally.

To embed a risk focused culture, we have implemented structures on financial controls, business forecasting, health & safety, training, employee welfare, contractor and stakeholder management. We have training in place for high-risk activities for our employees and contractors in activities such as factory maintenance, use of equipment, harvesting, working alone, certification, etc. The aim of this approach is to manage risks from the bottom-up, identifying risks, dealing effectively with them at a local level and ensuring that material risks are notified and highlighted to the Board and the Operating Executive. The Board and Operating Executive also assess risks and opportunities from a top-down approach and the potential impact on the Group’s strategy. As part of this top-down approach, the Board and Operating Executive review risks with a high impact and low probability. The business will assess these risks on a periodic basis to ensure the business is resilient to the potential impact.

The Audit and Risk Committee reviews the risk register as a standing meeting agenda item. This provides a challenge to Executive management on how risks are being mitigated and sets the tone from Board to management on risk management matters. Our internal audit function plays a key role, providing additional oversight and reporting on how risks are being managed to the Audit and Risk Committee. This process of bottom-up and top-down analysis and oversight provides the basis for the monitoring and assessment of risks, including the identification of emerging risks.

Risk Appetite

Coillte has set out a risk appetite within the Risk Management Framework. This is used to set risk appetite at the Group level across different risk dimensions, from where the Group is prepared to take on a certain level of risk to limited or zero risk.

The risk appetite is utilised in annual business planning process by defining the desired forward-looking risk profile of the Group in achieving strategic objectives. A full review of the Risk Appetite is undertaken by the Board every three years with the most recent completed in 2024. The establishment of a clearly articulated risk appetite clarifies the level of risk Coillte is willing to accept, which also ensures that management and the Board align their views on risk and that investments and expenditures are considered in light of that appetite.

Risk Assessment

Coillte maintains a risk register at Group and divisional levels. Risk is assessed in a systematic and collaborative way, drawing on the knowledge and views of stakeholders. Group risks are reviewed quarterly by the Board.

Divisional Risk Register	Each division maintains its own risk register and is updated as part of the monthly division meetings. Any material developments and emerging risks are escalated to the Group register.
Group Risk Register	The Group register is a consolidation of the divisional risks and priority risks are reviewed with the Board and the ARC on a quarterly basis. Priority risks can only be removed from the Group register by the Board.



The risk assessment process is forward-looking and uses the best available information to identify risks, evaluate risks and develop mitigating actions. The key steps in the risk assessment stage are:

- Risk identification,
- Risk analysis,
- Risk evaluation,
- Risk mitigations and
- Monitoring and review.

Risk Identification	The purpose of risk identification is to find, recognise and describe risks and opportunities that might help or prevent Coillte from achieving its objectives. Coillte relies on all of its people to identify risk but it also supplements this process with: ▪ Workshops with the Board as part of the Annual Strategy Review; ▪ Ireland's National Risk Assessment; ▪ World Economic Forum's annual 'Global Risks' Report; ▪ Engagement with peer companies; ▪ PWC pulse survey; ▪ Gartner emerging risk universe; ▪ The five climate change scenarios developed by the IPCC (Inter-governmental Panel on Climate Change).
Risk Analysis	The purpose of the risk analysis stage is to consider the residual risk or opportunity under the following headings: ▪ the effectiveness of existing controls; ▪ the likelihood of events and consequences with the controls in place; ▪ the nature and magnitude of consequences with controls in place.
Risk Evaluation	The purpose of the risk evaluation stage is to support the business in determining where additional action is required. Once a risk has been identified and assessed, taking into consideration existing controls, the Risk Owner should consider whether the risk is within the Risk Tolerance. The relatively of the risk scoring to the risk tolerance, can support management in determining where additional action is required. This can lead to a decision to: ▪ do nothing further; ▪ consider risk treatment options; ▪ undertake further analysis to better understand the risk; ▪ maintain existing controls; ▪ reconsider objectives.
Risk Mitigations	Selecting the most appropriate risk mitigation involves balancing the potential benefits derived in relation to the achievement of the objectives against costs, effort or disadvantages of implementation. Options for treating risk may involve one or more of the following: ▪ avoiding the risk by deciding not to start or continue with the activity that gives rise to the risk; ▪ taking or increasing the risk in order to pursue an opportunity; ▪ removing the risk source; ▪ changing the risk likelihood; ▪ changing the consequences; ▪ sharing the risk (e.g. through contracts, buying insurance); ▪ retaining the risk by informed decision.
Monitoring and Review	The risks are documented in the division and Group register and updated and reviewed as part of the monthly division and Group meetings.

Climate Risks

During the year, the Group progressed its strategic initiative focused on Enhancing Forest Biodiversity and Resilience. As our forest asset is a biological asset linked to the environment, our risk processes in how we manage operational activities have always been focused on managing this risk. Our forestry strategic vision has identified a range of climate-smart mitigation measures that can be applied across the forest estate to increase removals of CO₂ from the atmosphere and improve the store of carbon in our estate. We also recognise the risks that climate change present to our forest estate in terms of species suitability, productivity, and abiotic and biotic threats such as disease, storm and fire. Consequently, we will work to better understand how we can manage and diversify our estate to ensure that our forests are resilient and can adapt to a changing climate.

Coillte’s overall risk management framework integrates climate risks as part of the overall process. It includes pre-determined risk appetite in relation to sustainability and environment established by the Board. As part of the risk assessment process, the Board considers the IPCC climate change scenarios to identify risks to be included in the risk management framework.

Climate change has the potential to affect our business in various ways. While these may not be severe in the short term, we believe climate-related risks are likely to have a medium and long-term impact on our business. We have identified both transition (forest regulation, climate change transition) and physical risks (climate change impact on the forest asset) as part of our principal risks. Further analysis of the climate risk is disclosed in the sustainability section of the annual report pages 58 to 64.

Emerging Risks

The risk management framework enables the Group to identify, analyse and manage emerging risks to help ascertain exposures as soon as possible. The process for identifying emerging risks is managed as part of the process that identifies the principal risks. Emerging risks are monitored and reviewed in conjunction with principal risks.

Principal Risks

The principal risks that have the potential to have a significant impact upon the Group’s strategic objectives are set out in the following pages, together with an indication of the strategic objective to which they relate, the principal mitigations, the developments in relation to the risk during 2024.

Regulatory

Forestry Regulation

Forests for climate

Forests for nature

Forests for wood

Forests for people

Risk Description	Our main forestry activities (afforestation, harvesting & roading) are subject to licence under the 2014 Forestry Act and new rules and regulations can be developed.
Impact	Regulatory impacts on the flow of Felling Licences and Road Permits. Any disruption in the licensing process can disrupt timber supply.
How we manage the risk?	The Group has put a three-year rolling plan in place to manage the licensing process. Coillte has also developed a regulatory strategy to ensure we directly engage on key Irish and EU regulations and policies. The Group consistently tracks policy changes and monitors adherence to processes within operations and engages regularly with DAFM and EUSTAFOR on national and EU policy developments.
2024 Developments	The impact of the Government approved forestry programme 2023-2027 and the Forest strategy to 2030 continued to be monitored through 2024. Both felling and road licence approvals have increased compared to prior years.

Renewable Energy Market and Regulation

Forests for climate

Risk Description	The Group has significant renewable energy assets in development on Coillte land which are subject to various laws and regulations from planning to noise compliance along with market mechanisms for the energy sector.
Impact	Any changes in the energy market and regulation can have a direct impact on the financial viability of our or third-party renewable projects on Coillte land. This can lead to an impairment in the asset and/or reduced profitability.
How we manage the risk?	The Group through its joint venture, FuturEnergy Ireland (FEI) has dedicated resources which focus on understanding regulatory changes in this sector and ensuring our projects take accounts of these changes.
2024 Developments	The planning environment continues to be challenging for onshore wind farms. However recent High Court judgements have indicated a need for planning to consider the EU priority for renewable energy projects.



Strategic

Stakeholder Management

Forests for climate

Forests for nature

Forests for wood

Forests for people

Risk Description	The view of the stakeholder is a key success factor in delivering our strategy.
Impact	The Company cannot deliver the Group's strategy or complete strategic investments without stakeholder support. This could impact on the long-term viability of the Group.
How we manage the risk?	The Group has open channels of communication with key stakeholders and focuses its communications to showcase the multi-functional value of forests and the benefits they deliver to the public centred across four strategic pillars, forests for climate, forests for nature, forests for wood and forests for people.
2024 Developments	During 2024, the Group conducted extensive stakeholder engagement and a media campaign focused on building awareness of the multiple benefits of forestry.

Capital Investment

Forests for climate

Forests for nature

Forests for wood

Forests for people

Risk Description	The Group's strategy is reliant on the delivery of a number of significant capital projects.
Impact	Large scale capital projects have a significant cost and any delays in the delivery of the project can result in increased costs, reduced financial return and reduced confidence from our shareholders.
How we manage the risk?	Regular meetings of the Board Investment Committee are held in line with their terms of reference. Additionally, monthly meetings of the Strategic Investment Governance Group take place. There is monthly reporting on strategic investments to the Board and all key large scale projects have dedicated resources in place.
2024 Developments	Commissioning of the first constructed windfarm in FuturEnergy Ireland was completed (Lenalea) during 2024. The Group also received planning permission for a boiler replacement in MEDITE which will be a significant investment over the next number of years.



Strategic

Bare Land Access

Forests for climate

Forests for nature

Forests for wood

Risk Description	The Group's ability to deliver afforestation targets is dependent on access to or acquisition of bare land.
Impact	Inability to access or acquire bare land suitable for planting could impact on the Group's ability to meet its afforestation targets.
How we manage the risk?	Regular meetings with the Forest Service to highlight afforestation challenges. There is monthly reporting of acquisitions to the Board.
2024 Developments	Access to bare land suitable for planting is challenging. The new forestry programme launched early in 2024 has led to increased complexity in obtaining Forestry Service approval for planting land. There is also increased competition for bare land. This risk is impacting the whole sector where the overall national planting programme remains below the target.



Financial

Market Volatility and Economic Downturn

Forests for wood

Risk Description	The Coillte Group is highly dependent on commodity products in the construction sector in Ireland and the UK which are highly cyclical and influenced by global and national markets.
Impact	Depending on the severity of the cycle, it can lead to a mild or severe reduction in revenues.
How we manage the risk?	The Group has a Treasury Committee in place to manage exposures to foreign exchange, interest rates and to monitor its energy costs. Given the size of the Group's operations, the cost of hedging exposure to commodity product price risk exceeds any potential benefits. The Directors will revisit the appropriateness of this hedging policy should the Group's operations change in size or nature.
2024 Developments	The Group continues to invest in its brand programmes and promotes increasing the use of timber in construction. The impact of potential US tariffs in 2025 is being considered.

Legal Cases

Forests for wood

Risk Description	The Group has a number of ongoing legal disputes.
Impact	An unfavourable outcome of these disputes could cause financial loss to the Company and reputational damage.
How we manage the risk?	The Group has adequate provisions in place and an active engagement process.
2024 Developments	The Group is continuing to engage and will seek to resolve any disputes.

Financial

Inflation

Forests for climate

Forests for nature

Forests for wood

Forests for people

Risk Description	Erosion of margin and profit due to significant cost increases.
Impact	Impact of price increases on key inputs (e.g. fuel, resin, etc.) driven by inflation which may not be passed on to the end markets in the long term.
How we manage the risk?	Quarterly forecasting is undertaken to measure the impact of cost increases on profit margins and profits. Where possible, flexible cost base enablers are developed to assist in cost management. Long term contracts are put in place to ensure an element of protection and certainty in relation to resin and energy costs.
2024 Developments	A cost base assessment was performed in 2024 and the cost base continues to be monitored.

Operational

Climate Change Impact on the Forest Asset

Forests for climate

Forests for nature

Forests for wood

Risk Description	Climate change can have a direct impact on Coillte’s forests through risks such as from pest, disease, fire, drought and storms.
Impact	A significant event in this area results in direct economic loss through reduced operating profit and reduced value of forest assets. The Group also faces additional costs for clean-up or prevention costs. A significant event in this area would also put a strain on the organisation’s resources and operations.
How we manage the risk?	The Group has a dedicated National Estates Risk Manager in place who ensures there is a Biotic Risk Outbreak Management Plan developed and reviewed annually, a Windstorm Contingency Plan in place and that Fire Plans are in place for all Business Area Units (BAUs). There is also a Fire Management Improvement Plan in place along with a training programme.
2024 Developments	Coillte has continued to engage with regulators and other forestry companies across the UK and Europe on pest outbreaks. Recent wind events have shown the resilience of the team to respond to the events but highlighted the vulnerability of third party infrastructure located on the estate.

Attracting Labour to the Industry

Forests for climate

Forests for nature

Forests for wood

Forests for people

Risk Description	Inability to attract people to work in the industry and the business.
Impact	Risk to successful execution of the Group Strategy and the long-term growth of the industry. It could lead to upward pressure on costs.
How we manage the risk?	The Group engages with Third Level Educational Institutions to attract high quality forestry and business graduates. Wider use of graduate programmes across the Group. Access to further education for existing staff. Strong DEI campaign to ensure employee engagement and wellbeing. Long term contracts and letters of support are offered to attract contractors to the industry.
2024 Developments	A number of scholarships were awarded in 2024 and the 2025 scholarship programme was launched. A people strategy has been developed to ensure we continue to attract suitably qualified labour to the industry while a national Forestry Education and Training forum has been established.

Operational

Health and Safety

Forests for climate

Forests for nature

Forests for wood

Forests for people

Risk Description	The forest and panel board sector and the construction of wind farms are industries and activities where health and safety risks are inherently prominent.
Impact	A serious health and safety incident could have a significant impact on the welfare of our employees, contractors or partners. It could also impact the Group’s operational and financial performance, as well as the Group’s reputation.
How we manage the risk?	Health and Safety committees are in place in each part of the Group which are responsible for: the implementation of safety legislation and guidelines; the implementation of a safe system of work; safety reporting and investigation; safety improvement planning; appropriate training for all employees and contractors; and internal safety audits. Additional reporting to the Board includes reviews of progress made against safety plans as well as a Group Safety Forum which met in 2024 with a Board representative present focused on shared learnings and input from external experts on specific topics.
2024 Developments	The Group commits significant resources to driving health and safety training to ensure employees can complete their work safely. Continued focus on health and safety during 2024 with appropriate training for all employees and contractors, and additional focus on increasing compliance rates.

Talent Management and Succession Planning

Forests for climate

Forests for nature

Forests for wood

Forests for people

Risk Description	The ability to retain and develop talent is key to the success of the Group.
Impact	A poor talent management and succession planning process will limit our ability to execute the strategy.
How we manage the risk?	The Group has a number of actions in place ranging from succession planning to the development of internal talent as part of a performance management process and employee engagement and wellbeing strategies to retain and develop our people.
2024 Developments	A refreshed people strategy with a five-year view to attract and retain staff has been drafted. Work on succession planning has been completed and a leadership development programme has been designed which will be implemented in 2025.

Operational

Key Equipment Failure		Forests for wood
Risk Description	Failure of key equipment.	
Impact	Failure of key equipment could result in significant capacity constraints and extended plant stoppages and potential economic loss.	
How we manage the risk?	Condition of ageing equipment is monitored through a structured and centralised Maintenance Management System. Capital expenditure plans are reviewed and implemented annually. Prioritisation and execution of critical projects exists across all economic cycles.	
2024 Developments	Planning permission for the new boiler replacement in MEDITE has been obtained. The procurement process to appoint the main vendors has been completed.	
Climate Change Transition and Legal Disclosures		Forests for climate Forests for wood
Risk Description	EU and national climate targets will require a change to the business model.	 
Impact	The transition to a zero carbon and biodiversity focused economy could lead to new regulation, carbon taxes and deployment of new technology. This transition will also require enhanced reporting requirements including potentially via a CSRD framework. The quality of reporting disclosure can impact on Coillte's sustainability credentials, reputation and access to finance.	
How we manage the risk?	Sustainability governance fully developed, integrated and reported. Progress on climate change transition and the development of legal disclosures monitored and reported. NewERA Climate Action Framework adapted, and progress reported. Carbon reduction targets approved and verified externally. Carbon data management and assurance process in place.	
2024 Development	During 2024, the carbon emissions for 2023 were assessed and the climate scenario analysis completed. Sustainability now included in annual statutory reporting. Carbon reduction targets submitted for verification. The Double Materiality Assessment (DMA) has commenced as part of preparation for potential CSRD adoption.	

Operational

Cyber Security		Forests for climate Forests for wood
Risk Description	Cyber security infiltration and data leakage.	 
Impact	Potential extended outage of critical technology and systems from cyber-attacks or financial loss as a result of a successful phishing exercise.	
How we manage the risk?	The Group continues to improve and invest in information security processes and services which further increase our protection against IT system infiltration. Employee training and awareness.	
2024 Developments	There was continued focus in 2024 on increasing awareness and training of staff and ensuring robust hardware and software support to employees.	
Loss of Forest Certification		Forests for wood
Risk Description	Loss of forest certification.	
Impact	Loss of forest certification could limit access to markets for sustainable wood products.	
How we manage the risk?	There is a dedicated Certification Manager in place. Internal audit team in place with audits conducted throughout the year. Continuous training for employees and contractors conducted. A new FSC Standard Working Group has been established.	
2024 Developments	Coillte successfully completed the 2024 dual certification audit. Following publication of an updated FSC standard Coillte established a Working Group which is engaging with other forestry companies on compliance with the updated standard and also to assess how Coillte will comply with the new requirements.	

Ongoing Monitoring and Review

Formal procedures have been established for monitoring control processes and control deficiencies are communicated to those responsible for taking corrective action and to management and the Board, where relevant, in a timely way. We confirm that the following ongoing monitoring systems are in place:

- key risks and related controls have been identified and processes have been put in place to monitor the operation of those key controls and report any identified deficiencies,
- reporting arrangements have been established at all levels where responsibility for financial management has been assigned, and
- there are regular reviews by senior management of periodic and annual performance and financial reports which indicate performance against budgets/forecasts.

As documented in the Code of Practice for the Governance of State Bodies, to comply with the requirement to ensure periodic review of the effectiveness of the risk management, in Q2 2022, Marsh Advisory was engaged by Coillte to undertake a maturity review of the Group's risk management framework including Governance, Core Risk Management Processes and Resources and Infrastructure. The findings from this review were fully implemented and a new review is planned to take place in 2025.

During 2024, risk workshops were conducted with the Board, Operating Executive and each divisional team at which risks' wording, scoring and appetites were reviewed. New/emerging risks identified during these workshops were included on the Register. Control effectiveness reviews for risks continue to be conducted annually.

Board and ARC Risk Focus

The key activities undertaken by the Board and the Audit and Risk Committee during 2024 in respect of risk were:

- Review of the Annual Group Risk Plan
- Deep dives on key risks
- Quarterly risk reports including emerging risks
- External assessment of the Assurance and Compliance function processes
- Review and approval of a new risk appetite and tolerance for the Group
- Annual Risk Workshop

Procurement

The Board confirms that Coillte CGA has procedures in place to facilitate compliance with current procurement rules and guidelines.

Review of Effectiveness

The Board confirms that Coillte CGA has put in place appropriate procedures to monitor the effectiveness of its risk management and control procedures. Coillte CGA's monitoring and review of the effectiveness of the system of internal financial control is informed by the work of the internal and external auditors, the Audit and Risk Committee which oversee its work, and the senior management within Coillte CGA responsible for the development and maintenance of the internal financial control framework.

Internal Control Issues

No weaknesses in internal control were identified during the year ended 31 December 2024 that require disclosure in the financial statements.

Vivienne Jupp
Chair

Gerry Gray
Director

Date: 27 March 2025

Governance Statement and Board Members' Report

Governance

The Board of Coillte CGA was established under The Forestry Act, 1988. The Board is accountable to the Minister for Agriculture, Food, Fisheries and the Marine and is responsible for ensuring good governance and performs this task by setting strategic objectives and targets and taking strategic decisions on all key business issues. The regular day-to-day management, control and direction of Coillte CGA is the responsibility of the Chief Executive Officer (CEO) and the senior management team. The CEO and the senior management team follow the broad strategic direction set by the Board and ensure that all Board members have a clear understanding of the key activities and decisions related to the Group, and of any significant risks likely to arise. The CEO acts as a direct liaison between the Board and management of Coillte CGA.

Board Responsibilities

Matters specifically reserved for Board decision are set out in the Register of Delegated Authority and include the following:

- Approval of acquisitions and disposal of property and land assets of Coillte or its subsidiaries of €2,000,000 and above;
- Investments, shareholder loans and capital project expenditure exceeding €3,500,000;
- Approval of disposal of assets (other than property) to a single purchaser with a value of €2,000,000 and above;
- Approval of delegated authority levels, treasury policies and risk management policies;

- Approval of terms of major contracts exceeding €3,000,000 in value and five years in duration;
- Approval of current expenditure (including Forest Operational CAPEX) exceeding €10,000,000;
- Approval of expenditure outside of the ordinary course of business exceeding €500,000;
- Approval of policy on determination of senior management remuneration;
- Appointment, remuneration and assessment of the performance of, and succession planning for, the CEO;
- Approval of Union pay agreements exceeding 3 years in duration and an increased cost exceeding €1.5m in value for the duration of the agreement;
- Approval of annual budgets and corporate plans;
- Approval of dividend policy;
- Approval of asset sales to Directors or their families or connected persons;
- Pre-approval of all shareholder reserved matters;
- Approval of all loan facilities;
- Approval of authorised signatories including use of the Company Seal;
- Approval of all corporate governance guidelines;
- Initiation of Judicial Review proceedings by Coillte CGA and subsidiaries; and
- Approval of certain FuturEnergy Ireland related Board Reserved Matters.

Standing items considered by the Board at each meeting include:

- declaration of interests,
- reports from committees,
- health & safety update,
- financial reports/management accounts, and
- performance reports.

The Board is responsible for keeping adequate accounting records which disclose, with reasonable accuracy at any time, its financial position and enables it to ensure that the financial statements comply with Sections 281 – 285 of the Companies Act 2014. The maintenance and integrity of the corporate and financial information on the Coillte CGA's website is the responsibility of the Board.

The Board is responsible for approving the annual plan and budget. An evaluation of the performance of Coillte CGA by reference to the 2024 annual plan and budget was carried out in February 2025.

The Board is also responsible for safeguarding its assets and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Board considers that the financial statements of Coillte CGA give a true and fair view of the financial performance of Coillte CGA for the year ended 31 December 2024 and of its financial position at that date.

Board Structure

The Board consists of seven ordinary members and a worker representative member all of whom are appointed by the Minister for Agriculture, Food, Fisheries and the Marine. The members of the Board were appointed for a period of five years, unless otherwise stated, and meet on a regular basis. The table below details the appointment date for current members:

Board Member	Role	Date Appointed
Deirdre-Ann Barr	Ordinary Member	7 November 2022
Gerry Gray	Ordinary Member	26 February 2023 (reappointed for 4 and half years)
Imelda Hurley (CEO)	Ordinary Member	24 January 2022
Vivienne Jupp	Chair	22 April 2024
Patrick Eamon King	Ordinary Member	26 February 2023 (reappointed for 4 years)
Kevin McCarthy	Worker Representative Director	19 May 2020
Gerard Murphy	Ordinary Member	13 December 2024 (reappointed for 4 years)
Eleanor O’Neill	Ordinary Member	24 July 2024 (reappointed for 2 years)

The Board continually strives to improve its effectiveness. This is done on an informal, ongoing basis by discussion amongst board members with feedback to the Chair in place for each meeting. The Board conducts an annual evaluation of its own performance and that of its Committees. The evaluation provides assurance that the Board is committed to the highest standards of governance. The evaluation is led by the Chair and supported by the Company Secretary. In addition, an independent evaluation of Board effectiveness is conducted every three years, with such exercise ongoing in 2025.

Three committees of the Board were in existence during 2024, as follows:

Audit and Risk Committee

Members during 2024: Gerry Gray (Chair), Eleanor O’Neill, Gerard Murphy, Kevin McCarthy and Tommy Doherty (external member).

The Audit and Risk Committee comprises non-executive Directors, the Worker Representative Director and one independent member and operates under formal terms of reference. It met on four occasions in 2024. The role of the Audit and Risk Committee is to support the Board in relation to its responsibilities for issues of risk, control and governance and associated assurance as well as supporting the Board in its responsibilities with respect to sustainability and climate change. The Audit and Risk Committee is independent from the financial management of the organisation. In particular, the Audit and Risk Committee ensures that the internal control systems, including internal audit activities, are monitored actively and independently. The Audit and Risk Committee reports formally to the Board after each meeting.

The Audit and Risk Committee may review any matters relating to the financial affairs of the Group, in particular, the annual financial statements, the financial control framework, the Assurance and Compliance function (including internal audit), reports of the external and internal auditors and proposed changes to accounting policies. The Chief Executive, Chief Financial Officer, the Assurance and Compliance Director and other senior managers are normally invited to attend these meetings as appropriate. The Audit and Risk Committee oversees the selection

process for the appointment of the external auditors (which includes agreeing audit fees) and makes a recommendation to the Board in this regard. The Audit and Risk Committee meets with the external auditors to plan and subsequently review the results of the annual audit. The external auditors also meet privately with the Audit and Risk Committee. The Assurance and Compliance Director reports directly to the Audit and Risk Committee and the Audit and Risk Committee is responsible for approval of the internal audit plan. The Assurance and Compliance Director also meets privately with the Audit and Risk Committee on an annual basis.

A framework to formally identify risk and assess the effectiveness of internal controls has been established. The Assurance and Compliance function monitors the Group’s control systems by examining financial reports, by testing the accuracy of the reporting of transactions and by otherwise obtaining assurance that the systems are operating in accordance with the Group’s objectives. Management’s response to significant risks identified and their reporting procedures are also evaluated.

Remuneration Committee

The role of the Remuneration Committee is to advise the Board with regard to policy on executive remuneration in the Group and to give guidance and advice to the CEO regarding the implementation of the Board’s policy as applied to the senior management.

The members of the Committee during 2024 were Eleanor O’Neill (Chair), Patrick Eamon King, Deirdre-Ann Barr and Vivienne Jupp (appointed 27 June 2024). It met on seven occasions in 2024.

Investment Committee

The role of the Investment Committee is to advise the Board with regard to the status of existing strategic projects across the Group against project milestones, to recommend and advise on new projects of scale and to review the risk assessment of each Strategic Project.

The members of the Committee during 2024 were Patrick Eamon King (Chair), Gerry Gray, Gerard Murphy and Deirdre-Ann Barr. It met on six occasions in 2024.

Schedule of Attendance and Fees

A schedule of attendance at the Board meetings for 2024 is set out below, together with the fees received by each member:

	Board Meetings attended	Fees	Salary	Pension Contribution	Taxable Benefits	2024 Total	2023 Total
	(9 held)	€'000	€'000	€'000	€'000	€'000	€'000
Directors							
Bernie Gray ¹	2/2	-	-	-	-	-	22
Vivienne Jupp ²	6/6	16	-	-	-	16	-
Gerry Gray	9/9	13	-	-	-	13	13
Patrick Eamon King	9/9	13	-	-	-	13	13
Eleanor O'Neill	9/9	13	-	-	-	13	13
Gerard Murphy	9/9	13	-	-	-	13	13
Kevin McCarthy	9/9	13	30	-	-	43	79
Frank Hayes ³	N/A	-	-	-	-	-	9
Deirdre-Ann Barr	9/9	13	-	-	-	13	13
		94	30	-	-	124	175
Chief Executive							
Imelda Hurley	9/9	-	224	56	21	301	301
		94	254	56	21	425	476

¹ Ms. Gray retired on 12 March 2024.
² Ms. Jupp (Chair) was appointed to the Board on 22 April 2024.
³ Mr. Hayes resigned from the Board on 21 September 2023.

Disclosures Required by Code of Practice for the Governance of State Bodies (2016)

The Board is responsible for ensuring that Coillte CGA has complied with the requirements of the Code of Practice for the Governance of State Bodies (“the Code”), as published by the Department of Public Expenditure, NDP Delivery and Reform in August 2016. The following disclosures are required by the Code:

Employee Short-Term Benefits

Employees’ short-term benefits in excess of €50,000 are categorised into the following bands:

Range		Number of Employees	
From	To	2024	2023
€50,000	€74,999	285	274
€75,000	€99,999	177	183
€100,000	€124,999	83	70
€125,000	€149,999	21	13
>€150,000		14	9

Note: For the purposes of this disclosure, short-term employee benefits in relation to services rendered during the reporting period include salary, overtime allowances and other payments made on behalf of the employee but exclude employer’s PRSI. Remuneration of key management, being those people having the authority and responsibility for planning, directing and controlling the activities of the Group, is separately disclosed in note 8 and not included above.

Consultancy Costs

Consultancy costs include the cost of external advice to management that contributes to decision making or policy making and exclude outsourced ‘business-as-usual’ functions.

	2024	2023
	€'000	€'000
Legal advice	271	569
Financial/actuarial advice	328	323
Marketing	625	542
Business Improvement	1,218	1,091
Other	112	177
Total Consultancy	2,554	2,702
	2024	2023
	€'000	€'000
Consultancy costs capitalised	405	309
Consultancy costs charged to the profit and loss account	2,149	2,393
	2,554	2,702

Legal Proceedings and Settlements

The table below provides an analysis of amounts recognised as expenditure in the reporting period in relation to legal proceedings, settlements and conciliation and arbitration proceedings relating to contracts with third parties. This does not include expenditure incurred in relation to general legal advice received by Coillte CGA, which is disclosed in Consultancy costs above.

	2024	2023
	€'000	€'000
Legal proceedings	169	335
Conciliation and arbitration payments	-	-
Settlements	209	371
	378	706

Travel and Subsistence Expenditure

Travel and subsistence expenditure incurred during the reporting period was:

	2024	2023
	€'000	€'000
Domestic		
· Board*	10	11
· Employees	1,316	1,407
International		
· Board*	2	2
· Employees	493	468
	1,821	1,888

* comprises travel and subsistence expenses payable directly to Board members.

Hospitality Expenditure

Hospitality expenditure incurred during the reporting period was as follows:

	2024	2023
	€'000	€'000
Staff hospitality	93	90
Client hospitality	200	200
	293	290

Official Languages Act

Coillte is committed to meeting its obligations under the Official Language Acts 2003 & 2021 (the "Official Languages Act"). In accordance with Section 4B(a) of the Official Languages Act, the Company Secretary has been appointed to oversee performance and report to the CEO on Coillte's obligations. During 2024, the obligation under Section 10A (Advertising by Public Bodies) requiring a minimum of 20% (10A. (1)(b)) of all advertising undertaken to be in the Irish language was met. Coillte also met the obligation of 5% of annual advertising spend on Irish language media as prescribed under Section 10A. (1)(b).

Compliance with Code of Practice for the Governance of State Bodies

Coillte CGA complies with the Code of Practice for the Governance of State Bodies, which sets out the principles of corporate governance which the Boards of State Bodies are required to observe.

Vivienne Jupp Gerry Gray
Chair Director

Date: 27 March 2025

Independent Auditor's Report

to the Members of Coillte Cuideachta
Ghníomhaíochta Ainmnithe

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Coillte Cuideachta Ghníomhaíochta Ainmnithe ('the Company') and its consolidated undertakings ('the Group') for the year ended 31 December 2024 set out on pages 114 to 170, which comprise the Group profit and loss account, the Group statement of other comprehensive income, the Group and Company balance sheets, the Group and Company cash flow statements, the Group and Company statements of changes in equity and related notes, including the summary of significant accounting policies set out in note 3.

The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland issued in the United Kingdom by the Financial Reporting Council.

In our opinion:

- the financial statements give a true and fair view of the assets, liabilities and financial position of the Group and Company as at 31 December 2024 and of the Group's profit for the year then ended;

- the financial statements have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- the financial statements have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors’ use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group’s or the Company’s ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The directors are responsible for the other information presented in the Annual Report together with the financial statements. The other information comprises the information included in the directors’ report, Financial Performance section, 2024 Highlights section, the Chair’s statement, the CEO’s statement, the Business Overview, the Statement of Internal Control and Risk Management and the Governance Statement and Board Members’ Report. The financial statements and our auditor’s report thereon do not comprise part of the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except as explicitly stated below, any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether, based on our financial statements audit work, the information therein is materially misstated or inconsistent with the financial statements or our audit knowledge. Based solely on that work we have not identified material misstatements in the other information.

Based solely on our work on the other information undertaken during the course of the audit, we report that:

- we have not identified material misstatements in the directors’ report;
- in our opinion, the information given in the directors’ report is consistent with the financial statements;
- in our opinion, the directors’ report has been prepared in accordance with the Companies Act 2014.

Our opinions on other matters prescribed by the Companies Act 2014 are unmodified

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors’ remuneration and transactions required by Sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

Under the Code of Practice for the Governance of State Bodies (“the Code”) we are required to report to you if the statement regarding the system of internal financial control required under the Code on page(s) 86 to 104 does not reflect the Group’s compliance with paragraph 1.9 (iv) of the Code or if it is not consistent with the information of which we are aware from our audit work on the financial statements and we report if it does not.

Respective responsibilities and restrictions on use

Responsibilities of directors for the financial statements

As explained more fully in the directors’ responsibilities statement set out on page 82, the directors are responsible for: the preparation of the financial statements including being satisfied that they give a true and fair view; such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; assessing the Group and Company’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and using the going concern basis of accounting unless they either intend to liquidate the Group or the Company or to cease operations, or have no realistic alternative but to do so.

Auditor’s responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A fuller description of our responsibilities is provided on IAASA’s website at <https://iaasa.ie/publications/description-of-the-auditors-responsibilities-for-the-audit-of-the-financial-statements/>.

The purpose of our audit work and to whom we owe our responsibilities

Our report is made solely to the Company’s members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the Company’s members those matters we are required to state to them in an auditor’s report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company’s members, as a body, for our audit work, for this report, or for the opinions we have formed.

Colm O’Sé
for and on behalf of
KPMG
Chartered Accountants, Statutory Audit Firm

1 Stokes Place, St. Stephen’s Green, Dublin 2

Date: 27 March 2025

Group Profit and Loss Account

Financial year ended 31 December 2024		2024	2023
	Notes	€'000	€'000
Turnover	5	389,931	413,899
Cost of sales		(279,255)	(267,179)
Gross profit		110,676	146,720
Distribution costs		(36,111)	(35,065)
Administrative expenses		(60,150)	(58,276)
Other operating gains	10	3,262	4,617
Operating Profit before exceptional items and revaluation gains		17,677	57,996
Gain on revaluation of investment properties	17	1,059	1,788
Exceptional items	9	-	1,245
Operating profit	6	18,736	61,029
Share of joint venture losses	19	(2,924)	(1,851)
Share of associate profits	19	1,046	2,414
Profit before interest and taxation		16,858	61,592
Interest receivable and similar income	11	2,852	4,308
Interest payable and similar charges	11	(758)	(1,015)
Profit on ordinary activities before taxation		18,952	64,885
Tax on profit on ordinary activities	13	(4,110)	(11,399)
Profit for the financial year		14,842	53,486

Group Statement of Other Comprehensive Income

Financial year ended 31 December 2024		2024	2023
	Notes	€'000	€'000
Profit for the financial year		14,842	53,486
Other comprehensive income/(expense):			
Re-measurement net defined benefit pension gain/(expense)	14	8,225	(3,068)
Movement on deferred tax relating to defined benefit pension liability	13	(349)	120
Effective portion of changes in fair value of cash flow hedges			
Fair value movement on cash flow hedges	24	(608)	(1,817)
Cash flow hedges – reclassification to profit and loss account	24	(1,191)	153
Deferred tax effect of fair value movement on cash flow hedges	13	(214)	133
Share of other comprehensive (expense)/ income of associates	19	(612)	1,967
Other comprehensive income/(expense) for the financial year, net of tax		5,251	(2,512)
Total comprehensive income for the financial year		20,093	50,974

Group Balance Sheet

At 31 December 2024		2024	2023
	Notes	€'000	€'000
Fixed assets			
Intangible assets	15	7,995	8,456
Tangible assets	16	649,755	646,006
Investment properties	17	32,371	31,312
Biological assets	18	942,504	927,798
Investments	19	8,918	13,865
		1,641,543	1,627,437
Current assets			
Stocks	20	45,667	42,162
Debtors	21	103,222	106,321
Cash at bank and in hand		56,890	64,926
		205,779	213,409
Creditors - amounts falling due within one financial year	22	(74,979)	(72,439)
Net current assets		130,800	140,970
Total assets less current liabilities		1,772,343	1,768,407
Provisions for liabilities	25	(33,839)	(32,882)
Deferred government grants	26	(114,408)	(117,764)
Net assets before pension asset		1,624,096	1,617,761
Defined benefit pension asset	14	36,393	27,035
Net assets		1,660,489	1,644,796
Capital and reserves			
Called-up share capital presented as equity	27	795,060	795,060
Undenominated capital	28	6,145	6,145
Cash-flow hedge reserve	28	(1,608)	405
Retained earnings	28	860,892	843,186
Shareholders' funds		1,660,489	1,644,796

The notes on pages 122 to 170 are an integral part of these financial statements. The financial statements on pages 114 to 170 were authorised for issue by the Board of Directors on 27 March 2025 and were signed on its behalf by:

Vivienne Jupp, Chair Gerry Gray, Director

Company Balance Sheet

At 31 December 2024		2024	2023
	Notes	€'000	€'000
Fixed assets			
Intangible assets	15	7,350	8,120
Tangible assets	16	523,169	515,568
Investment properties	17	32,371	31,312
Biological assets	18	942,504	927,798
Investments	19	96,271	96,271
		1,601,665	1,579,069
Current assets			
Stocks	20	4,301	4,228
Debtors	21	155,473	165,125
Cash at bank and in hand		24,053	7,968
		183,827	177,321
Creditors - amounts falling due within one financial year	22	(43,017)	(46,280)
Net current assets		140,810	131,041
Total assets less current liabilities		1,742,475	1,710,110
Provisions for liabilities	25	(26,557)	(25,083)
Deferred government grants	26	(114,408)	(117,764)
Net assets before pension asset		1,601,510	1,567,263
Defined benefit pension asset	14	24,726	16,148
Net assets		1,626,236	1,583,411
Capital and reserves			
Called-up share capital presented as equity	27	795,060	795,060
Undenominated capital	28	6,145	6,145
Cash-flow hedge reserve	28	(526)	(71)
Retained earnings	28	825,557	782,277
Shareholders' funds		1,626,236	1,583,411

The notes on pages 122 to 170 are an integral part of these financial statements. The financial statements on pages 114 to 170 were authorised for issue by the Board of Directors on 27 March 2025 and were signed on its behalf by:

Vivienne Jupp, Chair Gerry Gray, Director

Group Statement of Cash Flows

Financial year ended 31 December 2024		2024	2023
	Notes	€'000	€'000
Net cash inflow from operating activities before taxation paid	32	56,748	89,957
Taxation paid		(5,669)	(11,043)
Net cash inflow from operating activities		51,079	78,914
Cash flows from investing activities			
Additions to intangible assets	15	(2,159)	(1,387)
Additions to tangible assets	16	(27,758)	(24,081)
Additions to biological assets	18	(31,129)	(35,061)
Distributions from associate undertakings	19	2,457	3,750
Amounts advanced to joint venture undertakings		(2,500)	(17,974)
Proceeds from disposals of tangible and intangible assets		3,959	5,694
Proceeds from disposal of financial assets held for sale		-	3,173
Receipt of government grants		326	1,187
Net cash outflow from investing activities		(56,804)	(64,699)
Cash flows from financing activities			
Decrease in borrowings	32	-	(90,000)
Net interest received	32	2,089	2,940
Dividends paid	12	(4,400)	(17,700)
Net cash outflow from financing activities		(2,311)	(104,760)
Net decrease in cash and cash equivalents		(8,036)	(90,545)
Cash and cash equivalents at 1 January		64,926	155,471
Cash and cash equivalents at 31 December	32	56,890	64,926

Company Statement of Cash Flows

Financial year ended 31 December 2024		2024	2023
	Notes	€'000	€'000
Net cash inflow from operating activities before taxation paid	33	45,810	37,438
Taxation paid		(3,186)	(3,173)
Net cash inflow from operating activities		42,624	34,265
Cash flows from investing activities			
Additions to intangible assets	15	(1,708)	(1,053)
Additions to tangible assets	16	(19,936)	(17,354)
Additions to biological assets	18	(31,129)	(35,061)
Amounts received from subsidiary undertakings		195	3,729
Distributions from associate undertakings	19	2,457	3,750
Amounts advanced to joint venture undertakings		(2,500)	(17,974)
Distributions from subsidiaries		26,360	85,000
Proceeds from disposals of tangible assets		3,838	5,561
Receipt of government grants		326	1,187
Net cash (outflow)/inflow from investing activities		(22,097)	27,785
Cash flows from financing activities			
Decrease in borrowings		-	(90,000)
Net interest paid		(42)	(802)
Dividends paid	12	(4,400)	(17,700)
Net cash outflow from financing activities		(4,442)	(108,502)
Net increase/(decrease) in cash and cash equivalents		16,085	(46,452)
Cash and cash equivalents at 1 January		7,968	54,420
Cash and cash equivalents at 31 December		24,053	7,968

Group Statement of Changes in Equity

Financial year ended 31 December 2024		Called-up share capital presented as equity	Undenominated capital	Cash- flow hedge reserve	Retained Earnings	Total
	Notes	€'000	€'000	€'000	€'000	€'000
At 1 January 2024		795,060	6,145	405	843,186	1,644,796
Profit for the financial year		-	-	-	14,842	14,842
Other comprehensive (expense)/income for the financial year		-	-	(2,013)	7,264	5,251
Total comprehensive (expense)/income for the financial year		-	-	(2,013)	22,106	20,093
Transactions with shareholders recorded directly in equity: Dividends paid	12	-	-	-	(4,400)	(4,400)
At 31 December 2024		795,060	6,145	(1,608)	860,892	1,660,489
At 1 January 2023		795,060	6,145	1,936	808,381	1,611,522
Profit for the financial year		-	-	-	53,486	53,486
Other comprehensive expense for the financial year		-	-	(1,531)	(981)	(2,512)
Total comprehensive (expense)/income for the financial year		-	-	(1,531)	52,505	50,974
Transactions with shareholders recorded directly in equity: Dividends paid	12	-	-	-	(17,700)	(17,700)
At 31 December 2023		795,060	6,145	405	843,186	1,644,796

Company Statement of Changes in Equity

Financial year ended 31 December 2024		Called-up share capital presented as equity	Undenominated capital	Cash- flow hedge reserve	Retained Earnings	Total
	Notes	€'000	€'000	€'000	€'000	€'000
At 1 January 2024		795,060	6,145	(71)	782,277	1,583,411
Profit for the financial year		-	-	-	40,048	40,048
Other comprehensive (expense)/income for the financial year		-	-	(455)	7,632	7,177
Total comprehensive (expense)/income for the financial year		-	-	(455)	47,680	47,225
Transactions with shareholders recorded directly in equity: Dividends paid	12	-	-	-	(4,400)	(4,400)
At 31 December 2024		795,060	6,145	(526)	825,557	1,626,236
At 1 January 2023		795,060	6,145	216	709,662	1,511,083
Profit for the financial year		-	-	-	93,218	93,218
Other comprehensive expense for the financial year		-	-	(287)	(2,903)	(3,190)
Total comprehensive (expense)/income for the financial year		-	-	(287)	90,315	90,028
Transactions with shareholders recorded directly in equity: Dividends paid	12	-	-	-	(17,700)	(17,700)
At 31 December 2023		795,060	6,145	(71)	782,277	1,583,411

Notes to the Financial Statements

1 Company Information

Coillte CGA was established under the Forestry Act, 1988.

Coillte CGA is a designated activity company limited by shares, that is to say a private company limited by shares registered under Part 16 of the Companies Act 2014. Coillte CGA is domiciled in Ireland and the address of its registered office is Dublin Road, Newtownmountkennedy, Co. Wicklow and the company number is 138108.

2 Statement of compliance

The Company and Group financial statements of Coillte CGA (the Group) have been prepared in accordance with Financial Reporting Standard 102, “The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland” (“FRS 102”), and with the Companies Act 2014.

3 Summary of significant accounting policies

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the financial years presented, unless otherwise stated.

(a) Basis of preparation

The financial statements are prepared on a going concern basis, under the historical cost convention, as modified by the measurement at fair value of

investment properties and certain financial assets and liabilities including derivative financial instruments.

The preparation of financial statements in conformity with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Group’s accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 4.

(b) Going concern

The Directors have a reasonable expectation that the Group and Company have adequate resources to continue in operational existence for the foreseeable future. The Group and Company therefore continue to adopt the going concern basis in preparing the financial statements.

(c) Exemptions

As permitted by Section 304 of the Companies Act 2014, the Company is availing of the exemption from presenting its separate profit and loss account in these financial statements and from filing it with the Registrar of Companies. The Company’s profit for the financial year was €40.0m (2023: €93.2m).

(d) Consolidation and equity accounting

The Group financial statements consolidate the financial statements of the Company and all its subsidiary undertakings.

(i) Investments in subsidiaries

Subsidiaries are consolidated from the date of their acquisition, being the date on which the Group obtains control and continue to be consolidated until the date that such control ceases. Control comprises the power to govern the financial and operating policies of the investee so as to obtain benefits from its activities. All intra-group transactions, balances, income and expenses are eliminated in full on consolidation.

In the Company’s individual financial statements, investments in subsidiaries are accounted for at cost less impairment. Dividend income is recognised when the right to receive payment is established.

(ii) Investments in joint ventures

Entities in which the Group holds an interest and which are jointly controlled by the Group and one or more other venturers under a contractual arrangement are treated as joint ventures.

In the Group financial statements, joint ventures are accounted for using the equity method. Investments in joint ventures are recognised initially in the consolidated balance sheet at the transaction price and subsequently adjusted to reflect the Group’s share of total comprehensive income and equity of the joint venture, less any impairment. Any excess of the cost of acquisition over the Group’s share of the net fair value of the identifiable assets, liabilities and contingent liabilities of the joint venture recognised at the date of acquisition, although treated as goodwill, is presented as part of the investment in the joint venture. Amortisation is charged so as to allocate the cost of goodwill over its estimated useful life, using the straight-line method. Losses in excess of the carrying amount of an investment in a joint venture are recorded as a provision only when the Group has incurred legal or constructive obligations or has made payments on behalf of the joint venture. Unrealised gains arising from transactions with joint ventures are eliminated to the extent of the Group’s interest in the entity. Unrealised losses are eliminated in the same manner as unrealised gains, but only to the extent that there is no evidence of impairment.

In the Company’s individual financial statements, investments in joint ventures are accounted for at cost less impairment. Dividend income is recognised when the right to receive payment is established.

(iii) Jointly controlled operations

Jointly controlled operations involve the use of assets and resources of the Group and other venturers rather than the establishment of a separate entity or financial structure separate from the Group and other venturers. Each venturer (including the Group) uses its own assets and incurs its own expenses and liabilities and raises its own finance.

In the financial statements, jointly controlled operations are accounted for by recognising the assets that the Group controls, the liabilities that it incurs, the expenses that it incurs and its share of the income that it earns from the sale of goods or services by the joint venture.

(iv) Investments in associate companies

Entities in which the Group holds an interest of less than 50% and has a demonstrable significant influence are treated as associate companies.

In the Group financial statements, associates are accounted for using the equity method. Investments in associates are recognised initially in the consolidated balance sheet at the transaction price and subsequently adjusted to reflect the Group’s share of total comprehensive income and equity of the associate, less any impairment. Any excess of the cost of acquisition over the Group’s share of the net fair value of the identifiable assets, liabilities and contingent liabilities of the associate recognised at the date of acquisition, although treated as goodwill, is presented as part of the investment in the associate. Amortisation is charged so as to allocate the cost of goodwill over its estimated useful life, using the straight-line method. Losses in excess of the carrying amount of an investment in an associate are recorded as a provision only when the Group has incurred legal or constructive obligations or has made payments on behalf of the associate. Unrealised gains arising from transactions with associates are eliminated to the extent of the Group’s interest in the entity. Unrealised losses are eliminated in the same manner as unrealised gains, but only to the extent that there is no evidence of impairment.

In the Company’s individual financial statements, investments in associates are accounted for at cost less impairment. Dividend income is recognised when the right to receive payment is established.

e) Foreign currencies

(i) Functional and presentation currency

The Company’s functional and presentation currency and the Group’s presentation currency is the euro, denominated by the symbol “€” and, unless otherwise stated, the financial statements have been presented in thousands (‘000).

(ii) Transactions and balances

Foreign currency transactions are translated into euro using the spot exchange rates at the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies are retranslated at the exchange rates ruling at the reporting date. Non-monetary items that are measured in terms of historical cost in a foreign currency are not retranslated. Non-monetary items measured at fair value are measured using the exchange rate ruling when the fair value was determined.

Foreign currency gains and losses resulting from the settlement of transactions and from the translation at period-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the profit and loss account.

(f) Revenue recognition

The Group is organised into three operating divisions: Forest, Land Solutions and MEDITE SMARTPLY. The Forest Division is involved in the management of the Group’s forestry business, including the establishment, management and protection of forests. Land Solutions is responsible for optimising the land resource as well as managing the Group’s strategic investments and other value-added initiatives. MEDITE SMARTPLY is a leading manufacturer and supplier of innovative and sustainable MDF and OSB panels.

Revenue is measured at the fair value of the consideration received or receivable and represents the amount receivable for goods supplied or services rendered, net of returns, discounts and rebates allowed by the Group and value added taxes.

Where the consideration receivable in cash or cash equivalents is deferred, and the arrangement constitutes a financing transaction, the fair value of the

consideration is measured as the present value of all future receipts using the imputed rate of interest.

The Group recognises revenue to the extent that revenue and related costs incurred or to be incurred are subject to reliable measurement, that it is probable that economic benefits will flow to the Group and that the significant risks and rewards of ownership have passed to the buyer, or in accordance with specific terms and conditions agreed with buyers.

Sale of goods and rendering of services

Revenue from the sale of standing timber is recognised over the course of the sales contract. Revenue from the sale of harvested timber is recognised when delivered to the mill gate. Revenue from the sale of MEDITE SMARTPLY products is recognised when the goods are delivered. All other revenue is recognised when the goods or services are delivered.

(g) Exceptional items

The Group classifies charges or credits that have a material impact on the Group’s financial results as ‘exceptional items’. These are disclosed separately to provide further understanding of the financial performance of the Group. Judgement is used by the Group in assessing the particular items, which by virtue of their materiality and/or nature, are disclosed in the Group profit and loss account and related notes as exceptional items.

(h) Employee benefits

The Group provides a range of benefits to employees, including paid holiday arrangements and defined benefit and defined contribution pension plans.

(i) Short term benefits

Short term benefits, including holiday pay and other similar non-monetary benefits, are recognised as an expense in the period in which the service is received.

(ii) Defined benefit pension plans

The pension entitlements of the majority of employees in Coillte CGA and Medite Europe DAC (a subsidiary undertaking), are funded through separately administered defined benefit superannuation schemes.

A defined benefit plan defines the pension benefit that the employee will receive on retirement usually dependent upon several factors including age, length of service and remuneration.

The asset recognised in the balance sheet in respect of the Group’s defined benefit plans is the difference between the present value of the defined benefit obligation at the reporting date and the fair value of the plans’ assets at the reporting date. The defined benefit obligation is calculated using the projected unit credit method. The Group engages independent actuaries to calculate the obligation. A full actuarial valuation is undertaken every three financial years and is updated to reflect current conditions in the intervening periods. The present value of plan liabilities is determined by discounting the estimated future payments using a market yield on high quality corporate bonds that are denominated in euro and that have terms approximating the estimated period of the future payments (‘discount rate’). The fair value of plan assets is measured in accordance with the FRS 102 fair value hierarchy, including the use of appropriate valuation techniques. The value of a net pension benefit asset is limited to the amount that may be recovered either through reduced contributions or refunds from the scheme.

Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are recognised in the statement of other comprehensive income. These amounts, together with the return on plan assets, less amounts included in net interest, are disclosed as ‘Re-measurement of net defined benefit gain/(expense)’. Re-measurements are not reclassified to the profit and loss account in subsequent periods.

The cost of defined benefit plans is recognised in the profit and loss account as employee costs, except where included in the cost of an asset. The cost comprises:

- (a) the increase in pension benefit liability arising from employee service during the period; and
- (b) the cost of plan introductions, benefit changes, curtailments and settlements.

The net interest cost is calculated by applying the discount rate to the net balance of the defined benefit obligation and the fair value of plan assets. This cost is

recognised in the profit and loss account as a ‘Finance expense.’

(iii) Defined contribution pension plans

Pension entitlements of employees of Smartply Europe DAC and Medite Smartply UK Limited (both subsidiary undertakings) are funded through a separately administered defined contribution superannuation scheme. Pension entitlements of employees in Coillte CGA and Medite Europe DAC who are not members of the defined benefit superannuation scheme are funded through separately administered defined contribution schemes. The contributions are recognised as an expense in the profit and loss account as services are rendered.

(i) Taxation

Taxation expense comprises current and deferred tax recognised in the reporting period. Tax is recognised in the profit and loss account, except to the extent that it relates to items recognised in other comprehensive income or directly in equity. In this case tax is also recognised in other comprehensive income or directly in equity respectively.

(i) Current tax

Current tax is the amount of income tax payable in respect of the taxable profit for the financial year or prior financial years. Tax is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the period end.

(ii) Deferred tax

Deferred tax arises from timing differences that arise from the inclusion of income and expenses in tax assessments in periods different from those in which they are recognised in the financial statements.

Deferred tax is recognised on all timing differences at the reporting date except for certain exceptions. Unrelieved tax losses and other deferred tax assets are recognised only when it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits.

Deferred tax is measured using tax rates and laws that have been enacted or substantively enacted by

the period end and that are expected to apply to the reversal of the timing difference.

(j) Intangible assets

Computer software is stated at cost less accumulated amortisation and accumulated impairment losses. Software is amortised over its estimated useful life, of between two and five financial years, on a straight-line basis.

Where factors, such as technological advancement or changes in market price, indicate that the useful life has changed, the amortisation rate is amended prospectively to reflect the new circumstances.

The assets are reviewed for impairment if the above factors indicate that the carrying amount may be impaired.

(k) Tangible assets

Tangible assets are stated at cost less accumulated depreciation and accumulated impairment losses. Cost includes the original purchase price, related borrowing costs, costs directly attributable to bringing the asset to its working condition for its intended use, dismantling and restoration costs.

(i) Depreciation

Land is not depreciated. Depreciation on other assets is calculated, using the straight-line method, to allocate the cost over their estimated useful lives, as follows:

- Freehold buildings 20 to 50 years
- Forest roads and bridges 20 to 40 years
- Machinery and equipment 3 to 20 years

Depreciation on certain plant and installations, included in plant and machinery, is provided on a unit of production basis over the estimated useful lives of the assets. The following rates were being applied to these assets as at 31 December 2024:

- Plant and installations range of 4% - 11%

The assets' useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period. The effect of any change is accounted for prospectively.

(ii) Subsequent additions

Subsequent costs are included in an asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that economic benefits associated with the item will flow to the Group and the cost can be measured reliably. Repairs, maintenance and minor inspection costs are expensed as incurred.

(iii) Assets in the course of construction

Assets in the course of construction are stated at cost. These assets are not depreciated until they are available for use.

(iv) Derecognition

Tangible assets are derecognised on disposal or when no future economic benefits are expected. Revenue from the sale of tangible assets is recognised when all conditions of a contract are satisfied. The difference between the net disposal proceeds and the carrying amount is recognised in the profit and loss account within 'Other operating gains.'

(v) Transfers to stock

Land which is identified during the accounting period as part of the Group's land dealing and development business is transferred to stock.

(l) Investment properties

Investment properties are measured at fair value with changes in fair value recognised in the profit and loss account.

(m) Biological assets

The Group's biological assets comprise of forest plantations and nursery plants and are measured at cost less any accumulated depletion and any accumulated impairment losses.

Biological assets taken over from the Department of Agriculture, Food and the Marine on Vesting Day (1 January 1989) are stated at cost based on the overall amount agreed between the Group and the Minister for Agriculture, Food, Fisheries and the Marine. Subsequent additions are stated at cost.

The Group capitalises the costs associated with establishing and maintaining its forest plantations. Direct costs are capitalised on the basis of the specific operations carried out. Indirect costs are capitalised by operation by reference to the proportion of the direct costs capitalised for which the individual management team has responsibility. The Group owns forest plantations established on leased land. Land rentals are treated as direct costs and are capitalised. When the annual rental paid is based on expected future profitability of these forest plantations, any interim revenues from thinning activities are deducted from the amount capitalised.

Depletion represents the costs of forest plantations clear felled and is calculated as the proportion that the area harvested bears to the total area of similar forest plantations. The amount of depletion charged to the profit and loss account is based on the original cost of the forest plantation at vesting day or, if the forest plantation was established post vesting day, the original establishment costs, plus an allocation of maintenance costs capitalised since that date.

Harvested timber is measured at the point of harvest at the lower of cost and estimated selling price less costs to sell.

Biological assets which are identified during the accounting period as part of the Group's land dealing and development business are transferred to stock.

(n) Borrowing costs

General and specific borrowing costs directly attributable to the acquisition, construction or production of qualifying assets, which are assets that necessarily take a substantial period of time to get ready for their intended use or sale, are added to the cost of those assets, until such time as the assets are substantially ready for their intended use or sale. The Group has elected to treat the date of transition to FRS 102 (1 January 2014) as the commencement date for the capitalisation of interest on qualifying assets.

All other borrowing costs are recognised in the profit and loss account in the period in which they are incurred.

(o) Leased assets

At inception the Group assesses agreements that transfer the right to use assets. The assessment considers whether the arrangement is, or contains, a lease based on the substance of the arrangement.

(i) Finance lease assets

Leases of assets that transfer substantially all the risks and rewards incidental to ownership are classified as finance leases.

Finance leases are capitalised at commencement of the lease as assets at the fair value of the leased asset or, if lower, the present value of the minimum lease payments calculated using the interest rate implicit in the lease. Where the implicit rate cannot be determined the Group's incremental borrowing rate is used. Incremental direct costs, incurred in negotiating and arranging the lease, are included in the cost of the asset.

Assets are depreciated over the shorter of the lease term and the estimated useful life of the asset. Assets are assessed for impairment at each reporting date.

The capital element of lease obligations is recorded as a liability on inception of the arrangement. Lease payments are apportioned between capital repayment and finance charge, using the effective interest rate method, to produce a constant rate of charge on the balance of the capital repayments outstanding.

(ii) Operating lease assets

Leases that do not transfer all the risks and rewards of ownership are classified as operating leases. Payments under operating leases are charged to the profit and loss account on a straight-line basis over the period of the lease.

(p) Impairment of non-financial assets

At each reporting date non-financial assets not carried at fair value are assessed to determine whether there is an indication that the asset (or asset's cash generating unit) may be impaired. If there is such an indication the recoverable amount of the asset (or asset's cash generating unit) is compared to the carrying amount of the asset (or asset's cash generating unit).

The recoverable amount of the asset (or asset's cash generating unit) is the higher of the fair value less costs to sell and value in use. Value in use is defined as the present value of future pre-tax and interest cash flows obtainable as a result of the asset's (or asset's cash generating unit) continued use. The pre-tax and interest cash flows are discounted using a pre-tax discount rate that represents the current market risk-free rate and the risks inherent in the asset.

If the recoverable amount of the asset (or asset's cash generating unit) is estimated to be lower than the carrying amount, the carrying amount is reduced to its recoverable amount. An impairment loss is recognised in the profit and loss account.

If an impairment loss subsequently reverses, the carrying amount of the asset (or asset's cash generating unit) is increased to the revised estimate of its recoverable amount, but only to the extent that the revised carrying amount does not exceed the carrying amount that would have been determined (net of depreciation) had no impairment loss been recognised in prior periods. A reversal of an impairment loss is recognised in the profit and loss account.

(q) Stocks

Stocks are stated at the lower of historical cost and estimated selling price less costs to complete and sell. Stocks sold are recognised as an expense in the period in which the related revenue is recognised.

Cost is determined using the first-in, first-out (FIFO) method or a weighted average cost formula. Cost includes the purchase price, including taxes and duties and transport and handling directly attributable to bringing the stock to its present location and condition. The cost of manufactured finished goods and work in progress includes design costs, raw materials, direct labour and other direct costs and related production overheads (based on normal operating capacity). A provision is made for obsolete, slow-moving or defective items where appropriate.

Non-critical spare parts, which are deemed to be of a consumable nature, are included within stocks and expensed when utilised.

(r) Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short term highly liquid investments with original maturities of three months or less and bank overdrafts. Bank overdrafts, when applicable, are shown within borrowings in current liabilities.

(s) Interest receivable and payable

Interest receivable represents the amount of interest income that has been earned but not yet received. Interest payable represents the amount of interest expense that has been incurred but not yet paid. Both are recognised in the profit and loss account using the effective interest method. This method allocates interest income and expense over the relevant period, reflecting a constant periodic rate of return on the carrying amount of the financial asset or liability.

(t) Provisions and contingencies

(i) Provisions

Provisions are recognised when the Group has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation, and the amount of the obligation can be estimated reliably.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the reporting date, taking into account the risks and uncertainties surrounding the obligation. Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value using a pre-tax discount rate. The unwinding of the discount is recognised as a finance cost in the profit and loss account in the period it arises.

(ii) Replanting obligation

The Group has recognised a provision (liability) in respect of the replanting obligation attaching to clear felled forests and has also recognised a current asset, 'forest plantations to be planted', within debtors. The related costs are treated as an asset because future economic benefits are expected to flow to the Group. As the asset does not meet the definition of biological

assets, they are treated as a current asset 'forest plantations to be planted' within debtors.

(iii) Contingencies

Contingent liabilities, arising as a result of past events, are not recognised when (i) it is not probable that there will be an outflow of resources or that the amount cannot be reliably measured at the reporting date or (ii) when the existence will be confirmed by the occurrence or non-occurrence of uncertain future events not wholly within the Group's control. Contingent liabilities are disclosed in the financial statements unless the probability of an outflow of resources is remote.

Contingent assets are not recognised. Contingent assets are disclosed in the financial statements when an inflow of economic benefits is probable.

(u) Government grants

Government grants are recognised at their fair value when it is reasonable to expect that the grants will be received and that all related conditions will be met, usually on submission of a valid claim for payment.

Government grants in respect of capital expenditure are credited to a deferred income account. These government grants are released to the profit and loss account over the expected useful lives of the relevant assets by equal annual instalments, except for forestry grants.

Grants in respect of afforestation costs which have been capitalised are released to the profit and loss account when the related forest plantations are clear felled.

Government grants of a revenue nature are deferred and credited to the profit and loss account over the period necessary to match them with the costs that they are intended to compensate.

(v) Financial instruments

The Group has chosen to adopt Sections 11 and 12 of FRS 102 in respect of financial instruments.

(i) Financial assets

Basic financial assets, including trade receivables, other receivables and cash and bank balances, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Such assets are subsequently carried at amortised cost using the effective interest method.

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in the profit and loss account.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised. The impairment reversal is recognised in the profit and loss account.

Financial assets are derecognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or (c) control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

(ii) Financial liabilities

Basic financial liabilities, including trade and other payables, bank loans and loans from fellow group companies, are initially recognised at transaction price (including transaction costs), unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest.

Debt instruments are subsequently carried at amortised cost, using the effective interest method. Fees paid on the establishment of loan facilities are recognised

as transaction costs of the loan to the extent that it is probable that some or all of the facility will be drawn down. In this case, the fee is deferred until the draw-down occurs. To the extent that there is no evidence that it is probable that some or all of the facility will be drawn down, the fee is capitalised as a prepayment for liquidity services and amortised over the period of the facility to which it relates.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Trade payables are classified as current liabilities if payment is due within one financial year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Financial liabilities are derecognised when the liability is extinguished, that is when the contractual obligation is discharged, cancelled or expires.

(iii) Derivative financial instruments

The Group uses derivative financial instruments (interest rate swaps and forward foreign currency contracts) to hedge its exposure to interest rate and foreign currency risks arising from operational and financing activities.

Derivative financial instruments, including interest rate swaps and forward foreign currency contracts, are not basic financial instruments. Derivative financial instruments are initially recognised at fair value on the date a derivative contract is entered into and are subsequently re-measured at their fair value.

The method of recognising the resulting gain or loss depends on whether the derivative is designated as a hedging instrument, and if so, the nature of the item being hedged. Changes in the fair value of derivatives for which the Group has not elected to apply hedge accounting are recognised in the profit and loss account in finance costs or income as appropriate.

(iv) Hedging

For the purposes of hedge accounting, the Group's hedges are designated as cash flow hedges (which hedge exposures to fluctuations in future cash

flows derived from a particular risk associated with recognised assets or liabilities or highly probable forecast transactions).

The Group documents, at the inception of the transactions, the relationship between hedging instruments and hedged items, as well as its risk management objectives and strategy for undertaking various hedging transactions.

The fair values of various derivative instruments are disclosed in note 24 and the movements on the cash-flow hedge reserve in equity are shown in the statement of other comprehensive income. The full fair value of a derivative is classified as a non-current asset or non-current liability if the remaining maturity of the derivative is more than 12 months and as a current asset or current liability if the remaining maturity of the derivative is less than 12 months.

(w) Research and development

All expenditure on research and development activities is written off to the profit and loss account in the financial year in which it is incurred.

(x) Distributions to equity shareholders

Dividends to the Group's shareholders are recognised as a liability in the financial statements in the period in which the dividends are approved by the Group's shareholders. These amounts are recognised in the statement of changes in equity.

(y) Emission rights

Emission allowances permit the Group to emit a specified amount of carbon compounds into the atmosphere and may be purchased if emissions are expected to exceed a quota or sold if the quota is not reached. To the extent that excess emission rights are disposed of during a financial period, the profit or loss arising thereon is recognised immediately within cost of sales in the financial statements.

4 Critical accounting judgements and estimation uncertainty

In the application of the Group's and Company's accounting policies, the Directors are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities.

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, include but are not limited to the following areas:

Estimates

(i) Revaluation of investment properties

The Group carries its investment properties, which predominantly comprise of land rented to wind-farm operators under long-term lease agreements, at fair value, with changes in fair value being recognised in the profit and loss account. An independent review was completed as at 31 December 2023 and management performed an assessment as at 31 December 2024. Due to the nature of the property and a lack of comparable market data, the valuation methodology is based on a discounted cash flow model.

The significant assumptions made relating to the valuation include:

- Future rental income stream. The rental income is partially contingent on the performance of each of the individual windfarms.
- A yield range of 7% to 10.5% has been applied.

The determined fair value of the investment properties is most sensitive to the estimated yield and estimation uncertainty inherent in determining the expected future rental income stream.

(ii) Pensions

The Group has an obligation to pay pension benefits to certain employees. The cost of these benefits and the present value of the obligation depend on a number of factors, including; life expectancy, salary and

pension payment increases, asset valuations, inflation and the discount rate on corporate bonds. Due to the complexity of the valuation, the underlying assumptions and the long-term nature of these plans, such estimates are subject to judgement and estimation uncertainty. An independent actuary prepares the valuation, and management estimates these factors in determining the net pension asset/obligation on the balance sheet. The assumptions reflect historical experience and current trends and may differ from the actual data as a result of changes in economic and market conditions. See note 14 for the disclosures relating to the defined benefit pension schemes.

Critical accounting judgements

(i) Impairment of non-financial assets

The Group's non-financial assets, which are not carried at fair value, were assessed to determine whether there were any indications that the asset (or asset's cash generating unit) may be impaired. Factors considered in carrying out this assessment included the economic performance of assets and key risks (as considered on pages 86 to 104) such as relevant new laws and regulations and risks associated with climate change. These strategic considerations include Coillte's mission statements which aims to sustainably balance and deliver the multiple benefits from its forests across four strategic pillars: climate, nature, wood and people. The delivery of this mission is dependent on a vibrant and commercially successful Coillte and an ability to attract third party funding.

The assessment also considered a range of economic factors, including observable fluctuations in pricing as well as inflationary pressures impacting key inputs such as fuel, resins, energy, contractor related costs as well as overheads.

Following the completion of this assessment, it was concluded that there are no indications of impairment at 31 December 2024.

(ii) Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives of the assets. The useful economic lives are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological

advancement, future investments, economic utilisation and the physical condition of the assets. See note 16 for the carrying amount of the Group's tangible assets. The useful economic lives for each class of assets are disclosed in the accounting policy set out in note 3.

(iii) Impairment of debtors

The Group makes an estimate of the recoverable value when assessing impairment of trade and other debtors. Management considers factors including the insurance policy in place, the current credit rating of the debtor, the ageing profile of debtors and historical experience. See note 21 for the net carrying amount of the Group's debtors and associated impairment provision.

5 Turnover

Analysis of turnover

The table below is an analysis of turnover by division and by geography.

	Forest		Land Solutions		MEDITE SMARTPLY		Group	
	2024	2023	2024	2023	2024	2023	2024	2023
	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Group turnover								
Continuing operations:								
Republic of Ireland	131,794	128,818	8,273	5,286	29,458	31,387	169,525	165,491
United Kingdom	13,660	14,703	46	39	161,683	189,777	175,389	204,519
Rest of the World	25	53	-	-	75,002	71,944	75,027	71,997
Inter-segment sales*	(30,010)	(28,108)	-	-	-	-	(30,010)	(28,108)
Sales to third parties	115,469	115,466	8,319	5,325	266,143	293,108	389,931	413,899

* Representing sales from the Group's Forest division to its MEDITE SMARTPLY division.

6 Operating profit

		2024	2023
	Notes	€'000	€'000
Operating profit has been arrived at after charging/(crediting):			
Depreciation	16	23,144	25,905
Depletion	18	16,423	15,488
Amortisation of intangible assets	15	2,619	2,605
Amortisation of grants	26	(3,688)	(2,913)
Operating lease charges		1,633	1,618
Research and development expenditure		642	524
Operating lease rental income		(3,213)	(3,882)
Reversal of Impairment of trade and other receivables		(724)	(680)
Inventory recognised as an expense		250,441	241,332
Impairment of inventory/(Reversal of Impairment) (included in 'cost of sales')		600	(837)
Gain on revaluation of investment property	17	(1,059)	(1,788)
Exceptional items	9	-	(1,245)

Remuneration (including expenses) for the statutory audit of the financial statements and other services carried out by the Group and Company's auditors is as follows:

	Group		Company	
	2024	2023	2024	2023
	€'000	€'000	€'000	€'000
Audit of the financial statements	255	253	202	201
Tax advisory services	115	187	110	158
Other non-audit services	12	-	12	-
	382	440	324	359

7 Emoluments of Directors

	2024	2023
	€'000	€'000
Emoluments	369	415
Contributions to retirement benefits schemes	56	61
Total	425	476

No retirement benefits were accruing for 2024 to Directors (2023: one), under a defined benefit scheme.

8 Employees and remuneration

The average number of persons employed by the Group (excluding joint venture and associate undertakings) during the year was 863 (2023: 855).

	2024	2023
Notes	€'000	€'000
Staff costs comprise:		
Wages and salaries	61,638	57,855
Social insurance costs	6,607	6,253
Other retirement benefit costs	4,700	4,692
Termination payments	-	285
	72,945	69,085
Less: Own work capitalised	(8,255)	(7,809)
Charge to profit and loss account	64,690	61,276
Other retirement benefit costs comprise:		
Defined contribution scheme pension costs	142,221	2,343
Defined benefit scheme pension costs	142,479	2,349
	4,700	4,692

Wages and salaries

Wages and salaries comprise:		
Basic pay	50,990	48,637
Overtime	5,568	5,205
Allowances	5,080	4,013
	61,638	57,855

Key management compensation

Short term benefits	1,823	1,866
Post-employment benefits	148	158
	1,971	2,024

The key management compensation amounts disclosed above represent compensation to those people having the authority and responsibility for planning, directing and controlling the activities of the Group and Company. These include the Board members and senior executives. Senior Executives comprised the CEO plus six others during 2024 (2023: six).

In accordance with the Code of Practice for the Governance of State Bodies, post-employment benefits relate to payments in respect of defined contribution schemes. During the year, two (2023: two) key management personnel were members of the Coillte CGA defined benefit scheme and their entitlements in that regard do not extend beyond the terms of the public service pension scheme model.

9 Exceptional items

	2024	2023
	€'000	€'000
Recognised in arriving at operating profit:		
Gain on disposal of financial assets held for sale (i)	-	1,245
	-	1,245

(i) Gain on disposal of financial assets held for sale

During 2023, the Company disposed of 3,500,000 shares in Accsys PLC. Profit relating to this disposal was €1.2m.

10 Other operating gains

Other operating gains, all of which relate to profits realised on the disposal of fixed assets, amount to €3.3m (2023: €4.6m).

11 Interest (receivable) / payable and similar (income) / charges

		2024	2023
	Notes	€'000	€'000
Interest receivable and similar income			
Interest receivable on bank deposits		(1,827)	(3,076)
Net interest income on pension surplus	14	(1,025)	(1,232)
Total interest receivable		(2,852)	(4,308)
Interest payable and similar charges			
Interest on bank overdrafts and loans, and other related bank costs		732	994
Unwind of discount	25	26	21
Other finance costs		26	21
Total interest payable		758	1,015
Net interest income		(2,094)	(3,293)

12 Dividends

	2024	2023
	€'000	€'000
Equity dividends declared and paid on ordinary shares:		
(i) Interim dividend of €0.0022 per share for the financial year ended 31 December 2024	1,400	-
(ii) Final dividend of €0.0048 per share for the financial year ended 31 December 2023	3,000	-
(iii) Interim dividend of €0.0158 per share for the financial year ended 31 December 2023	-	10,000
(iv) Final dividend of €0.0122 per share for the financial year ended 31 December 2022	-	7,700
	4,400	17,700

An interim dividend of €0.0022 per share totalling €1.4m was authorised by the Board and paid in December 2024. The Board recommend a final dividend of €0.0024 per share totalling €1.5m, relating to 2024's financial performance bringing the total proposed dividends in respect of 2024 to €2.9m.

A final dividend of €0.0047 per share totalling €3.0m, relating to 2023's financial performance was paid in October 2024. Total dividends paid in the year ended 31 December 2023 amounted to €17.7m.

13 Taxation

(a) Tax expense included in the profit and loss account:

	2024	2023
	€'000	€'000
Current tax:		
Corporation tax at 12.5%	3,784	8,552
Less: Woodlands relief	(1,875)	(1,362)
Irish corporation tax	1,909	7,190
Foreign tax	79	6
Adjustment in respect of prior financial years	226	367
Taxation on disposal of fixed assets at 33%	1,667	1,810
Total current tax	3,881	9,373
Deferred tax:		
Pension timing difference	-	36
Revaluation of investment properties	349	590
Prior year (over) / under provision	(382)	290
Other timing differences	262	1,110
Total deferred tax	229	2,026
Total taxation on profit on ordinary activities	4,110	11,399

(b) Tax expense included in the statement of other comprehensive income:

	2024	2023
	€'000	€'000
Deferred tax:		
Pension timing difference	349	(120)
Other timing differences	214	(133)
Total tax charge/(credit) included in the statement of other comprehensive income	563	(253)

(c) Reconciliation of tax charge

The tax assessed for the period is higher than the standard rate of corporation tax in the Republic of Ireland. The differences are explained below:

	2024	2023
	€'000	€'000
Profit on ordinary activities before tax	18,952	64,885
Profit on ordinary activities multiplied by the standard rate of tax in the Republic of Ireland of 12.5%	2,369	8,111
Effects of:		
Woodlands relief	(1,875)	(1,362)
Expenses non-deductible for tax purposes	933	1,191
Higher rates of tax on certain activities	2,228	2,510
Deferred tax at higher rate	217	367
Income tax withheld	27	29
Adjustments in respect of prior financial years	(156)	657
Other	367	(104)
	4,110	11,399

14 Pensions

(a) Defined benefit pension scheme

The Group operates defined benefit pension schemes in Coillte CGA and Medite Europe DAC for the majority of those entities’ employees, with assets held in separately administered funds.

The pension costs relating to the Group’s defined benefit schemes are assessed in accordance with the advice of independent qualified actuaries. The valuations were based on the projected unit credit method and the last full valuations were carried out as at 1 January 2024 (Medite Europe DAC) and 31 December 2023 (Coillte CGA).

The assumptions which have the most significant effect on the results of the actuarial valuations are those relating to the rate of return on investments, discount rates and the rates of increase in remuneration and pensions. It was assumed that the rate of return on investments would on average exceed annual inflation increases by 1% (Coillte CGA) and 0.4% (Medite Europe DAC) in the last full valuations and that pension increases which will follow the Eurozone HICP (Harmonised Index of Consumer Prices) swap curve would be paid by Coillte CGA. No provision was made for future pension increases in Medite Europe DAC.

The market value of the assets in the Group’s defined benefit schemes at the respective valuation dates was €283.8 m (Coillte CGA – 31 December 2023) and

€41.4m (Medite Europe DAC – 1 January 2024). The excess in the Coillte CGA scheme, inclusive of the Funding Standard Reserve, at 31 December 2023 was €63.5m while there was a €9.7m surplus in the Medite Europe DAC scheme, inclusive of the Funding Standard Reserve, at 1 January 2024.

The valuations indicated that the actuarial value of the total scheme assets was sufficient to cover 100% of the benefits that had accrued to the members of the combined scheme, inclusive of the Funding Standard Reserve, as at the valuation dates. Coillte CGA and Medite Europe DAC contribute to their respective scheme on behalf of members at a rate of 25% and 15.4% respectively. The actuarial reports of both schemes are available to scheme members, but not for public inspection.

The payment of pre-Vesting Day pension entitlements of employees retiring after Vesting Day, which is the liability of the Minister for Finance, has been delegated to the Company by the Minister for Agriculture, Food, Fisheries and the Marine under Section 44 of the Forestry Act, 1988. Payments made by the Company in accordance with such delegation are reimbursed by the Minister for Finance on the request of the Minister for Public Expenditure, Infrastructure, Public Services, Reform and Digitalisation.

Group

	2024	2023
	€'000	€'000
The amounts recognised in the profit and loss account are as follows:		
Current service cost	2,479	2,349
Net interest income	(1,025)	(1,232)
Total profit and loss account charge	1,454	1,117
The amounts recognised in the statement of other comprehensive income are as follows:		
(Loss) / return on scheme assets excluding interest income	(5,358)	14,466
Actuarial gains /(losses)	13,583	(17,534)
Re-measurement gains / (expense) recognised in the statement of other comprehensive income	8,225	(3,068)

Expected employer contributions for the financial year ending 31 December 2024 are €2.6m.

	Pension assets	Pension liabilities	Pension surplus / (deficit)
	€'000	€'000	€'000
Movement in scheme assets and liabilities:			
At 1 January 2024	325,642	(298,607)	27,035
Benefits paid from plan assets	(12,730)	12,730	-
Employer contributions paid	2,587	-	2,587
Contributions by plan participants	955	(955)	-
Current service cost	-	(2,479)	(2,479)
Interest income/(expense)	11,547	(10,522)	1,025
Re-measurement gains/(losses)			
- Actuarial gain	-	13,583	13,583
- Loss on plan assets excluding interest income	(5,358)	-	(5,358)
As at 31 December 2024	322,643	(286,250)	36,393
At 1 January 2023	307,130	(279,610)	27,520
Benefits paid from plan assets	(13,356)	13,356	-
Employer contributions paid	3,700	-	3,700
Contributions by plan participants	992	(992)	-
Current service cost	-	(2,349)	(2,349)
Interest income/(expense)	12,710	(11,478)	1,232
Re-measurement gains/(losses)			
- Actuarial loss	-	(17,534)	(17,534)
- Gain on plan assets excluding interest income	14,466	-	14,466
As at 31 December 2023	325,642	(298,607)	27,035

For the purposes of disclosure, the assets and liabilities of the Coillte CGA and Medite Europe DAC defined benefit schemes have been combined. At 31 December 2024, the surplus in the Coillte CGA scheme was €24.7m (2023: surplus of €16.1m) and the Medite Europe DAC scheme was in a surplus position of €11.7m (2023: €10.9m).

	2024	2023
	€'000	€'000
The fair value of the plan assets was:		
Equities	46,273	65,883
Bonds	216,460	196,326
Property	27,477	40,794
Other	32,433	22,639
Total market value of assets	322,643	325,642
The actual return on plan assets was:		
Actual return on plan assets	6,189	27,176
Principal actuarial assumptions at the balance sheet date:		
Rate of increase in salaries	2.50%	2.80%
Rate of increase in pension payments		
- Coillte CGA	2.00%	2.30%
- Medite Europe DAC	0.00%	0.00%
Discount rate	3.50%	3.60%
Price inflation	2.00%	2.30%
Post-retirement mortality*		
Current pensioners at 65 - Male	22.7	22.6
Current pensioners at 65 - Female	24.5	24.4
Future pensioners at 65 - Male	24.5	24.4
Future pensioners at 65 - Female	26.3	26.2

* Assumptions regarding future mortality are based on published statistics and experience.

(b) Defined contribution pension scheme

The Group also contributes to a number of defined contribution pension schemes on behalf of certain employees who are not members of the defined benefit schemes. The assets of these schemes are held separately from those of the Group or Company in independently administered schemes. The pension cost for the period amounted to €2.2m (2023: €2.3m) and contributions of €0.1m (2023: €0.1m) were not transferred to the funds until after the financial year end.

15 Intangible assets

(a) Group

		Software
	Notes	€'000
Cost		
At 1 January 2024		21,463
Additions	(i)	2,159
Disposals – cost		(334)
At 31 December 2024		23,288
Accumulated amortisation		
At 1 January 2024		(13,007)
Amortisation		(2,619)
Disposals – amortisation		333
At 31 December 2024		(15,293)
Net book amounts		
At 31 December 2024	(ii)	7,995
At 31 December 2023		8,456
Cost		
At 1 January 2023		20,294
Additions	(i)	1,387
Disposals – cost		(218)
At 31 December 2023		21,463
Accumulated amortisation		
At 1 January 2023		(10,620)
Amortisation		(2,605)
Disposals – amortisation		218
At 31 December 2023		(13,007)
Net book amounts		
At 31 December 2023	(ii)	8,456
At 31 December 2022		9,674

(b) Company

		Software
	Notes	€'000
Cost		
At 1 January 2024		19,648
Additions	(i)	1,708
Disposals – cost		(334)
At 31 December 2024		21,022
Accumulated amortisation		
At 1 January 2024		(11,528)
Amortisation		(2,477)
Disposals – amortisation		333
At 31 December 2024		(13,672)
Net book amounts		
At 31 December 2024	(ii)	7,350
At 31 December 2023		8,120
Cost		
At 1 January 2023		18,813
Additions	(i)	1,053
Disposals – cost		(218)
At 31 December 2023		19,648
Accumulated amortisation		
At 1 January 2023		(9,150)
Amortisation		(2,596)
Disposals – amortisation		218
At 31 December 2023		(11,528)
Net book amounts		
At 31 December 2023	(ii)	8,120
At 31 December 2022		9,663

- (i) Software includes €0.7m (2023: €Nil) assets in the course of construction. In accordance with FRS 102, these additions have not been amortised.
- (ii) Intangible assets include software costs incurred in developing the Group's Forest Management System, with a carrying value of €4.9m (2023: €5.9m). There are no other individual material intangible assets. Amortisation of intangible assets is included in cost of sales and administrative expenses. The estimated useful lives are disclosed in note 3(j).

16 Tangible assets

(a) Group

		Land	Buildings	Forest roads & bridges	Machinery & equipment	Total
	Notes	€'000	€'000	€'000	€'000	€'000
Cost or valuation						
At 1 January 2024	(i)	368,613	51,903	368,444	258,824	1,047,784
Additions		3,515	1,823	14,609	7,642	27,589
Disposals and write-offs		(21)	(3,681)	-	(48,362)	(52,064)
At 31 December 2024	(ii)	372,107	50,045	383,053	218,104	1,023,309
Accumulated depreciation						
At 1 January 2024		-	(34,039)	(226,356)	(141,383)	(401,778)
Charge for financial year		-	(2,436)	(10,137)	(10,571)	(23,144)
Disposals and write-offs		-	3,016	-	48,352	51,368
At 31 December 2024		-	(33,459)	(236,493)	(103,602)	(373,554)
Net book amounts						
At 31 December 2024		372,107	16,586	146,560	114,502	649,755
At 31 December 2023		368,613	17,864	142,088	117,441	646,006

		Land	Buildings	Forest roads & bridges	Machinery & equipment	Total
	Notes	€'000	€'000	€'000	€'000	€'000
Cost or valuation						
At 1 January 2023	(i)	367,043	45,716	354,194	257,926	1,024,879
Additions		2,216	1,829	14,250	7,505	25,800
Transfers to/(from)		-	5,584	-	(5,584)	-
Disposals		(646)	(1,226)	-	(1,023)	(2,895)
At 31 December 2023	(ii)	368,613	51,903	368,444	258,824	1,047,784
Accumulated depreciation						
At 1 January 2023		-	(32,422)	(212,833)	(132,436)	(377,691)
Charge for financial year		-	(2,412)	(13,523)	(9,970)	(25,905)
Disposals		-	795	-	1,023	1,818
At 31 December 2023		-	(34,039)	(226,356)	(141,383)	(401,778)
Net book amounts						
At 31 December 2023		368,613	17,864	142,088	117,441	646,006
At 31 December 2022		367,043	13,294	141,361	125,490	647,188

16 Tangible assets

(b) Company

		Land	Buildings	Forest roads & bridges	Machinery & equipment	Total
	Notes	€'000	€'000	€'000	€'000	€'000
Cost or valuation						
At 1 January 2024	(i)	356,831	17,806	368,444	11,758	754,839
Additions		3,516	33	14,609	1,972	20,130
Disposals		(21)	(665)	-	(403)	(1,089)
At 31 December 2024	(ii)	360,326	17,174	383,053	13,327	773,880
Accumulated depreciation						
At 1 January 2024		-	(5,217)	(226,356)	(7,698)	(239,271)
Charge for financial year		-	(385)	(10,136)	(1,310)	(11,831)
Disposals		-	-	-	391	391
At 31 December 2024		-	(5,602)	(236,492)	(8,617)	(250,711)
Net book amounts						
At 31 December 2024		360,326	11,572	146,561	4,710	523,169
At 31 December 2023		356,831	12,589	142,088	4,060	515,568

		Land	Buildings	Forest roads & bridges	Machinery & equipment	Total
	Notes	€'000	€'000	€'000	€'000	€'000
Cost or valuation						
At 1 January 2023	(i)	355,261	18,704	354,194	11,828	739,987
Additions		2,216	327	14,250	706	17,499
Disposals		(646)	(1,225)	-	(776)	(2,647)
At 31 December 2023	(ii)	356,831	17,806	368,444	11,758	754,839
Accumulated depreciation						
At 1 January 2023		-	(5,587)	(212,833)	(7,349)	(225,769)
Charge for financial year		-	(425)	(13,523)	(1,125)	(15,073)
Disposals		-	795	-	776	1,571
At 31 December 2023		-	(5,217)	(226,356)	(7,698)	(239,271)
Net book amounts						
At 31 December 2023		356,831	12,589	142,088	4,060	515,568
At 31 December 2022		355,261	13,117	141,361	4,479	514,218

(i) Tangible assets taken over from the Department of Agriculture, Food and the Marine on Vesting Day (1 January 1989) are stated at cost, based on the overall amount agreed between the Group and the Minister for Agriculture, Food, Fisheries and the Marine. Subsequent additions are stated at cost.

In the current year, the Company has reclassified investment properties from tangible assets to a separate line item on the balance sheet, and the prior year's figures have been restated accordingly to reflect this change. Please see note 17 for further detail.

(ii) The Group's tangible fixed assets include €5.5m (2023: €8.9m) of assets in the course of construction. In accordance with FRS102, depreciation of these additions has not yet commenced.

The Company's tangible fixed assets include €0.1m (2023: €0.1m) of assets in the course of construction. In accordance with FRS102, depreciation of these additions has not yet commenced.

(iii) At 31 December 2024, €4.6m (2023: €4.7m) of total Group additions was unpaid and included within creditors due within one financial year.

17 Investment Properties

Group and Company

	2024	2023
	€'000	€'000
At 1 January	31,312	29,524
Gain on revaluation	1,059	1,788
At 31 December	32,371	31,312

The historic cost of investment properties at 31 December 2024 was €0.5m (2023: €0.5m).

The Group carries its investment properties, which predominantly comprise of land rented to wind-farm operators under long-term lease agreements, at fair value, with changes in fair value being recognised in the profit and loss account. An independent review was completed as at 31 December 2023 and management performed an assessment as at 31 December 2024. Due to the nature of the property and a lack of comparable market data, the valuation methodology is based on a discounted cash flow model.

The significant assumptions made relating to the valuation include:

- Future rental income stream. The rental income is partially contingent on the performance of each of the individual windfarms.
- A yield range of 7% to 10.5% has been applied.

The determined fair value of the investment properties is most sensitive to the estimated yield and estimation uncertainty inherent in determining the expected future rental income stream.

18 Biological assets

Group and Company

		2024	2023
	Notes	€'000	€'000
Cost			
At 1 January	(i) / (ii)	993,161	973,588
Additions		31,129	35,061
Depletion		(16,423)	(15,488)
At 31 December		1,007,867	993,161
Accumulated impairment			
At 1 January		(65,363)	(65,363)
At 31 December		(65,363)	(65,363)
Net book amounts			
At 31 December		942,504	927,798

- (i) The Group's forest assets are reported as (a) biological assets, that is, standing forest plantations, and (b) land and forest roads & bridges assets (see note 16). The Group's forest holdings comprise approximately 367,059 hectares of forestland in the Republic of Ireland and approximately 14,789 hectares of standing forest plantations established on leased land.
- (ii) At December 2023, Trustees of the superannuation pension scheme held security over €20m of forestry assets that would be available to the Trustees in certain circumstances. Termination of the relevant security documents occurred during 2024 as the Scheme satisfied certain funding requirements.

19 Investments

Subsidiary undertakings, joint ventures and associates

(a) Group

		2024	2023
	Notes	€'000	€'000
Joint venture undertakings	(a)	7,593	10,517
Associate undertakings	(b)	1,325	3,348
		8,918	13,865
(a) Investments in joint ventures			
At 1 January		10,517	12,368
Share in loss of joint venture	(i)	(2,924)	(1,851)
At 31 December		7,593	10,517
(b) Investments in associates			
At 1 January		3,348	7,477
Share in profit of associates		1,046	2,414
Share in other comprehensive (expense) / income of associates		(612)	1,967
Distributions from associates undertakings	(ii)	(2,457)	(8,510)
At 31 December		1,325	3,348

- (i) FEI provides wind farm development consultancy services. As of the reporting date, the joint venture is incurring losses attributable to the significant upfront costs associated with the development of these wind farms. This is standard for projects in the early-stage development phase. The Group's share of its joint venture losses amounted to €2.9m in 2024 (2023: €1.9m).
- (ii) The Group received distributions of €2.5m (2023: €3.8m) from its associate Sliabh Bawn Wind Holdings DAC in the year which have been offset against the carrying value of the Group's investment. Distributions of €4.7m received in prior years, which were included in creditors previously, were reclassified in the same manner in 2023.

(b) Company

	Subsidiary undertakings	Joint Ventures	Associate undertakings	Total
	€'000	€'000	€'000	€'000
Unlisted shares				
At 1 January 2024 and 31 December 2024	78,856	16,531	884	96,271
At 1 January 2023 and 31 December 2023	78,856	16,531	884	96,271

Listing of the Group's subsidiary, joint venture and associate undertakings

Subsidiary Undertakings	% Held	Principal Activities	Registered Office and Country of Incorporation
Smartply Europe DAC	100	Oriented strand board (OSB) manufacture	Belview, Slieverue, Co. Waterford, Ireland.
Medite Europe DAC	100	Medium density fibreboard (MDF) manufacture	Redmondstown, Clonmel, Co. Tipperary, Ireland.
Medite Smartply UK Limited	100	MEDITE SMARTPLY marketing	Persimmon House, Anchor Boulevard, Crossways Business Park, Dartford, Kent, UK.
Joint Venture Undertakings	% Held	Principal Activities	Registered Office and Country of Incorporation
Moylurg Rockingham DAC	50	Forest recreation	Lough Key Forest and Activity Park, Boyle, Co. Roscommon, Ireland.
FuturEnergy Ireland Development Holdings DAC	50	Wind energy	27/28 Herbert Place, Dublin 2, Ireland.
Associated Undertakings	% Held	Principal Activities	Registered Office and Country of Incorporation
Sliabh Bawn Wind Holdings DAC	37.5	Wind energy	Dublin Road, Newtownmountkennedy, Co. Wicklow, Ireland.

In accordance with Section 357 of the Companies Act 2014, the Company has guaranteed the liabilities of its wholly owned subsidiaries and, as a result, these subsidiaries have been exempted from the provisions of Section 347 and Section 348 of the Companies Act 2014.

20 Stocks

	Group		Company	
	2024	2023	2024	2023
	€'000	€'000	€'000	€'000
Raw materials and consumables	11,489	9,073	935	1,082
Spare parts	8,218	8,278	-	-
Finished goods	25,960	24,811	3,366	3,146
	45,667	42,162	4,301	4,228

The value of stocks is shown net of any provisions for obsolescence and impairment. The replacement cost of stocks does not materially differ from the valuation computed on a first-in first-out basis.

21 Debtors

		Group		Company	
		2024	2023	2024	2023
	Notes	€'000	€'000	€'000	€'000
Trade debtors	(i)	40,315	43,078	22,489	22,186
Amounts owed by subsidiary undertakings		-	-	72,027	78,214
Amounts owed by joint venture undertakings	(ii)	36,240	33,740	36,240	33,740
Amounts owed by associate undertakings		-	-	2,473	4,930
Forest plantations to be planted	25	14,729	13,935	14,729	13,935
Deferred tax	25	155	466	150	461
Derivative financial instruments	24	-	282	-	76
Grants receivable		426	420	426	420
Corporation tax		2,417	629	(170)	13
Other debtors		4,668	8,647	4,635	8,598
Prepayments		4,272	5,124	2,474	2,552
		103,222	106,321	155,473	165,125

- (i) Trade debtors are stated after provisions for bad debt of €0.8m (2023: €1.3m).
- (ii) Loans of €2.5m were advanced to FEI during the course of 2024 to finance ongoing development expenditure (2023: €18m).

Amounts owed by subsidiary, joint venture and associate undertakings are unsecured, interest free, have no fixed date of repayment and are repayable on demand.

22 Creditors: amounts falling due within one financial year

		Group		Company	
		2024	2023	2024	2023
	Notes	€'000	€'000	€'000	€'000
Trade creditors		24,001	20,782	11,141	9,873
Taxation and social insurance		4,900	3,995	2,394	1,546
Accruals		37,823	41,552	22,725	22,881
Deferred income		6,293	5,901	6,292	5,901
Derivative financial instruments	24	1,889	136	392	14
Amounts owed to subsidiary undertakings		-	-	-	5,992
Amounts owed to joint venture undertakings		73	73	73	73
		74,979	72,439	43,017	46,280
Taxation and social insurance comprise:					
PAYE/PRSI		2,710	2,226	1,220	940
VAT		1,912	1,178	903	15
Corporation and capital gains tax		-	-	-	-
Other		278	591	271	591
		4,900	3,995	2,394	1,546

Trade and other creditors are payable at various dates in the next three months after the end of the financial year, in accordance with the creditors' usual and customary credit terms. Trade creditors of €9.9m (2023: €7.1m) have reserved title to goods supplied.

Creditors for tax and social insurance are payable in the timeframe set down in the relevant legislation.

Amounts due to subsidiary, joint venture and associate undertakings are unsecured, interest free, have no fixed date of repayment and are repayable on demand.

23 Creditors: amounts falling due after more than one financial year

Bank Loans

During 2023, the Group repaid in full the €90m European Investment Bank facility.

		Available Facility	Drawn Down as at 31 December 2024
Notes		€'m	€'m
The Group has a total of €150m of facilities available to it at year end comprising:			
▪ a syndicated revolving credit facility ('RCF')	(i)	150	-

- (i) During 2023, the Group executed a new RCF agreement for up to €150m with an initial five-year term to 2028, with the Group having the right to extend this by up to two additional years. In December 2024, the Group extended the facility by one year to 2029. Drawings incur interest at a margin of between 0.9% and 2.4%, depending on the performance of the Group in the previous reporting period. The margin is in addition to the floating Euribor charge, and a commitment fee is payable on any unutilised portion of the facility at a rate of 0.35% of the applicable margin. The Group had undrawn facilities of €150m (2023: €150m) as at 31 December 2024.

24 Financial instruments

(a) Financial assets and liabilities

		Group		Company	
		2024	2023	2024	2023
	Notes	€'000	€'000	€'000	€'000
Financial assets measured at fair value through profit or loss:					
Forward foreign currency contracts		-	282	-	76
Financial assets that are debt instruments measured at amortised cost:					
Trade debtors	21	40,315	43,078	22,489	22,186
Amounts owed by subsidiary undertakings	21	-	-	72,027	78,214
Amounts owed by joint venture undertakings	21	36,240	33,740	36,240	33,740
Amounts owed by associate undertakings	21	-	-	2,473	4,930
Other debtors	21	4,668	8,647	4,635	8,598
Grants receivable	21	426	420	426	420
		81,649	85,885	138,290	148,088
Financial liabilities measured at fair value through profit or loss:					
Forward foreign currency contracts		(1,889)	(136)	(392)	(14)
Financial liabilities that are debt instruments measured at amortised cost:					
Trade creditors	22	(24,001)	(20,782)	(11,141)	(9,873)
Amounts owed to subsidiary undertakings	22	-	-	-	(5,992)
Amounts owed to joint venture undertakings	22	(73)	(73)	(73)	(73)
		(24,074)	(20,855)	(11,214)	(15,938)

(b) Derivative financial instruments

Group

The Group uses forward foreign currency contracts to hedge currency exposure on highly probable forecasted sales transactions. The Group has elected to apply hedge accounting.

Forward foreign currency contracts

The Group uses a combination of financial instruments being vanilla forward contracts and average rate forward contracts.

At 31 December 2024, all of the outstanding vanilla forward contracts will mature within 12 months (2023: 12 months) of the financial year end, with €64.3m to mature in 2025. The Group is contracted to sell Stg £54.9m (2023: Stg £63.5m) and receive a fixed euro amount in return.

At 31 December 2024, the Group had average rate forward contracts outstanding for a notional amount of Stg £18.2m (2023: Stg £17.2m), where the Group will pay the difference of the average exchange rate based on known observations and the strike price.

The forward foreign currency contracts are measured at fair value, which is determined using valuation techniques that utilise observable inputs. The key assumptions used in valuing the derivatives are the forward exchange rates for Euro /Stg£ and Euro/US\$. At 31 December 2024, the forward foreign currency contracts have a negative fair value movement of €1.2m (2023: €0.2m positive fair value movement). During 2024, a hedging loss of €0.6m (2023: €1.8m hedging loss) was recognised in the statement of other comprehensive income for changes in the fair value of the forward foreign currency contracts and a loss of €1.2m (2023: €0.2m gain) was reclassified from the hedge reserve to the profit and loss account.

Company

The Company uses forward foreign currency contracts to hedge currency exposure on highly probable forecasted sales transactions. The Company has elected to apply hedge accounting.

Forward foreign currency contracts

At 31 December 2024, all of the outstanding contracts will mature within 12 months of the financial year end. The Company has entered into average rate forward contracts for a notional amount of Stg £18.2m (2023: Stg £17.2m), where the Company will pay the difference of the average exchange rate based on known observations and the strike price. At 31 December 2024, the forward foreign currency contracts have a negative fair value movement of €0.5m (2023: €0.1m positive fair value movement).

25 Provisions for liabilities

(a) Group

	Provision for replanting clear felled forest plantations	Legal and other provisions	Deferred tax	Total
	€'000	€'000	€'000	€'000
At 1 January 2024	13,935	3,261	15,686	32,882
Additions	19,342	408	516	20,266
Amounts charged against the provision	(18,548)	(245)	(45)	(18,383)
Unused amounts reversed	-	(497)	-	(497)
Unwind of discount	-	26	-	26
At 31 December 2024	14,729	2,953	16,157	33,839
At 1 January 2023	20,098	3,760	13,844	37,702
Additions	18,125	962	1,842	20,929
Amounts charged against the provision	(24,288)	(928)	-	(25,216)
Unused amounts reversed	-	(554)	-	(554)
Unwind of discount	-	21	-	21
At 31 December 2023	13,935	3,261	15,686	32,882

(b) Company

	Provision for replanting clear felled forest plantations	Legal and other provisions	Deferred tax	Total
	€'000	€'000	€'000	€'000
At 1 January 2024	13,935	949	10,199	25,083
Additions	19,342	356	349	20,047
Amounts charged against the provision	(18,548)	(25)	-	(18,573)
At 31 December 2024	14,729	1,280	10,548	26,557
At 1 January 2023	20,098	1,094	9,609	30,801
Additions	18,125	350	590	19,065
Amounts charged against the provision	(24,288)	(495)	-	(24,783)
At 31 December 2023	13,935	949	10,199	25,083

Replanting provision

Section 49(3) of the Forestry Act 1946 and Section 17(4) of the Forestry Act 2014 provide for a statutory replanting obligation in respect of all felling licences issued to the Group. A provision has been recognised for replanting clear felled forests which is expected to be completed over the next two financial years. The related costs are recognised as a current asset, ‘forest plantations to be planted’, within debtors (note 21).

Legal and other provisions

The Group employs an in-house team to manage all claims against the Group. It has also established a Liability Provisions Committee that meets four times each financial year to assess the provisions for legal claims proposed by the in-house legal team. The committee is made up of senior management and a representative of the Group’s insurance brokers.

The utilisation of the provision is dependent on the timing of settlement of outstanding claims.

		Group		Company	
		2024	2023	2024	2023
Notes		€'000	€'000	€'000	€'000
Deferred tax					
The deferred tax in the balance sheet is as follows:					
Deferred Tax Asset	21	155	466	150	461
Deferred Tax Liability		(16,157)	(15,686)	(10,548)	(10,199)
		(16,002)	(15,220)	(10,398)	(9,738)
The net deferred tax liability comprises:					
Accelerated capital allowances		(4,252)	(4,036)	-	-
Defined benefit pension		(2,122)	(1,681)	(664)	(352)
Derivative financial instruments		106	(14)	-	-
Revaluation of investment properties		(10,548)	(10,199)	(10,548)	(10,199)
Other timing difference		814	710	814	813
		(16,002)	(15,220)	(10,398)	(9,738)

26 Deferred government grants

Group and Company

	Forestation	Forest roads	Other	Total
	€'000	€'000	€'000	€'000
At 1 January 2024	97,230	20,534	-	117,764
Additions	-	332	-	332
	97,230	20,866	-	118,096
Amortised during the year	(2,204)	(1,484)	-	(3,688)
At 31 December 2024	95,026	19,382	-	114,408
At 1 January 2023	98,685	20,702	109	119,496
Additions	-	1,181	-	1,181
	98,685	21,883	109	120,677
Amortised during the year	(1,455)	(1,349)	(109)	(2,913)
At 31 December 2023	97,230	20,534	-	117,764

Forestry government grants

The Group has received capital government grants for afforestation and for building forest roads. Government grants received become repayable if certain conditions, as set out in the agreements, are not adhered to. The most significant of these conditions relates to afforestation grants. Plantations must be adequately maintained and protected for a period of 10 or 20 years after the date of payment of the grant, failing which all grant monies or part thereof may be refundable.

Income Grants

Grant income of €2.8m received during the financial year is recognised in Turnover on the Group Profit & Loss account. These grants were received from the Department of Rural and Community Development (DRCD). An amount of €1.9m has also been recognised as deferred income (and included within note 22) on the balance sheet in respect of grant funding from the Rural Regeneration and Development Fund (RRDF) for the construction carried out by Coillte for the National Mountain Bike Trials Projects.

27 Called up share capital

	2024	2023
	€'000	€'000
Ordinary shares of €1.26 each Authorised – 1,000,000,000 shares	1,260,000	1,260,000
Allocated, issued and fully paid – 631,000,003 shares presented as equity	795,060	795,060

There is a single class of ordinary shares. There are no restrictions on the distribution of dividends or the repayment of capital.

28 Other reserves

Undenominated capital

During the financial year ended 31 December 2001, in accordance with the Economic and Monetary Union Act, 1998, the share capital was redenominated into Euro and the nominal value was renominalised to €1.26. Consequently, the issued and fully paid share capital was reduced by €6.1m and that amount was transferred to this reserve.

Cash-flow hedge reserve

The cash-flow hedge reserve is used to record gains and losses arising from the Group's cash-flow hedging arrangements where hedge accounting has been applied.

Retained earnings

Retained earnings of the Group and Company include €21.4m (2023: €20.6m) of unrealised gains representing a gain on the revaluation of investment properties of €31.9m (2023: €30.8m) and a related deferred tax provision of €10.5m (2023: €10.2m). Up until such time as these are realised, these unrealised gains cannot be distributed to the shareholders by the Company.

29 Future capital expenditure not provided for

	2024	2023
	€'000	€'000
Contracted for	12,568	13,090
Authorised by the Directors but not contracted for	90,996	55,720
At 31 December	103,564	68,810
Share of capital commitments of joint ventures	-	-

30 Leases

Operating lease agreements where the Group is lessee

The Group and Company had the following future minimum lease payments under non-cancellable operating leases for each of the following periods:

	Group		Company	
	2024	2023	2024	2023
	€'000	€'000	€'000	€'000
Payments due:				
Within one financial year	2,729	2,446	2,420	2,351
Between two and five financial years	9,592	7,756	7,900	7,731
Between two and five financial years	8,735	10,902	8,735	10,902
	21,056	21,104	19,055	20,984

Included within the commitments, Smartply Europe DAC (Smartply) leases 60 acres on which its facility is constructed from Waterford Harbour Commissioners and Kilkenny County Council. The lease agreement expires in 2034, it is renewable at five financial year intervals thereafter and it provides for rent reviews every five years. Smartply has a commitment, under the terms of the lease, to ship a certain agreed tonnage of finished product through the Port of Waterford each financial year. At 31 December 2024, Smartply was committed to making an annual payment of €139,000 (2023: €116,000) in respect of these lease obligations. On cessation of the lease and vacating the site, Smartply is required to remove all plant, equipment, rolling stock and inventory and to give the lessor clear and vacant possession of the premises, foundations and fixtures. A provision has been made for this decommissioning liability. This provision is contained within other provisions (see note 25).

Operating lease agreements where the Group is lessor

The Group holds land rented to wind-farm operators as investment properties as disclosed in note 17. The Group's significant lease arrangements have remaining terms of c.20 financial years. In addition to a minimum rent, the Group may receive a contingent rent based on the performance of individual windfarms. The minimum rent is adjusted for increases in the Consumer Price Index annually or every five years.

The Group and Company's future minimum rentals receivable under non-cancellable operating leases are as follows:

	Group and Company	
	2024	2023
	€'000	€'000
Receipts due:		
Within one financial year	3,263	3,183
Between two and five financial years	13,349	13,054
Between two and five financial years	49,596	49,291
	66,208	65,528

31 Contingencies and commitments

Group and Company

(a) The Irish Forestry Unit Trust

The trust deed of the Irish Forestry Unit Trust (the Trust) commits the Group to providing liquidity to the fund if it is needed. This commitment would require the purchase of forest assets, initially leased to the Trust by the Group, from the Trust representing up to 15% of the value of the Trust. This is subject to an annual limit of the lesser of 5% of the value of the Trust or €4,444,083. The Group's maximum commitment to acquire forest assets reduces as the initial leased assets are clear felled and the underlying lands revert to Coillte. At 31 December 2024, the maximum amount that the Group can be required to purchase is €10,125,995.

(b) Immature Forest Asset

At December 2023, Trustees of the superannuation pension scheme held security over €20m of forestry assets that would be available to the Trustees in certain circumstances. Termination of the relevant security documents occurred during 2024 as the Scheme satisfied certain funding requirements.

(c) Other

From time-to-time Group companies are party to a number of lawsuits, claims and disputes with third parties arising in the normal course of business. While any litigation or dispute has an element of uncertainty, the Board members believe that there were no contingent liabilities which would have a materially adverse effect on the Group's financial position.

32 Notes to Group Statement of Cash Flows

(a) Reconciliation of profit to net cash inflow from operating activities

		2024	2023
	Notes	€'000	€'000
Profit for the financial year:		14,842	53,486
Adjustments for:			
Amortisation of intangible assets	15	2,619	2,605
Depreciation of tangible assets	16	23,144	25,905
Profit on disposals of tangible assets	10	(3,262)	(4,617)
Gain on revaluation of investment properties	17	(1,059)	(1,788)
Other exceptional items	9	-	(1,245)
Depletion of biological assets	18	16,423	15,488
Amortisation of grants	26	(3,688)	(2,913)
Share of associate profits	19	(1,046)	(2,414)
Share of joint venture losses	19	2,924	1,851
Interest payable	11	732	994
Interest receivable	11	(2,852)	(4,308)
Other finance costs	11	26	21
Taxation	13	4,110	11,399
Movement in provisions for liabilities ¹	25	(308)	(499)
Difference between pension charge and cash contributions		(1,133)	(2,583)
Working capital movements:			
Increase in stock		(3,505)	(7,162)
Decrease in debtors ²		7,594	1,789
Increase in creditors ³		1,187	3,948
Net cash inflow from operating activities before taxation paid		56,748	89,957

¹ Excluding provision for replanting clear felled forest plantations, associate undertakings and provision for deferred tax.

² Excluding capital grants receivable, corporation tax, amounts owed by joint venture and associate undertakings, forest plantations to be planted, deferred tax asset and the change in fair value of derivative financial instruments (assets) recognised in the statement of other comprehensive income.

³ Excluding overdrafts and loans, corporation tax, capital creditors, leases, the change in fair value of derivative financial instruments (liabilities) recognised in the statement of other comprehensive income.

(b) Net interest received

		2024	2023
	Notes	€'000	€'000
Interest payable	11	732	994
Interest receivable	11	(2,852)	(4,308)
Movement on interest accruals		31	374
		(2,089)	(2,940)

(c) Analysis of movement in net cash

	Balance 1 Jan	Cash Flows	Balance 31 Dec
	€'000	€'000	€'000
Cash at bank	64,926	(8,036)	56,890

(d) Reconciliation of net cash flow to movement in net cash

	2024	2023
	€'000	€'000
Decrease in cash in the financial year	(8,036)	(90,545)
Repayment of bank loans	-	90,000
	(8,036)	(545)
Net cash at the beginning of the financial year	64,926	65,471
Net cash at the end of the financial year	56,890	64,926

33 Note to Company Statement of Cash Flows

Reconciliation of profit to net cash inflow from operating activities

		2024	2023
	Notes	€'000	€'000
Profit for the financial year:		40,048	93,218
Adjustments for:			
Amortisation of intangible assets	15	2,477	2,596
Depreciation of tangible assets	16	11,831	15,073
Profit on disposals of tangible assets		(3,139)	(4,486)
Gain on revaluation of investment properties	17	(1,059)	(1,788)
Dividends received from subsidiary undertakings		(26,360)	(85,000)
Depletion of biological assets	18	16,423	15,488
Amortisation of grants	26	(3,688)	(2,913)
Interest payable		732	990
Interest receivable		(721)	(562)
Taxation		3,717	3,882
Movement in provisions for liabilities ¹	25	331	(145)
Difference between pension charge and cash contributions		(635)	(1,070)
Working capital movements:			
(Increase) / decrease in stock		(73)	9
Decrease / (increase) in debtors ²		3,738	(3,461)
Increase in creditors ³		2,188	5,607
Net cash inflow from operating activities before taxation paid		45,810	37,438

¹ Excluding provision for replanting clear felled forest plantations, associate undertakings and provision for deferred tax.

² Excluding capital grants receivable, corporation tax, amounts owed by joint venture and associate undertakings, forest plantations to be planted, deferred tax asset and the change in fair value of derivative financial instruments (assets) recognised in the statement of other comprehensive income.

³ Excluding overdrafts and loans, corporation tax, capital creditors, leases, the change in fair value of derivative financial instruments (liabilities) recognised in the statement of other comprehensive income.

34 Related Party Transactions

Group

(a) The ownership of the Company

One ordinary share is held by the Minister for Agriculture, Food, Fisheries and the Marine and the remainder of the issued share capital is held by the Minister for Public Expenditure, Infrastructure, Public Services, Reform and Digitalisation.

In accordance with Paragraph 33.11 of FRS 102, the Group is exempt from disclosing related party transactions with another entity that is a related party because the Irish Government has control, joint control or significant influence over both the Group and that entity.

(b) Key management compensation

The total key management compensation is disclosed in note 8.

Company

Other than the transactions disclosed above, the Company’s other related party transactions were with wholly owned subsidiaries and so have not been disclosed.

35 Memberships

Coillte is a member of Nature Partners CLG, (operating under the Brand Name, The Nature Trust). The Nature Trust is a not-for-profit company, established in 2021 in collaboration with Forestry Partners CLG and its objective is to establish new native woodlands in communities across Ireland funded by the issuance of green certificates.

36 Post Balance Sheet Events

There have been no events between the balance sheet date and the date on which the financial statements were approved by the Board, which would require adjustment to the financial statements.

A major storm in January 2025 (Storm Éowyn) caused significant damage to the Group’s Forest estate. A review of the impact of this event on the estate including the carrying value of biological assets is ongoing and will be completed during 2025. This event did not require an adjustment to the financial statements as at 31 December 2024.

37 Approval of Financial Statements

The Directors approved the financial statements on 27 March 2025.

Corporate Information

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