

Environmental Protection Agency
Annual Report and Accounts

2025

ENVIRONMENTAL PROTECTION AGENCY

Annual Report and Accounts, 2025

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The layout of this report has been structured and aligned to reflect the EPA Strategic Plan 2022-2026



Our Purpose

To protect, improve and restore our environment through regulation, scientific knowledge and working with others



Our Vision

We live sustainably in a healthy environment that is valued and protected by all

Our Values & Behaviours



Professional

We hold ourselves to high standards in our interactions and work

- I take responsibility for my work and am accountable for my decisions
- I listen to others and respect diversity of views



Trustworthy

We act with integrity as an independent leader and advocate for our environment

- I base my decisions on the best available evidence and facts
- I am honest and transparent in my interactions with others



Customer & Stakeholder Focussed

We actively listen to and understand our customers and stakeholders to design and deliver excellent services

- I take account of our customers' and stakeholders' perspectives in everything I do
- I work to deliver public value and our vision



Collaborative

We work together and with others to protect our environment and health

- I work with others to deliver better outcomes
- I share my time, resources and knowledge to support my colleagues



Innovative

We innovate and adapt to deliver our vision and strategy

- I try new ideas to improve how I do my work, knowing that I won't always get it right
- I support and champion innovation to deliver on our vision

LIST OF ABBREVIATIONS

AD	Anaerobic Digestion	ELRA	Environmental Liabilities Risk Assessment
AIE	Access to Information on the Environment	ELV	Emission Limit Values
AMR	Antimicrobial Resistance	EMS	Environmental Management System
ARC	Audit and Risk Committee	ENSREG	European Nuclear Safety Regulators Group
AQIH	Air Quality Index for Health	EPR	Extended Producer Responsibility
AQUILA	European Network of National Air Quality Reference Laboratories	ERC	Executive Risk Committee
BAT	Best Available Techniques	ERIC	European Research Infrastructure Consortium
B2B	Business to Business	ESR	Effort Sharing Regulation
B2C	Business to Consumer	ESRI	Economic and Social Research Institute
BWN	Boil Water Notice	ETS1, ETS2	Emissions Trading System
C&D	Construction and Demolition	EU ETS	European Union Emissions Trading System
CBAM	Carbon Border Adjustment Mechanism	FLAG	Farm and Landscape measures for Agriculture mapping tool
CCIM	Climate Change in the Irish Mind	F-gas	Fluorinated gas
CERTEX	Certificates Exchange System	FOI	Freedom of Information
CIAN	Climate Ireland Adaptation Network	FP	Financial Provision
CLRTAP	Convention on Long-Range Transboundary Air Pollution	GHG	Greenhouse Gas
CRAMP	Closure, Restoration and Aftercare Management Plan	GLOBE	Global Learning and Observations to Benefit the Environment
CSO	Central Statistics Office	GMO	Genetically Modified Organism
DAFM	Department of Agriculture, Food and the Marine	GPP	Green Public Procurement
DCEE	Department of Climate, Energy and the Environment	HERCA	Heads of the European Radiological Protection Competent Authorities
DESNZ	Department of Energy Security and Net Zero	HIQA	Health Information and Quality Authority
DHLGH	Department of Housing, Local Government and Heritage	HSA	Health and Safety Authority
DoH	Department of Health	HSE	Health Service Executive
DPP	Director of Public Prosecutions	IAEA	International Atomic Energy Agency
DWWTS	Domestic Wastewater Treatment Systems	ICCA	Ireland's Climate Change Assessment
ECHA	European Chemicals Agency	ICEL	Irish Centre for European Law
EEA	European Environment Agency	ICOS	Integrated Carbon Observation System
EEE	Electrical and Electronic Equipment	ICT	Information and Communications Technology
EIONET	European Environment Information and Observation Network	IED	Industrial Emissions Directive
		iNAP3	Ireland's third One Health National Action Plan on Antimicrobial Resistance 2026-2030

IPC	Integrated Pollution Control
IPCC	Intergovernmental Panel on Climate Change
IRRS	Integrated Regulatory Review Service
ISSCOP	Irish Statistical System Code of Practice
JAI	Junior Achievement Ireland
JPI	Joint Programming Initiatives
LEAP	Licence and Enforcement Access Portal
LULUCF	Land Use, Land Use Change and Forestry
MLN	Management and Leadership Network
MoU	Memorandum of Understanding
Mt CO₂eq	Million Tonnes Carbon Dioxide Equivalent
MWh	Megawatt Hours
NAIP	National Agricultural Inspections Programme
NCCRA	National Climate Change Risk Assessment
NEC	National Emission Reduction Commitments Directive
NEPs	National Enforcement Priority
NERCG	National Environmental Research Coordination Group
NGO	Non-Governmental Organisation
NIECE	Network for Ireland's Environmental Compliance and Enforcement
NIR	Non-Ionising Radiation
NMDG	Nuclear moisture density gauges
NMVOC	Non-Methane Volatile Organic Compounds
NORF	National Open Research Forum
NRCS	National Radon Control Strategy
ODS	Ozone Depleting Substances
OECD	Organisation for Economic Cooperation and Development
OSPAR	Oslo (1972) and Paris (1974) Conventions to protect the North East Atlantic
PAH	Polycyclic Aromatic Hydrocarbons
PARC	Partnership for the Assessment of Risks from Chemicals

PFAS	Per- and poly-fluoroalkylated substances
PFOA	Perfluorooctanoic Acid
PianoForte	European Partnership on Radiation Protection Research
PM_{2.5}, PM₁₀	Particulate Matter
POPs	Persistent Organic Pollutants
PRTR	Pollutant Release and Transfer Register
RAL	Remedial Action List
REACH	Registration, Evaluation, Authorisation and Restriction of Chemicals Regulations
RoHS	Restriction of Hazardous Substances
SBI	Subsidiary Body for Implementation
SBSTA	Subsidiary Body for Scientific and Technological Advice
SEA	Strategic Environmental Assessment
SETU	South East Technological University
SLA	Service Level Agreement
SMN	Senior Management Network
STEM	Science, Technology, Engineering and Mathematics
STEAM	Science, Technology, Engineering, Arts and Mathematics
SUP	Single Use Plastics
THM	Trihalomethanes
UÉ	Uisce Éireann
UNECE	United Nations Economic Commission for Europe
UNFCCC	UN Framework Convention on Climate Change
WAM	With Additional Measures
WEEE	Waste Electrical and Electronic Equipment
WEM	With Existing Measures
WFD	Water Framework Directive
WHO	World Health Organisation
WRZ	Water Research Zone



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1. DIRECTOR GENERAL'S STATEMENT



2025 was another record year at the EPA. Our teams monitored air and water quality nationwide, while others analysed greenhouse gas emissions and assessed Ireland's progress toward climate targets. The EPA determined a growing number of key regulatory decisions spanning multiple sectors, while enforcement teams ensured compliance with licence conditions, including taking prosecutions where necessary. Our activities have always been wide ranging and are expanding each year across environmental regulation, providing timely and relevant scientific knowledge on Ireland's environment and working with others.

While momentum is growing in knowledge and action to address environmental challenges, there are still significant shortfalls. Ireland is already experiencing a changing climate with climate resilience becoming even more to the fore. In 2025, the EPA published Ireland's first National Climate Change Risk Assessment (NCCRA) providing a comprehensive, evidence-based assessment of current and future climate risks to Ireland. EPA monitoring shows that Ireland's air quality met current EU requirements, but not the stricter WHO guidelines, with potential implications for people's health and environmental protection. In terms of water quality, EPA monitoring and assessment shows water quality has continued to decline overall, albeit with some local improvements where actions are targeted. We made significant progress in processing timely and robust licence applications for industrial sectors and reduced backlogs by 30% in 2025. Our enforcement work is risk-based with on-site inspections targeting non-compliant sites and responding to significant environmental incidents and complaints. In 2025, the EPA initiated legal proceedings in several cases, leading to nine convictions.

People in Ireland care more than ever about having a clean and healthy environment. Some of the environmental challenges we face as a country are complex but are not insurmountable. Solutions require ambition, prioritisation and decisive implementation. The EPA is committed to providing timely information on the environment, acting as a trusted and effective environmental regulator and working with others. Taking action to protect our environment benefits our wellbeing, our economy, and our livelihoods.

The expertise and dedication of the EPA's staff is what makes our work possible, and drives our mission to secure a healthy, clean and resilient environment for everyone in Ireland.

Dr Eimear Cotter
Director General, EPA¹

¹ Appointed Director General 8th March 2026

2. EXECUTIVE SUMMARY

This Annual Report 2025 highlights how the EPA is delivering on challenges new and old, across all areas of the Irish environment.

The EPA strives to deliver cleaner water, cleaner air and to reduce exposure to harmful radiation, noise, chemicals and pathogens through regulation, enforcement, monitoring and assessment.

Licensing

Environmental and radiological licensing and regulation are among the EPA's primary functions. A total of 121 authorisations were issued across the EPA's licensing and permitting regimes in 2025, including industrial emissions, waste, wastewater discharges, water abstractions, dumping at sea, and genetically modified organisms. The EPA is also the enforcement and implementation authority for the EU Emissions Trading System.

Continuous process improvements are ongoing to improve the Agency's capacity to process applications more quickly and provide greater clarity to applicants and stakeholders on decision timelines. This is reflected in a 30% reduction in the number of on-hand applications awaiting a proposed decision for the Industrial Emissions, Integrated Pollution Control and waste sectors at the end of 2025 compared to the end of 2024.



Enforcement

The EPA takes a risk-based approach to on-site inspections, targeting non-compliant sites and responding to significant environmental incidents and complaints. The EPA regulated over 900 industrial and waste facilities, focusing on waste management, energy supply security and water quality impacts. In addition to licensed sites, EPA enforces legislation relating to the use, management and in some cases phase-out of ozone depleting substances and fluorinated gases, microplastics and other potentially polluting materials or products. In 2025, the EPA initiated legal proceedings in several cases, leading to nine convictions.

Radiation protection inspections focused on compliance with the Ionising Radiation Regulations in high-risk sectors such as interventional radiology, cardiology and industrial site radiography.

The EPA supervises local authority environmental activities and acknowledges their vital role in protecting the environment. Local authorities made strong progress in areas such as tackling illegal waste activities and construction and demolition waste in 2025. However, there is a need for increased focus on water, air and noise enforcement to fully deliver on the National Enforcement Priorities.

The EPA continued to dedicate significant resources in 2025 to the illegal large-scale extraction of peat. A total of 46 site visits were carried out by the EPA to peatlands across seven counties. The EPA progressed legal actions against operators who were considered to be extracting peat in the absence of an IPC licence from the EPA. Legal actions in the District and High Courts have successfully halted illegal peat extraction on several sites.

Air Quality

The EPA's National Ambient Air Quality Monitoring Programme offers real-time data from 115 monitoring stations. The Ambient Air Directive (2024/2881/EU) was published on the 23 October 2024 and comes into legal effect by 11 December 2026. The revised legislation will require additional monitoring of new parameters, including, but not limited to, ultrafine particles, ammonia, polycyclic aromatic hydrocarbons (PAHs), black carbon, mercury, and metals, along with the establishment of two new supersites and five hotspots. This Directive now places air quality modelling requirements on all Member States, with Ireland

ahead of time using infrastructure developed by the LIFE Emerald project to produce hourly real-time, daily forecast and annual high resolution air quality maps. The Air Quality in Ireland Report 2024 showed Ireland met current EU requirements, but not the stricter WHO guidelines. In order to meet incoming standards and Ireland's own Clean Air Strategy targets, emissions from residential heating need to be addressed and there needs to be investment in transport systems right across the country to reduce our dependence on cars.

Drinking Water

The quality of drinking water in public supplies remains high, ensuring safe drinking water for homes. Uisce Éireann made progress in reducing supplies on the Remedial Action List (RAL) in 2025. While 35 treatment plants still need upgrades for future resilience, this is the lowest number of supplies on the RAL since its introduction in 2008. The EPA's inspection programme and enforcement activities continue to identify plants at risk. Investment in these plants is necessary for a secure drinking supply into the future. Enforcement actions on drinking water during 2025 resulted in ten supplies being removed from the RAL, reducing the at-risk population by around 58,500 people.

In early 2024, the Court of Justice of the European Union ruled that Ireland failed to fully implement the Drinking Water Directive regarding Trihalomethanes (THM). Of the 21 supplies in the complaint, 19 are now resolved, and the remaining two are due to be resolved by the end of 2026. The EPA continues to target THM compliance in its enforcement activities. Progress on removing lead from our water supply network remains too slow. The Department of Housing, Planning and Local Government needs to report progress on the National Lead Strategy and Uisce Éireann must accelerate actions under their Lead Mitigation Plan to reduce people's exposure to lead in their drinking water.

Reports on the assessment of leakage and the potential for improvements in water leakage reduction were submitted to the EU in December 2025 as required under the Drinking Water Directive (Directive (EU) 2020/2184).

Water Quality

The EPA Water Programme is responsible for coordinating and implementing the national water quality monitoring programme and undertaking technical and scientific assessments to understand the pressures impacting on water. The flagship [Water Quality in Ireland Report 2019-2024](#) was published in October 2025 and provided the latest three-year integrated assessment of the quality of Ireland's rivers,

lakes, estuaries, coastal waters, canals and groundwaters. The report showed that water quality has continued to decline overall, although there have been some improvements. The latest EPA reports show some improvements in the levels of nutrients in our waterways in recent years, in particular in the areas where actions are being targeted locally to address specific water quality issues. Further reductions in nutrient levels are needed to support healthy ecosystems, and it is essential that better information is collected by all stakeholders, on when and where positive actions are being implemented on the ground.

Bathing Water

The 2024 [Bathing Water report](#), published in May 2025, showed that 81% of bathing sites had excellent water quality while 96% met the minimum standard. The report found that heavy summer rainfall is putting pressure on our bathing water quality and that there is a need to build climate resilience into the effective management of bathing waters to protect bather health.

Urban Wastewater

Discharges from 59% of licensed treatment plants failed to consistently meet the effluent quality standards set by the EPA to protect the environment. These failures are primarily due to inadequate infrastructure, which will take time to resolve, and poor operation and maintenance of treatment plants, which Uisce Éireann must address as a matter of urgency.

Targeting improvements at priority areas highlighted by the EPA continues to deliver positive results and the number of areas discharging raw sewage daily fell from 16 to 12 in 2025. During 2025, the EPA carried out 287 inspections of wastewater treatment works, an increase of over 30% on the previous year.

Ireland's largest wastewater treatment plant at Ringsend in Dublin is one of 14 large urban areas that failed to meet the mandatory treatment and effluent quality standards in the Urban Wastewater Treatment Directive. A major capacity upgrade designed to bring the plant into compliance was completed at the end of 2025.

The recast Urban Wastewater Treatment Directive entered into force in January 2025 and must be transposed into national legislation by July 2027. It introduces several new and more stringent obligations on a phased basis over the next two decades. These requirements must be factored into the future planning and delivery of Ireland's wastewater services.

The EPA's [Domestic Wastewater Treatment System \(DWWTS\) Inspections in 2024 report](#), released in May 2025, identified

that 1,390 inspections of DWWTSs were completed by local authorities in 2024. Advisory notices are issued by local authorities to address failing DWWTS, the number of advisory notices open for more than two years decreased from 576 at the end of 2023 to 523 at the end of 2024 which is a positive.

Ionising and Non-Ionising Radiation

In relation to ionising radiation, gamma dose rate data from the EPA's National Radiation Monitoring Network is made publicly available with the automatic transfer of data to the European Commission via the European Radiological Data Exchange Platform and the EPA's website on an hourly basis. Results from radiation monitoring programmes covering air, the marine environment, food, and drinking water are published online.

The EPA monitors developments related to nuclear safety through engagement with international stakeholders and through international notification systems. These developments include long term operation of nuclear power plants, nuclear new build in the UK and Europe and events in Ukraine affecting nuclear facilities.

During 2025, the EPA engaged with national and international stakeholders to discuss non ionising radiation and continued to respond to queries received from the public and other stakeholders.

Climate Action

The EPA addresses Climate Change by preparing Ireland's greenhouse gas inventories, regulating emissions including administration of the European Emissions Trading System and Carbon Border Adjustment Mechanism in Ireland, supporting climate science research, preparing Ireland's National Climate Change Risk Assessment, coordinating the Climate Ireland network and platform, and facilitating the National Dialogue on Climate Action.

Emissions Inventories and Projections

The EPA [Provisional Greenhouse Gas Inventory for 1990-2024](#) was published in July 2025. Key findings were that overall GHG emissions decreased by 2% compared to 2023, with reductions reported in all key sectors except for Buildings.

EPA [Greenhouse Gas Emissions Projections 2024-2055](#), published in May 2025, indicated that already implemented ('existing') measures would achieve an 9% reduction in emissions in 2030 compared to 2018, while additional measures in the latest Climate Action Plans would achieve a 23% reduction.

Adaptation and Behavioural Insights

The EPA published its first [National Climate Change Risk Assessment \(NCCRA\)](#) in 2025, providing a comprehensive, evidence-based assessment of current and future climate risks to Ireland and supporting informed climate adaptation and resilience planning. Adaptation planning continued to be supported through the Climate Ireland platform and the Climate Ireland Adaptation Network (CIAN) supporting working groups, enabling collaboration across sectors on shared adaptation challenges and promoting the application of climate information in policy and practice.

Climate Science

The EPA continued to manage Ireland's engagement with the Integrated Carbon Observation System (ICOS) European Research Infrastructure (ERIC), including the official launch of ICOS-Ireland in December 2025, which is comprised of organisations and bodies which own or manage ICOS sites or use data from these sites in research or operational activities. This followed the successful designation of key sites in Ireland as ICOS-compliant.

The EPA also supported Ireland's engagement in multilateral processes such as the IPCC and the COP30 meeting in Brazil.

EPA Sustainability Programme

The EPA is on track to reducing its carbon emissions beyond the target of 35% by 2026 set in its strategic plan and further decreasing its energy usage beyond the 58% reduction achieved to date. Energy efficiency and decarbonisation projects completed to date include energy efficient LED lighting, low carbon heating (e.g., biomass and electric heat pumps) and transitioning our fleet to fully electric vehicles. Solar PV was installed on most EPA buildings in 2025 and is expected to self-generate 28% of the annual electricity requirement.

Total carbon emissions arising from the EPA's activities in 2024 were 35% lower than the base period 2016-2018 due to a combination of decarbonisation, energy efficiency measures, and blended working.

Circular Economy

The EPA compiles official statistics on waste generation and treatment in Ireland. These are used for reporting on Ireland's performance in meeting its legal obligations, for policy and waste management planning purposes and to inform the public. Data released in 2025 revealed that waste generation is still too high and Ireland is predicted to miss targets for recycling municipal and packaging waste for 2025.

Regulatory provisions for declaring materials as end-of-waste or by-products are well-utilised, aiding the circular economy. Over 300 by-product assessments and determinations were made as well as eight end-of-waste single case decisions approved. The roll out of three national decisions for construction-based materials (recycled aggregates, site won asphalt, and greenfield soil and stone) is well underway, optimising resource utilisation and supporting waste prevention in construction projects.

Under the government's Green Public Procurement (GPP) Strategy, the EPA reports annually on GPP implementation by Government Departments. In reference year 2023, 49% of the total number of contracts valued over €50k incorporated green criteria (in sectors for which there are national green criteria published).

Through its national food waste prevention programmes, the EPA supported sustainable production and consumption in the food and drink sector. Businesses in the food supply chain continue to join the Food Waste Charter, a voluntary industry agreement where members commit to reducing food waste. At year end, 90 members representing over 74,000 employees had signed up.

Partnering and Networking

In 2025, the EPA attended various Joint Oireachtas Committees on topics such as the fish kill in the Blackwater River in Co. Cork and illegal peat extraction.

The EPA coordinates Ireland's participation in the EEA's recently revamped country network, the European Environment Information and Observation Network (EIONET). The EIONET is a partnership network of the EEA and its 38 member and cooperating countries. Through the network, the EEA gathers data and provides knowledge and advice to policy makers about Europe's environment. By the end of 2025, experts from 24 Irish organisations had participated in the Eionet, including from 11 organisations new to the network.

Research

The EPA runs a responsive research programme that supports environmental policy development and decision-making. The role of scientific research in tackling climate change and environmental degradation is growing in importance. In 2025, the EPA awarded €17 million across 57 new research projects and published 34 research reports, including a milestone 500th EPA Research Report. The EPA also partners with various organisations to co-fund environmental research and focuses on transferring scientific evidence from EPA-funded research into policy.

Communications and Outreach

The EPA's website remains the principal communication channel for the Agency, with over 1,300,000 visits throughout 2025. Efforts to reach newer audiences continued via social media, amplifying the EPA's work.

Citizen science projects were supported through collaborations with various organisations. In Limerick City, the Clean Air Together project, in partnership with Limerick City and County Council, published findings from over 400 residents who monitored Nitrogen Dioxide (NO₂) levels. The project expanded to Waterford City in 2025, partnering with Waterford City and County Council, where over 300 citizen scientists participated in the study during October 2025.

Engaging with young people and new audiences, the EPA sponsored an environmental award at the BT Young Scientist competition and continued to work in partnership with ECO-UNESCO and Junior Achievement Ireland to increase environmental awareness.

Culture of Excellence

The EPA promotes a supportive and inclusive workplace, empowering staff to deliver public value and achieve a vision of a sustainable environment.

Staff development and maintaining our expertise is a strategic priority for the EPA. Learning is valued by our highly educated workforce, and the EPA continues to expand the opportunities to support ongoing professional development.



3

Protected and Healthy Environment



3. PROTECTED AND HEALTHY ENVIRONMENT

3.1 Authorisation of Activities

The EPA has a wide licensing remit and is responsible for a range of tasks relating to the authorisation of activities that could have an impact on the environment or on human health. This work includes implementing Ireland’s obligations under various EU Directives by carrying out environmental assessments prior to granting or refusing authorisations. It incorporates Environmental Impact Assessment and Appropriate Assessment.

Licensing and Permitting

The EPA strives to continuously improve our authorisation processes to ensure timely decision-making, increase throughput and provide greater clarity to applicants on decision timelines. This is reflected in a 30% reduction in the number of on-hand applications (pre-Proposed Decision) for the industrial emissions (IE) and integrated pollution control (IPC) and waste sectors at the end of 2025 compared to the end of 2024. The Agency’s online system for submission of licence applications and electronic processing and communication with applicants and stakeholders helps to ensure efficient customer service and accurate and timely reporting of data to the European Commission.

Table 1 summarises the environmental authorisations granted by the EPA in 2025 across our various licensing and permitting regimes, together with the number of applications received. A total of 121 authorisations were issued, covering a wide range of sectors and activities including industrial emissions, intensive agriculture, waste, wastewater discharges, dumping at sea, water abstractions and Genetically Modified Organisms (GMOs).

The EPA continues to prioritise industrial and waste licence applications in line with published criteria. The list of prioritised applications is published quarterly. A total of 34 IE, IPC and waste licences were granted in 2025. In addition, 12 licensed facilities in the timber treatment sector and 45 in the food and drink sector were brought into compliance with relevant Commission Implementing Decisions, ensuring these activities are carried out in accordance with Best Available Techniques (BAT) to ensure a high level of environmental protection.

In 2025, there was a particular focus on the assessment of waste sector licences to reduce the backlog of applications on hand. This burden sharing and agile approach was successful in delivering 16 waste sector licences in 2025 which is a significant increase on previous years.

The 2024 amendment to the Industrial Emissions Directive (IED) is scheduled to be transposed into Irish legislation by 1 July 2026 and preparatory work is underway by the EPA to ensure the requirements are met.

In the area of water regulation, the new regulatory regime for water abstractions came into operation in 2025 with five licences issued, all to Uisce Éireann relating to drinking water abstractions. Eleven wastewater discharge authorisations and two dumping at sea permits were also issued in 2025.

The EPA also issued 31 GMO consents in 2025; 30 for contained-use activities and one in respect of a deliberate release.

Table 2 summarises a range of other regulatory activities undertaken by the EPA in 2025, including licence amendments and transfers, by-product notifications, end-of-waste decisions and medium combustion plant registrations.

Table 1. Authorisations issued in 2025

Licence Type	Applications Received	Authorisations Issued (final decisions)
IE and IPC Licences ¹	24	31
Waste Licences	5	3
Wastewater Discharge Authorisations	5	11
Abstraction Licences	43	5
Dumping at Sea Permits	2	2
GMO Permits	27	31
Waste Certificates of Registration	5	5
Greenhouse Gas Emissions Permits (ETS1 and ETS2)	33	33
Total	144	121

¹ This includes IE licences for certain waste activities

Table 2. Other EPA regulatory activities in 2025

Regulatory Activity	Number
Article 11 determinations	51
IE and IPC licence amendments	106
Waste licence amendments	2
Wastewater Discharge Authorisation amendments	10
By-Product Notifications – Single Case	318
National By-Product Registrations (Soil and Stone, Site Won Asphalt)	1,238 ²
End-of-Waste Applications – Single Case	8
End-of-Waste Applications – National Registrations (Recycled Aggregates)	73
Licence transfers	11
Air Pollution Act appeals	1
Planning correspondences examined	17
Medium Combustion Plants registered	140

Radiation Protection Activities

The authorisation system for radiation protection operates on a graded approach, providing two forms of authorisation: registration and licensing. Table 3 presents the authorisations issued in 2025. Registration is a simpler, less administratively onerous process suitable for practices that are less complex in nature and have been demonstrated to present lower levels of risk, such as mammography. Licensing is required for higher risk activities, including industrial radiography using High Activity Sealed Sources. Authorisation fees correspond to the level of risk associated with each type of practice and, consequently, the extent of regulatory oversight.

Table 3. Radiation protection authorisations issued in 2025

Licences	Registrations	Authorisations Amendments	Closed Authorisations
18	70	682 (592 licences, 90 registrations)	14 (7 licences, 7 registrations)

² This figure represents total registrations at end of 2025 since the publication of each of the national decisions. It excludes 100 registrations which were subsequently deregistered.

Nuclear Safety

IAEA IRRS Mission to Ireland: In 2025, EPA and DCEE, along with HIQA and DoH, made extensive preparations for an International Atomic Energy Agency (IAEA) Integrated Regulatory Review Service (IRRS) Mission to Ireland in January 2026. Ireland's ionising radiation regulation is split between EPA (occupational and public exposure) and HIQA (medical exposure). The Mission will assess nuclear and radiation safety in Ireland against IAEA Safety Standards.

IAEA country report: The EPA assisted DCEE in the preparation of Ireland's national country report for the IAEA Convention on Nuclear Safety Review Meeting that will take place in 2026.

International obligations on Nuclear Safety and Radioactive Waste Management: Ireland's Eighth National Report under the terms of the Joint Convention on the Safety of Spent Nuclear Fuel Management and on the Safety of Radioactive Waste Management was presented at an IAEA meeting in March 2025. As a country that uses radiation sources across sectors such as medicine, industry and higher education, Ireland is required to demonstrate compliance with the Convention and participate in a peer review. Areas of good performance included increased openness and transparency through the EPA's Licence and Enforcement Access Panel (LEAP) online portal where inspection reports are published.

3.2 Enforcement

Industrial and Waste Licence Enforcement

The EPA regulated over 900 industrial and waste facilities during 2025. The EPA's objective is to ensure that operators carry on their activities in accordance with their licence conditions. These objectives are advanced through a combination of inspections and guidance, taking enforcement actions where necessary. The EPA's enforcement approach for these facilities is underpinned by the principles published in its [Compliance and Enforcement Policy](#) and set out in Figure 1. Table 4 summarises the number of inspections carried out on industrial and waste licensed activities during 2025.

The EPA prioritises enforcement effort on sites that present the highest risk to the environment based on the type of activity that is licensed, the location of the activity (i.e. proximity to people or protected areas) and the enforcement history of the site (i.e. whether the site has a history of non-compliance).

During 2025, the EPA focused on management of waste at waste management facilities, unauthorised extraction of peat, security of energy supply and licensed activities that are having an impact on water quality.



Figure 1. EPA enforcement principles

Overall, the level of compliance at licensed industrial and waste sites in 2025 was very good, with 40% of non-compliances being detected at just 5% of sites. Sites in the waste sector show the highest rates of non-compliance amongst the licensed community.

The National Priority Sites List is used to target EPA's enforcement effort at the poorest performing sites to drive improvements in environmental compliance. The list ranks industrial and waste sites in order of priority for enforcement, based on factors such as complaints (Table 5), incidents, compliance investigations and non-compliances with the licence. This list is published quarterly, with 10 licensed sites included on the list at least once during 2025, from the food and drink (3), waste anaerobic digestion (3), chemical (2), waste processing (1) and surface coating (1) sectors. The EPA's enforcement activities are summarised in the infographic in Figure 3.

For the first time, the EPA issued a notice under the EPA Act 1992, as amended, to a licensed site suspending its effluent discharge, as the discharge was considered to pose an imminent threat to the environment.

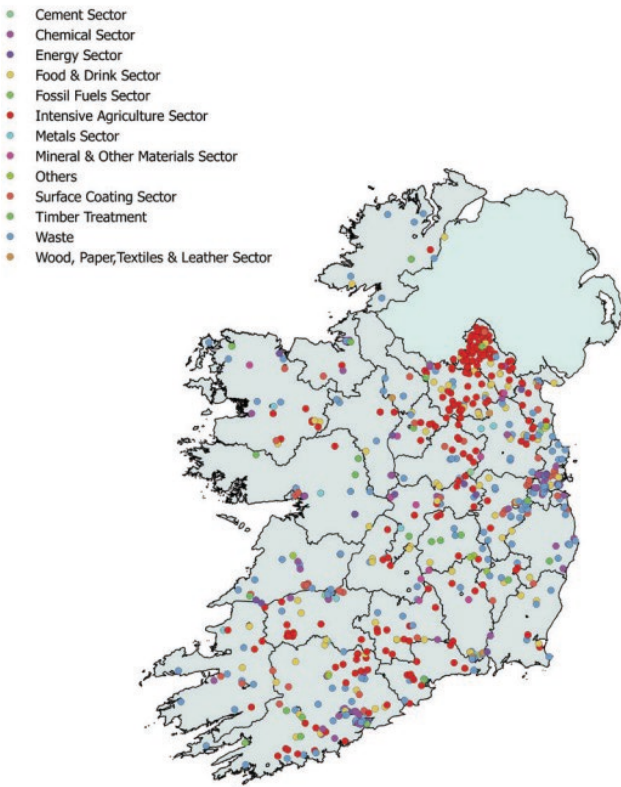


Figure 2. Location of industrial and waste licensed facilities

Table 4. Number of inspections by sector undertaken in 2025

Activity	Number of inspections
Industrial and Waste Licences	1,681
Urban Wastewater Discharge Authorisations	287
Drinking Water Treatment Plants	197
Volatile Organic Compound Permits	3
Market Surveillance – Chemicals	100
Ozone Depleting Substances (ODS) and F-gas	29
Producer Responsibility Initiative	225
Air Monitoring Visits	118
Air Reconnaissance ('Recci') Visits	21
Medium Combustion Plant Sites	1

Table 5. Number of complaints received in 2025 and number of facilities the subject of those complaints by sector

Activity	Number of complaints	Number of facilities the subject of those complaints
Industrial and Waste Licences	1181	117
Urban Wastewater	467	86
Drinking Water	34	12
ODS and F-gas	3	3
Total complaints	1,685	

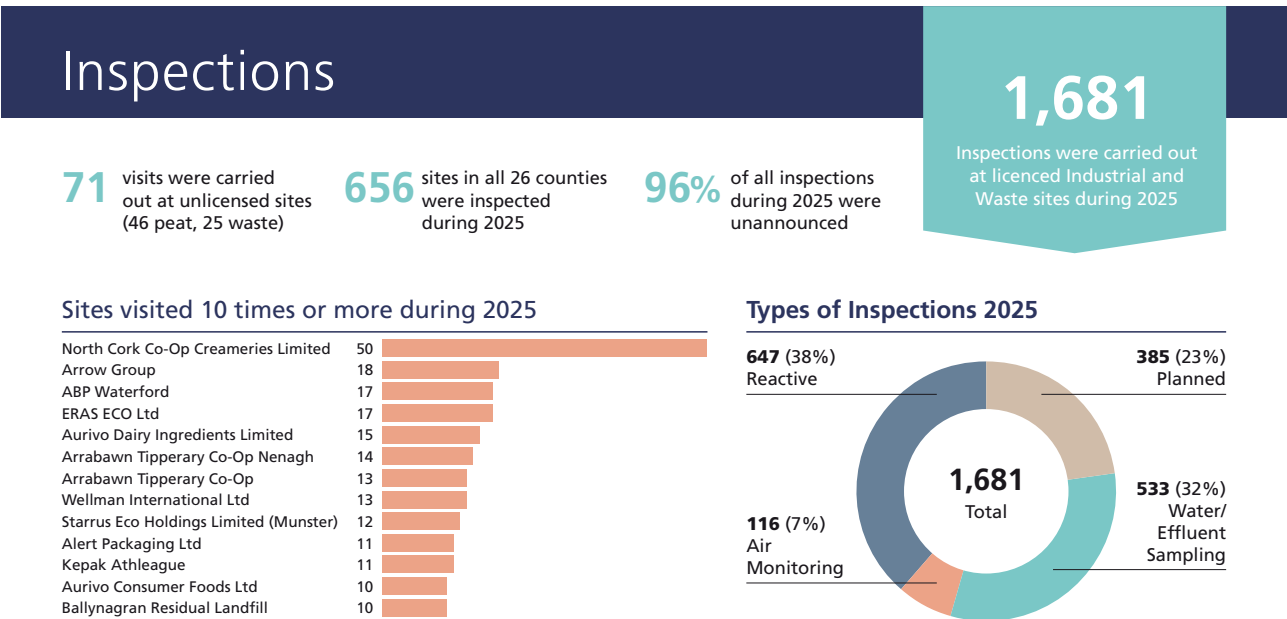


Figure 3. Summary of EPA Industrial and Waste Licence enforcement activities



Illegal Peat Extraction

The EPA continued to dedicate significant resources in 2025 to the illegal large scale extraction of peat. A total of 46 site visits were carried out by the EPA to peatlands across seven counties. The EPA progressed legal actions against operators who were considered to be extracting peat in the absence of an IPC licence from the EPA. Legal actions in the District and High Courts have successfully halted illegal peat extraction on several sites.

The lack of action by local authorities on illegal peat extraction was once again highlighted by the EPA. The EPA issued Section 63(5) Proposed Directions under the EPA Act 1992 to seven local authorities namely Longford County Council, Westmeath County Council, Kildare County Council, Roscommon County Council, Tipperary County Council, Offaly County Council and Sligo County Council. The EPA will continue using its powers to ensure all seven local authorities fully implement and enforce environmental requirements pertaining to large scale peat extraction.

Thirteen Bord na Móna rehabilitation plans were approved in 2025 (covering 3,184 hectares), bringing the number of plans approved under the Peatlands Climate Action Scheme to 73, covering an area of 27,386 hectares across nine counties. 2025 was the penultimate year of the Peatlands Climate Action Scheme, with the scheme due to finish in September 2026. From that point forward Bord na Móna will continue to carry out rehabilitation without funding for additional rehabilitation works from the Department of Climate, Energy and the Environment.

Challenges in the Waste Sector

Environmental performance at EPA licensed waste management facilities remained a key priority in 2025. Enforcement focused on the most non-compliant sectors, including anaerobic digestion (AD), closed landfills and construction and demolition (C&D) facilities.

Anaerobic Digestion: While anaerobic digestion of materials and waste is supported by national policy the key enforcement priority was to ensure compliance with licence conditions and avoid impact on the environment.

This approach secured significant investment in abatement infrastructure and improved compliance and reduced environmental risks, leading to the removal of problematic sites from the EPA's National Priority Sites list.

Closed Landfills: There are 71 closed landfills licensed by EPA, the majority of which are under the control of local authorities. Ten closed landfills have been identified under the Water Framework Directive to be a significant pressure on surface or ground waterbodies. Local authorities need to prioritise and adequately resource the management and restoration of these sites. Compliance issues include poor-quality capping, leachate breakout and migration of landfill gas. In 2024/25, our strategic focus on this sector resulted in improved leachate and gas management at several local authority landfills; however, others have been identified as problematic and will require additional enforcement activity in 2026.

Waste Capacity: The EPA proactively monitored waste capacity at EPA-licensed facilities and establishing site-specific contingency arrangements. Participating in the National Waste Capacity Steering Group, our work informed projections of the national recovery and disposal capacity deficit for 2025. The main drivers identified were landfills reaching capacity or losing planning permission, extended thermal-incinerator maintenance, waste-transfer-station fires and limited export activity. We will continue active engagement providing timely data to support the Regional Waste Management Planning Office's capacity assessments.

Criminality at Waste Facilities: The EPA led targeted investigations into persistent metal theft at waste facilities by coordinating a unified multi-agency response. We escalated the issue to national platforms, including the National Waste Enforcement Steering Committee, An Garda Síochána's Strategic Metal Theft Forum and the Garda Regional Multi-Agency Forum, ensuring alignment between the EPA's environmental protection mandate and An Garda Síochána's criminal justice remit. We strengthened collaboration across national networks, improved intelligence sharing and coordinated joint inspections, resulting in effective deterrence. The strategy delivered resolutions at multiple sites and advanced further investigations designed to target organised crime and illicit financial gain.

Fire at Waste Facilities: Serious fires at waste transfer stations were managed through rapid on-site response and strong cross-office coordination. Collaboration with industry enabled timely contingency measures to protect national waste capacity. EPA site visits assessed compliance with fire risk assessment requirements and Waste and Materials Storage Plans. In parallel, a revised fire-risk guidance note for waste transfer stations is nearing completion, informed by extensive engagement with the National Directorate for Fire and Emergency Management, the fire service, the HSA, Uisce Éireann, and industry representatives.

Construction and Demolition Waste: There was a particular focus in 2025 on enforcing national decisions relating to Article 27 (By-product) and Article 28 (End-of-Waste). The EPA developed an enforcement approach for regulating the acceptance of by-product and waste soil and stone at EPA-licensed Soil Recovery Facilities. A joint EPA and Local Authority programme of site visits to facilities producing recycled aggregates was carried out to ensure consistent enforcement. The site visits generally confirmed high standards of compliance; however, gaps were noted in terms of monitoring frequency and sampling procedures, and monitoring failures at two sites resulted in instructions to the operators to cease the sale of End-of-Waste aggregates. This work has led to improved clarity and consistency for the industry and will be expanded in 2026.

Drinking Water and Wastewater Enforcement

The EPA is the environmental regulator of Uisce Éireann, with responsibility for enforcing wastewater discharge authorisations and drinking water regulations. There are over 1,000 wastewater treatment plants and almost 700 public water supplies in Ireland.

Public Drinking Water

At the end of 2025, approximately 467,000 people were served by 35 public water supplies on the EPA's Remedial Action List (RAL), compared to over 496,000 and 45 supplies at the end of 2024. This is a reduction of 10 supplies and represents the lowest number of sites on the RAL list since it was established in 2008.

During 2025, 66 Boil Water Notices (BWN) were in place at 48 supplies affecting almost 266,000 consumers. This is up from 59 in place during 2024 (95,000 people affected – Table 6). The increased prevalence of notices in recent years is linked to improved awareness of incidents and incident reporting by UÉ on foot of increased EPA enforcement activities. BWNs are essential to protect public health when drinking water supplies are compromised.

Table 6. Boil Water Notices and water restrictions

Advisory Notices issued by Uisce Éireann	2022	2023	2024	2025
Boil Water Notices	79 notices affecting 182,000 people	91 notices affecting 254,000 people	59 notices affecting 95,000 people	66 notices affecting 266,000 people
Water restrictions	10 notices affecting 8,700 people	12 notices affecting 2,500 people	24 notices affecting 21,000 people	34 notices affecting 1,970 people

Approximately 1,970 people were affected by 34 water restrictions on 26 supplies during 2025, compared to approximately 21,000 people affected by 24 water restrictions during 2024.

In 2025, UÉ replaced almost 3,500 lead connections (compared to 4,700 in 2024), bringing the total number of replacements to approximately 69,000 out of the original estimate of 180,000. UÉ will not meet its commitment to remove all public-side lead pipework by 2026 at this removal rate. The removal of lead pipework must be urgently prioritised due to the health risks posed by lead and the impending stricter limit, as required under European Union (Drinking Water) Regulations 2023.

On 25 January 2024, the Court of Justice of the European Union ruled that Ireland had failed to fully implement the Drinking Water Directive in relation to breaches of the 100ug/l limit for THMs in drinking water in 30 supplies. The EPA has regulatory oversight of 21 of the 30 public water supplies, with the remaining nine regulated by local authorities. Nineteen of the 21 supplies have been resolved, with the remaining two supplies to be resolved by the end of 2026.

There are now 18 supplies serving almost 280,000 consumers on the RAL for elevated levels of THMs above the standard in the Drinking Water Regulations. This is an increase of almost 35,000 consumers at risk from THMs from end 2024 due to the addition of one supply and UÉ's adjustment to populations served. The EPA will continue to target THM compliance as part of its enforcement activities.

Urban Wastewater

Wastewater treatment has improved in recent years but there is still a lot more work to do. Urban wastewater is the fourth most common pressure on water quality in Ireland, impacting almost 200 water bodies. The EPA’s [Urban Wastewater Treatment in 2024 report](#), released in October 2025, identified that discharges from 59% of licensed treatment plants failed to consistently meet the effluent quality standards set by the EPA to protect the environment. These failures are primarily due to inadequate infrastructure and poor operation and maintenance of treatment plants.

The EPA has highlighted the need for Uisce Éireann to improve the operation and maintenance of treatment plants as a matter of urgency. Addressing infrastructural problems will take longer and the EPA has identified the priority areas where improvements are needed most to stop raw sewage discharges, restore water bodies most impacted by wastewater discharges, protect shellfish waters and critically endangered freshwater pearl mussels and resolve non-compliances with the Urban Wastewater Treatment Directive. The EPA requires Uisce Éireann to accelerate the pace at which essential upgrades at priority areas are being designed and delivered.

Targeting improvements at priority areas continues to bring positive results. In 2025, four towns and villages that had been discharging raw sewage daily were connected to new treatment plants. This has stopped the daily discharge of raw sewage from a population equivalent of over 21,000. As shown in Figure 4, the number of areas discharging raw sewage every day has fallen from 50 in 2014 to 12 at the end of 2025.

Ireland’s largest wastewater treatment plant at Ringsend in Dublin treats over 40% of the country’s wastewater and is one of 14 large urban areas that failed to meet the mandatory treatment and effluent quality standards in the Urban Wastewater Treatment Directive. A major capacity upgrade designed to bring the plant into compliance was completed at the end of 2025.

During 2025, the EPA carried out 287 inspections of wastewater treatment works to assess compliance with discharge authorisations, investigate pollution pressures on surface water quality and follow up on incidents and complaints. This is an increase of over 30% on the number of inspections the previous year.

The recast Urban Wastewater Treatment Directive entered into force in January 2025 and must be transposed into national legislation by July 2027. It introduces several new and more stringent obligations on a phased basis over the next two decades. These requirements must be factored into the future planning and delivery of Ireland’s wastewater services.

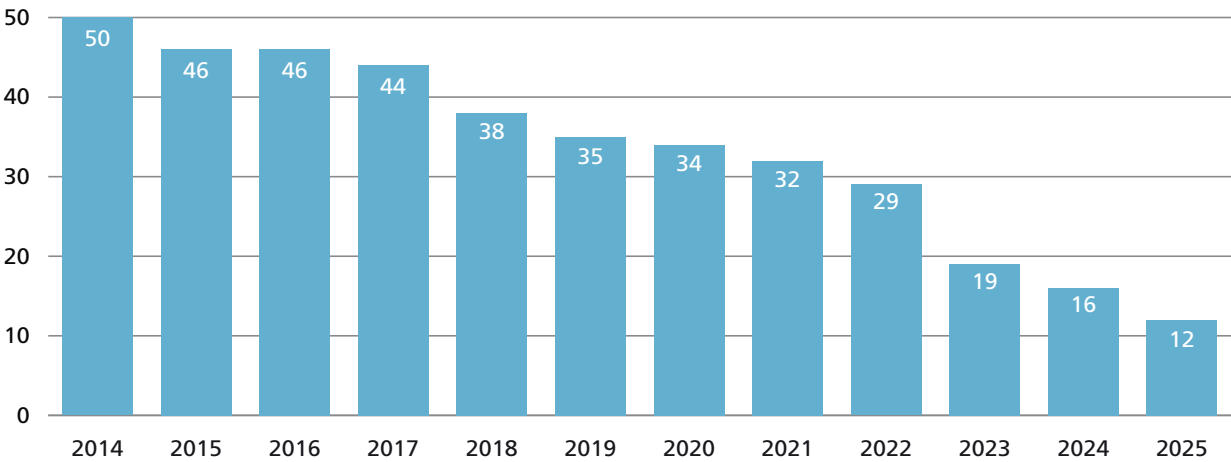


Figure 4. Number of areas discharging raw sewage 2014-2025

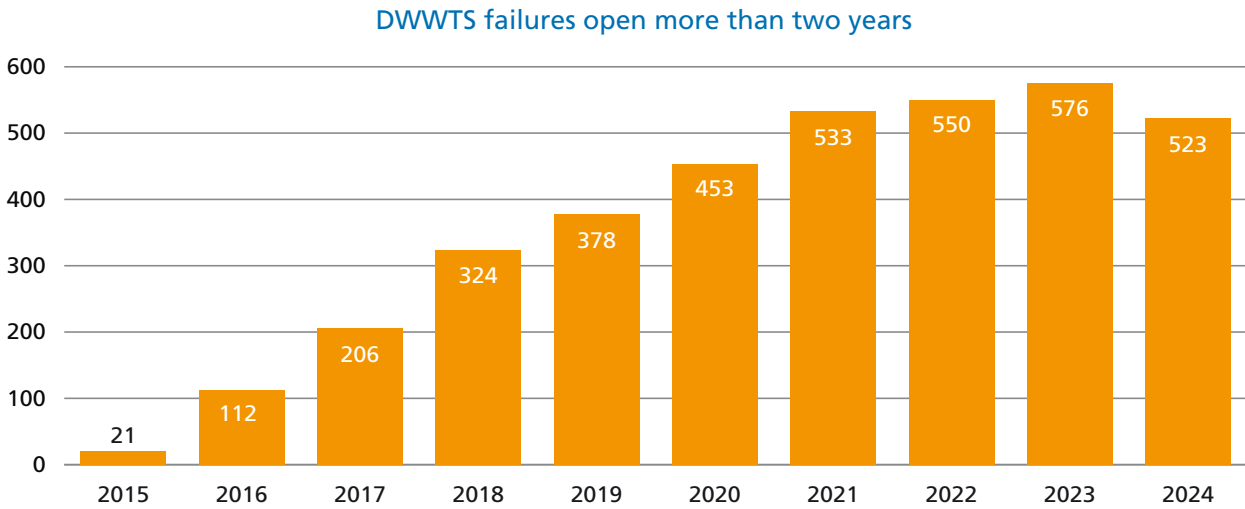


Figure 5. Domestic Wastewater Treatment System failures open more than two years at the end of each year, 2016 to 2024

Domestic Wastewater Treatment Systems (Septic Tanks)

The EPA published the [Domestic Wastewater Treatment System \(DWWTS\) Inspections 2024 report](#) on the 1,390 inspections completed by local authorities. The report highlighted that:

- 56% of systems failed inspection in 2024.
- 82% of DWWTS that failed during 2013–2024 were fixed by the end of 2024, up from 78% at the end of 2022 and 80% in 2023.
- The failure to resolve older advisory notices has been a continuing concern. However, Figure 5 illustrates that the number of advisory notices open for more than two years has decreased for the first time from 576 at the end of 2023 to 523 at the end of 2024. Continued focused enforcement effort is needed by local authorities to close out these advisory notices and resolve faulty septic tanks.

Water Quantity

Leakage Enforcement

A report by the EPA submitted to the EU on the assessment of leakage for 2024 outlined a leakage rate of 33.8% in the 23 largest water resource zones (WRZs). The assessment of leakage for 2024 outlined a national leakage rate of 36%. A report by UÉ on the potential for improvements in water leakage reduction was also submitted to the EU as required under the Drinking Water Directive (Directive (EU) 2020/2184).

Water Abstractions Enforcement

The EPA established a new Abstractions Enforcement team during 2025. The team will support the licensing of abstractions by re-deploying resources, enforce the provisions of The Water Environment (Abstractions and Associated Impoundments) Regulations and conducted the first abstractions site inspection in November.

Preventing Environmental Damage

Financial Provision for Environmental Liabilities

The EPA has identified priority industrial and waste activities obliged to secure and maintain sufficient financial provision for known and unknown environmental liabilities. Such financial provision ensures that the necessary measures to return the site to a satisfactory state can be taken to avoid any risk of environmental pollution and, where pollution has been caused, to return the site to a satisfactory state. At the end of 2025, the amount of financial provision secured by the EPA exceeded €1.2 billion (Figure 6).

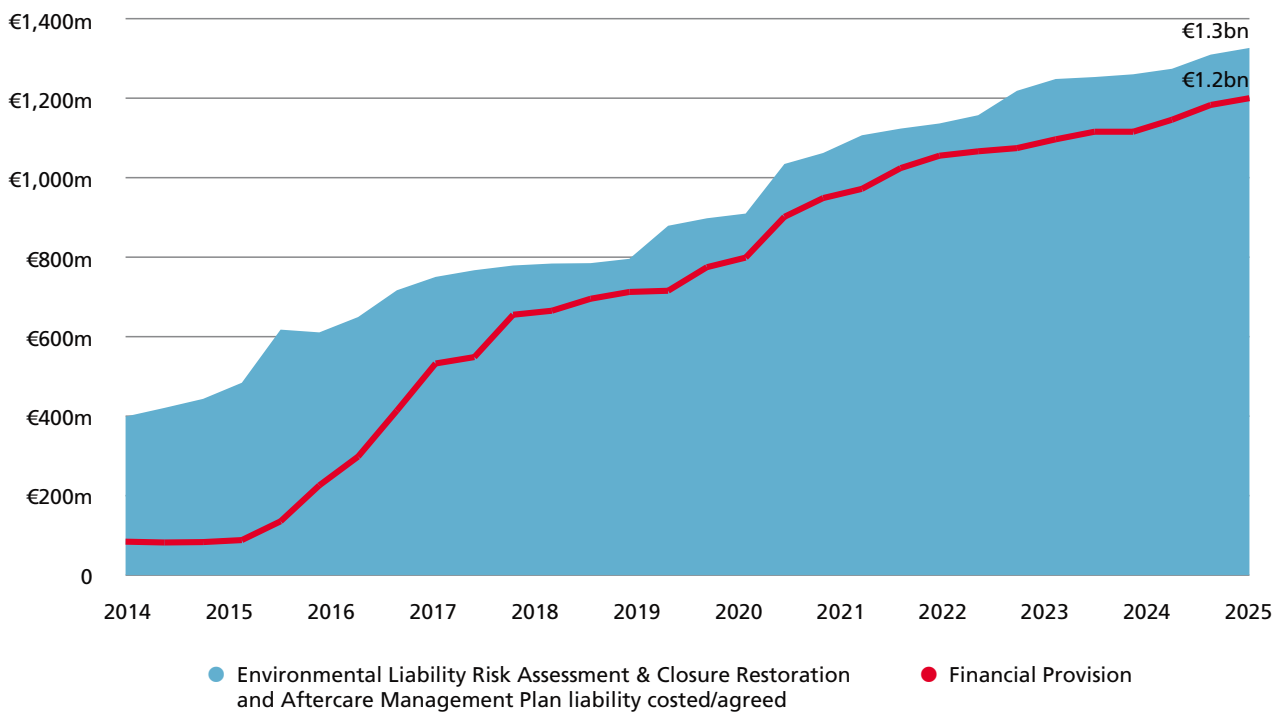


Figure 6. Financial provision for priority sites

Market Surveillance and Chemicals in the Environment

Solid Fuel Regulations

The Revised Solid Fuel Regulations came into effect in October 2022. The EPA's role is to maintain a fuel register of producers who produce, treat or import solid fuel. One hundred and four producers are registered to date for the September 2025 to August 2026 heating season. The EPA is working with DCEE and local authorities to support enforcement efforts.

Chemicals in the Environment and Persistent Organic Pollutants

The EPA has a regulatory remit for several regulatory controls on hazardous substances in the environment and products. This includes chemicals such as Persistent Organic Pollutants (POPs) and some substances evaluated under the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) regulations.

One of the growing chemical topics being covered by several teams across the EPA is per- and poly-fluoroalkyl substances (PFAS). During 2025 there was continued engagement on various proposals at EU level for further restrictions of PFAS under REACH. Four specific groups of PFAS are now regulated as POPs under the UN Stockholm Convention. Work continued in 2025 to address the phase-out of PFOA, which is one of these POPs-restricted PFAS chemicals.

The focus of this work has been around the phase-out of their use in firefighting foams and to ensure that they are reported to the EPA and used, managed and disposed of appropriately: in 2025 approximately 240 tonnes were reported as responsibly disposed of and subsequently removed from the stockpile register.

Work continued in 2025, in collaboration with members of the National POPs Forum, to update Ireland's POPs National Implementation Plan. A draft plan was issued for public consultation in December 2025 and sets out updated actions to meet Ireland's obligations under the Stockholm Convention and EU POPs Regulation.

The EPA collated and prepared a number of update reports on mercury including Ireland's full National Report on Mercury for the UN Minamata Convention (for submission by DCEE).

Market Surveillance

A key focus of the EPA's chemicals market surveillance work is surveillance of chemicals in products and follow-up on EU Safety Gate alerts. The EU Safety Gate rapid alert system notifies Member States, companies and consumers of products that do not comply with limits on certain hazardous substances that have been identified in the EU. During 2025, 100 commercial premises (i.e. wholesalers/distributors/retailers etc.) were inspected in Ireland for 140 non-compliant products that were raised as alerts on the Safety Gate system. These inspections covered products, such as

electronic gadgets, that were identified as not meeting chemical legislation under RoHS, POPs and REACH. The EPA participated in two Europe- wide market surveillance campaigns targeting online sales of electrical and electronic gadgets and household textiles. Separately, the EPA searched for any online retailers that make the products available to Irish consumers. Overall, there was a low detection rate of suspect products being sold.

As in previous years, there was participation in relevant national committees that cover chemicals and market surveillance, including the National Market Surveillance Forum, and at European level with the RoHS Administrative Co-operation Group for Market Surveillance, the POPs Competent Authority Group meetings, and the European Environment Agency (EEA) EIONET Chemicals Thematic Group. More recently the EPA has participated in European Chemicals Agency (ECHA) Forum for Exchange of Information on Enforcement, a group that focuses on REACH and areas of market surveillance.

Producer Responsibility

The EPA has enforcement responsibilities under the Waste, Electrical and Electronic Equipment (WEEE), Batteries, Tyres and Single Use Plastics Regulations. A summary of activities undertaken in 2025 is outlined in Table 7. Enforcement efforts are focused on non-compliant producers. Producers are companies that either manufacture or import electronic products, batteries, tyres or relevant single use plastics (SUP) and make them available for sale for the first time in Ireland.

Audits of Business to Business (B2B) producers focused on producers who are reporting zero/low take-back of WEEE. Business to Customer (B2C) enforcement focused on retail sectors with low WEEE take-back and distance seller websites. During 2025, the EPA had substantial engagement with potential producers in the e-bike, e-cigarette/vape and solar panel sectors. The EPA carried out inspections of 25 tyre/car importers to enforce their obligations under the Tyres and Batteries Regulations.

The EPA engaged several online platforms, registered as businesses in Ireland, to enforce their extended producer responsibilities (EPR).

The EPA participated in a working group led by the DCEE on the implementation of the new EU Batteries Regulation, which substantially come into force in August 2025. The EPA also participated in a working group led by the DHLGH regarding the proposed extended producer responsibility scheme for medicines and cosmetics under the revised Urban Wastewater Treatment Directive.

Table 7. Summary statistics on the 2025 producer responsibility enforcement campaigns

Task	Total number of activities
Business to Business Electrical and Electronic Equipment (EEE) Producer Waste Management Plans reviewed	257
Business to Business EEE Producer Waste Management Reports reviewed	720
Business to Business EEE Producer Audits	59
Business to Consumer EEE/battery distance-seller website inspections	70
Retail inspections in sectors with historical low take-back of WEEE	41
Advisory letter issued to potential producers in the Solar Panel sector	108
Guidance/Communication emails issued to B2B producers	6
Tyre Producer Inspections	25
Non-compliances under tyres regulations issued to tyre/car importers	40
Non-compliances under batteries regulations issued to tyre/car importers	86
Engagement with potential producers of prohibited single use plastic items – retailers/producers	58

Ozone-Depleting Substances and Fluorinated Greenhouse Gases

In 2025, the annual National Ozone-Depleting Substances (ODS) Illegal Trade Report and the National Halon Critical Use Report were submitted to the European Commission as required under EU ODS Regulations and the Montreal Protocol to address the depletion of the ozone layer.

The EPA issued 99 Prior Annual Notifications in 2025, authorising ODS and F-Gas service technicians to carry waste refrigerants. Over 150 Customs Referrals and queries from industry and relevant stakeholders were dealt with by the ODS and F-Gases Team. The OEE completed another annual campaign of EPA licensed sites to survey the use and maintenance of equipment containing ODS and F-Gas.

Throughout 2025, the OEE worked closely with DCEE and the European Commission to develop revised ODS & F-Gas legislation. This legislation introduces wider restrictions on F-Gas import, export, production, use, recovery, recycling and destruction, certification and training. Ireland has at least 30,000 significant ODS & F-Gas users in sectors including aviation, medical, refrigeration, heating, fire suppression and industry users, who require ongoing engagement on new regulatory requirements.

In 2026, new EU CERTEX Customs systems are being introduced to considerably increase customs checks for ODS and F-gases to combat an increase in international illegal trade.

Radiation Protection Inspections

The EPA conducts an annual programme of radiation protection inspections to evaluate compliance with legislation and authorisation conditions. These inspections enable the EPA to assess the standard of radiation protection at facilities, identify common or emerging issues, and support the development of a strong radiation protection culture.

During 2025, radiation protection inspections were undertaken in several sectors (Table 8), including three security inspections carried out with the assistance of An Garda Síochána National Crime Prevention Unit.

Table 8. Radiation protection licensee categories and inspections undertaken during 2025

Licensed sector	Number of completed inspections
Hospital and medical facilities (including one security inspection)	19
Industrial and commercial (including two security inspection)	19
Other licensees (education & research, dentists, distributors/service companies), including three waste related inspections	12
Reactive (incident response and follow-up investigations)	4
Other site visits of unlicensed facilities (pre-licensing)	1
Total	55

During 2025, 40 reportable radiation incidents were notified to the EPA. Findings from the 2025 inspection programme included:

- Compliance levels in the dental sector remains a challenge in some particular areas such as training and servicing/QA.
- Issues with regard to the use of nuclear moisture density gauges (NMDG). These are small portable gauges commonly used on construction sites for on-site measurement of moisture and density of soil samples. There are nine users of NMDG holding an EPA licence. In 2025, the EPA held a webinar to promote the safe use of NMDG as a result of site inspection findings.

Local Authority Performance

In October 2025, the EPA published the [Local Authority Environmental Enforcement Performance Report 2024](#) which outlined both the achievements and challenges in delivering consistent and effective enforcement action by the 31 local authorities. The report found 20% improvement in environmental enforcement performance over the first three-year cycle of the Local Authority Performance Framework (2022-2024), with 79% of the National Enforcement Priority (NEP) assessments meeting the required standard in 2024.

Local authorities made strong progress in areas such as tackling illegal waste activities and construction and demolition waste. However, there is a need for increased focus on water, air and noise enforcement to fully deliver on the National Enforcement Priorities.

Six local authorities achieved high performance scores in 2024 namely Meath, Dublin City, South Dublin, Kildare, Fingal and Cork City Councils. The six lowest performing local authorities were Leitrim, Galway City, Sligo, Clare and Donegal.

The OEE completed 12 statutory performance audits of local authorities and 12 audit review meetings in 2025. The audits are beneficial to both EPA and local authorities, allowing detailed discussions on NEP progress, providing valuable intelligence on the structures and culture in each organisation, and good insight into complaint handling and data management systems in place. Effective enforcement is achieved where there is adequate staffing, training, governance and support structures in place.

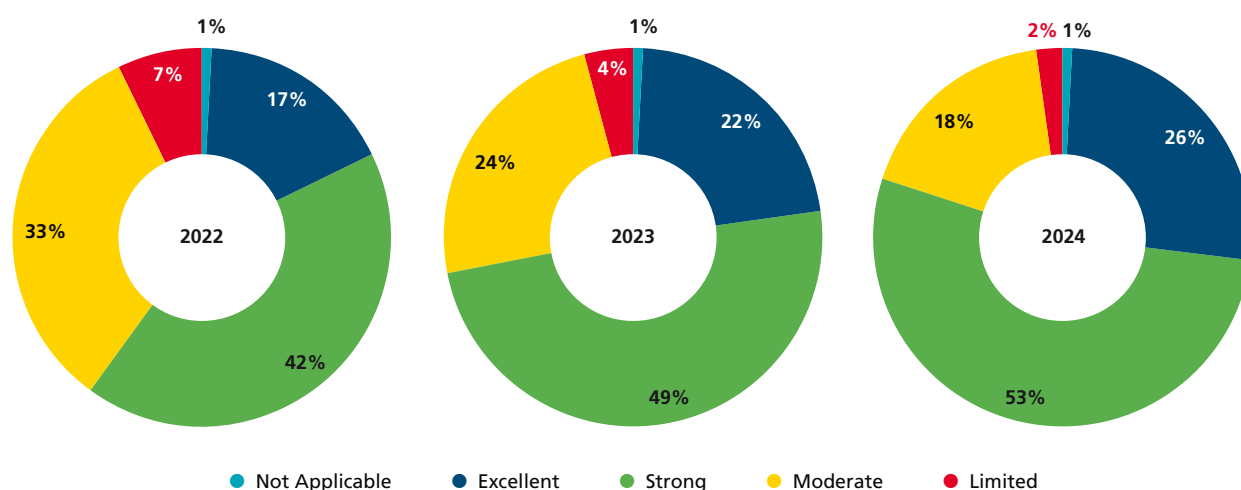


Figure 7. Local Authority Performance Results 2022-2024

National Agricultural Inspection Programme

The National Agricultural Inspection Programme (NAIP) has a target of 4,500 farms to be inspected on an annual basis as set out in the Water Action Plan 2024. These inspections are carried out by local authorities in accordance with the Good Agricultural Practice for the Protection of Waters Regulations. Under the NAIP the EPA has assigned inspection targets to each local authority, using a risk-based methodology, focusing efforts in areas where agriculture significantly impacts on water quality. In 2025, the local authorities carried out 4,301 initial inspections. This is a 66% increase on the number of inspections completed in 2024 (2,598). The rate of non-compliance for initial Good Agricultural Practice inspections remains high at 44% in 2025, which highlights the continuing need for improved compliance by farmers with the Good Agricultural Practice Regulations.

In addition, during 2025 the EPA provided support, guidance and training to local authority inspectors to ensure inspections were carried out in a consistent manner.

Prosecutions

Eleven cases were concluded in the District Court by the EPA in 2025 (compared to seven in 2024), which resulted in:

- Eight convictions;
- One defendant was given the benefit of the Probation Act;
- Two cases were struck out.

A Director of Public Prosecutions (DPP) case concluded in 2025 at Sligo Circuit Criminal Court, with a dairy ingredients company convicted for breaches of conditions of its Industrial Emissions Licence, and fines totalling €200,000 were imposed. Additionally, the company were also ordered to pay €150,000 over a ten-year period to local community groups and Inland Fisheries Ireland for the promotion of the general amenity and health of the River Lung.

In total, during 2025 fines and donations of €444,500 were handed down and total costs of €100,212.37 were awarded to the EPA. Additionally, the environmental outcomes from cases prosecuted ranged from improved compliance with Emission Limit Values (ELVs) to installation of required infrastructure.

3.3 Monitoring and Assessment

Air Quality

The EPA is responsible for the assessment of ambient air quality in Ireland. The National Ambient Air Quality Monitoring Network (Figure 8) is operated in collaboration with local authorities and other bodies.

Data from the network is available to the public through the airquality.ie website and reported in compliance with the requirements of the new EU Ambient Air Directive (2024/2881/EU). Data is assessed against European legal limit values and the revised (2021) World Health Organization (WHO) guideline values. The National Ambient Air Quality Monitoring Network is now supported by air quality maps developed within the LIFE Emerald project, with hourly near real time, daily forecast and annual high resolution air pollutant maps all available.

The EPA published [Air Quality in Ireland 2024](#) in September. The report concluded that while air quality in Ireland is in compliance with current EU standards, Ireland is not on track to achieve its ambition, set out in the National Clean Air Strategy, to meet the health-based air quality guideline limits in 2026 or 2030 set under the Ambient Air Directive

(2024/2881/EU) for certain sites. Achieving future targets will be very challenging.

Poor air quality impacts people's health and the EEA estimates that there are approximately 1,700 premature deaths in Ireland due to air pollution. There is an ever-growing body of research showing the clear links between poor air quality and premature deaths and also to life-limiting impacts such as dementia and diabetes.

Levels of particulate matter (fine particles) in air are of growing concern. This pollutant is particularly high during the winter months, when people's use of solid fuels such as coal, peat and wet wood negatively impacts air quality – especially in small towns and villages. Figure 9 presents the compliance of Irish air quality monitoring stations with pollutant limits across three regulatory frameworks: current EU limits, future EU limits for 2030, and WHO guidelines for 2040. The most significant decline is seen with WHO 2040 guidelines, where only 7% of stations meet PM_{2.5} (fine particles) limits and just 32% meet NO₂ limits, highlighting the challenge of achieving stricter air quality targets. Any movement along the spectrum of home heating choices and solid fuel choices towards cleaner modes (Figure 10) will bring about an improvement in air quality. Similarly, the health impact from transport emissions can be mitigated by making the right transport choices.

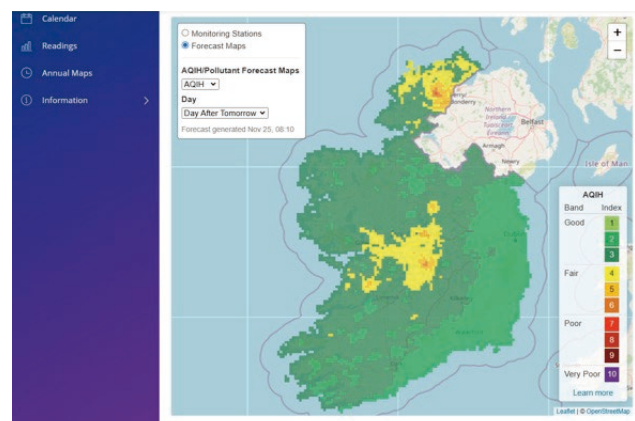
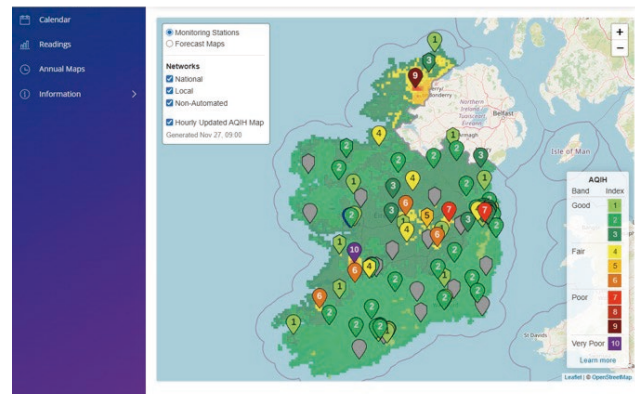
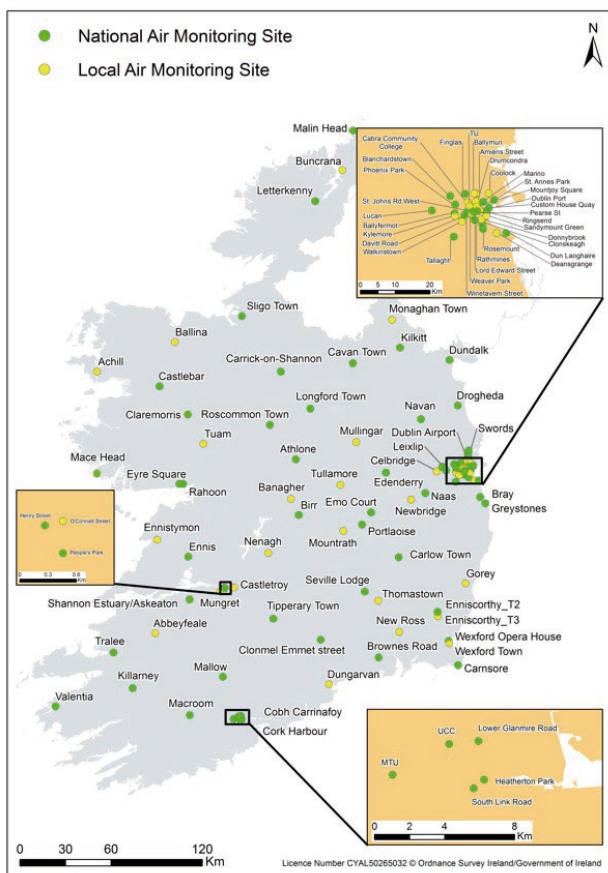


Figure 8. Left. National Ambient Air Quality Monitoring Network. Right Top. Hourly update Near Real Time air quality map. Right Bottom. Daily air pollutant forecast.

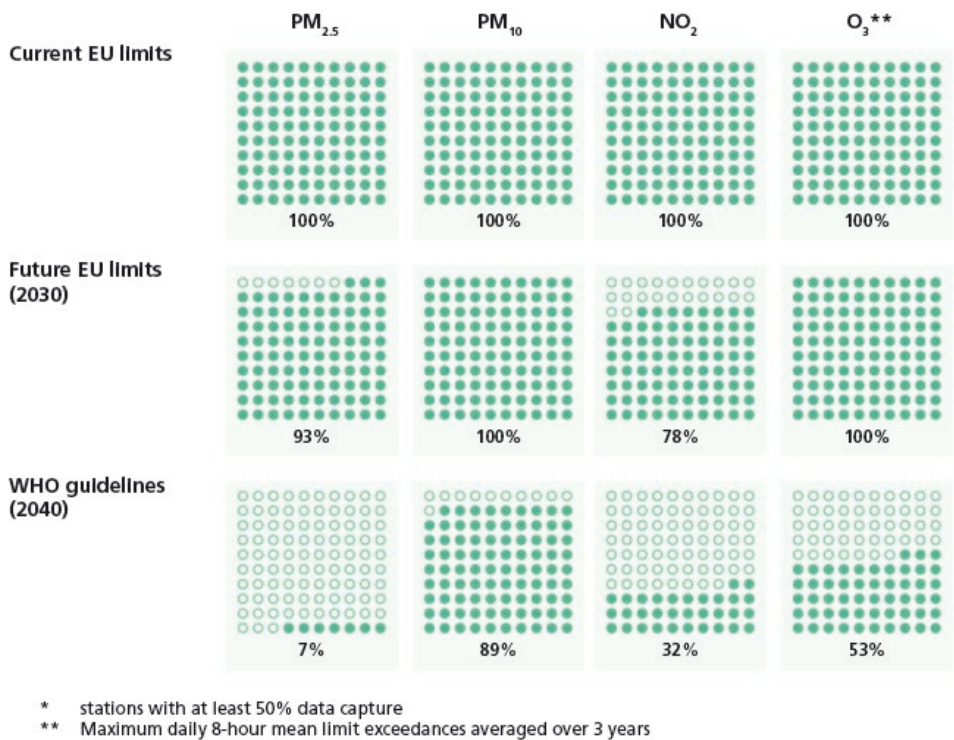


Figure 9. Percentage of monitoring stations in 2024 in Ireland achieving annual average limit/guidance values



Figure 10. Air quality and health aspects of home heating choices

Air Pollutant Emission Inventories and Projections

In 2025, the EPA published its assessment of five key air pollutants 1990-2023: ammonia (NH₃), non-methane volatile organic compounds (NMVOCs), sulphur dioxide (SO₂), nitrogen oxides (NO_x) and fine particulate matter (PM_{2.5}). These pollutants impact air quality, health and the environment and are subject to reduction commitments under the EU National Emission Reduction Commitments (NEC) Directive. In addition, emissions projections for these air pollutants to 2030 were submitted to the United Nations Economic Commission for Europe (UNECE), under the Convention on Long-range Transboundary Air Pollution (CLRTAP).

The assessment shows that Ireland complied with the non-methane volatile organic compounds, sulphur dioxide, nitrogen oxides, particulate matter and ammonia emission reduction commitments for 2023.

NH₃ emissions decreased by 4.1% compared to 2022. This was primarily due to decreased pig numbers (down 4.3%) and increased use of low emission slurry spreading techniques for cattle slurry, the proportion of which was applied by these techniques increased from 59% in 2022 to 64% 2023. Ongoing compliance with the 2030 Reduction Commitment will only be achieved through comprehensive implementation of the full suite of abatement measures such as low-emission slurry spreading and widespread use of inhibited urea fertiliser products.

Emissions of Non-Methane Volatile Organic Compounds (NMVOCs) decreased by 4.1% in 2023 compared to 2022, largely due to technological controls for NMVOCs in motor vehicles, which have led to a significant reduction in emissions from road transport. Ireland used the permissible legislative flexibility mechanism to meet the 2023 EU Emissions Reduction commitment for NMVOCs. However, effective abatement measures for emissions associated with spirit production in the food and drink industry are needed if future emissions reduction targets are to be met.

Sulphur dioxide (SO₂) emissions decreased by 21.3% in 2023 compared to 2022 as a result of reduced coal and peat use in power stations and residential heating. SO₂ emissions reduced by 90.1% in the period 2005-2023 and they continue to be well below the required EU emission reduction commitments.

Nitrogen oxide (NO_x) emissions decreased by 7.4% in 2023, reflecting the significant reduction of coal, oil and peat use in the electricity generation sector, the improvement in efficiency of modern gas fired power plants replacing older peat and oil-fired plants and the increased share of renewables, primarily wind power, along with increased interconnection.

PM_{2.5} emissions are down by 11.4% in 2023 compared to 2022 and have decreased by 50.1% compared to 2005 baseline levels. While national emission levels continue to meet the emission reduction commitment for this pollutant, localised air quality issues exist with levels recorded at ambient monitoring stations continuing to be a concern in villages, towns and cities.

Water Quality

The EPA coordinates the national water quality monitoring programme and carries out scientific assessments to identify the pressures affecting Ireland's waters. This work guides measures to protect and improve water quality and supports EU reporting under the Water Framework Directive (WFD). The programme involves the ongoing collection and analysis of ecological and chemical monitoring data from more than 2,500 water bodies including rivers, lakes, groundwaters, estuaries and coastal waters.

In October 2025, the EPA published [Water Quality in Ireland 2019–2024](#), assessing the condition of waters against WFD objectives and the River Basin Management Plan ([Water Action Plan 2024](#)). The assessment draws on data from over 4,000 surface water bodies and 514 groundwater bodies collected during 2019–2024.

The report found that 52% of surface waters are in satisfactory ecological health, meaning nearly half are not as healthy or resilient as required (Figures 11 and 12). This represents a slight decline from the 54% that were satisfactory in the 2016–2021 assessment. Transitional waters, including estuaries and coastal lagoons, remain the most impacted, with 70% in unsatisfactory condition. In contrast, 92% of groundwaters and 87% of canals are in good status. Excess nutrients from agriculture, urban wastewater and other human activities remain the most significant pressures, followed by alterations to the physical habitat conditions.

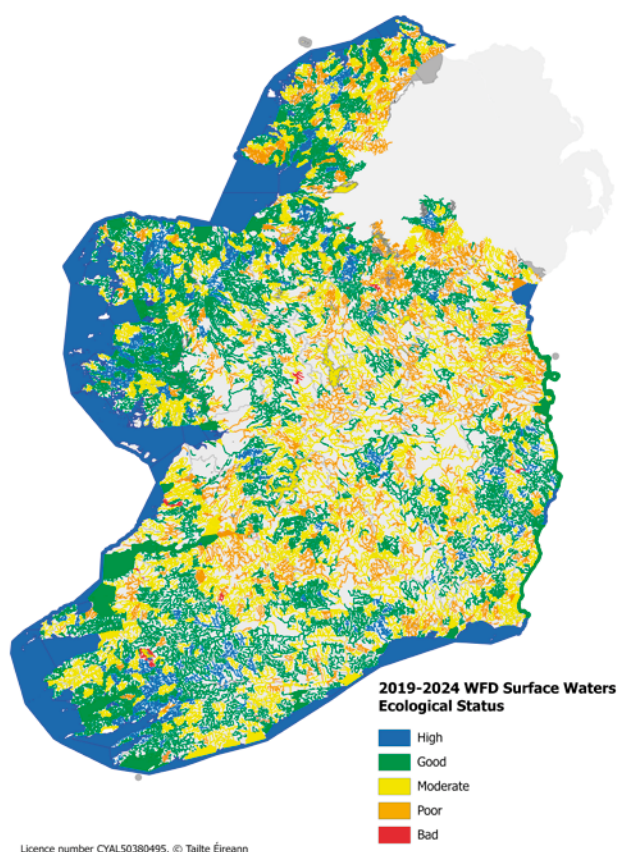


Figure 11. Surface water ecological status in Ireland 2019-2024.

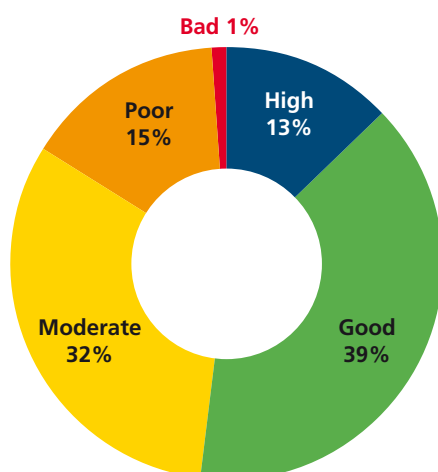


Figure 12. Ecological status in surface waters for 2019-2024

Evidence and Assessment Tools

To address the challenges identified in the Water Quality in Ireland Report 2019-2024, the evidence base to support targeted policy and action was further developed in 2025. This included the publication of the annual report on [Nitrate and Phosphorus concentrations in Irish Waters in 2024](#), two editions of the six-monthly [Early Insights Nitrogen](#) report series and an update to support [Evidenced-based targeting of agricultural measures to reduce nitrogen in catchments to achieve water quality objectives](#). EPA tools such as the Farm and Landscape measures for Agriculture (FLAG) map and Pollution Impact Potential maps are used extensively by stakeholders implementing water quality improvement initiatives nationally. The provision of timely water quality information in 2025 was well received and generated significant public interest.

Hydrometric Programme

The EPA continues to provide hydrometric data to support national and international reporting obligations, water resource planning and management, flood risk management, infrastructure design and a variety of other activities.

During 2025, the EPA carried out 1,188 assessments of groundwater levels and surface water levels and/or flow at sites throughout the country. These assessments primarily focused on the EPA/local authority network of sites but also included targeted flow measurements where data was needed for specific purposes. The data is available for download via the EPA's [HydroNet web tool](#).

Bathing Water Quality

The EPA is the environmental regulator for bathing waters, ensuring that local authorities fulfil their obligations under the Bathing Water Regulations, and assess and report on bathing water quality.

In May 2025, the EPA published the annual bathing water report for the 2024 bathing season. Details of the 2024 assessments are summarised in Figure 13. The report found that 96% of bathing waters (145 of 151) in 2024 met or exceeded the minimum required standard. Urban waste water was most frequently reported as the likely cause of pollution incidents where they did arise.

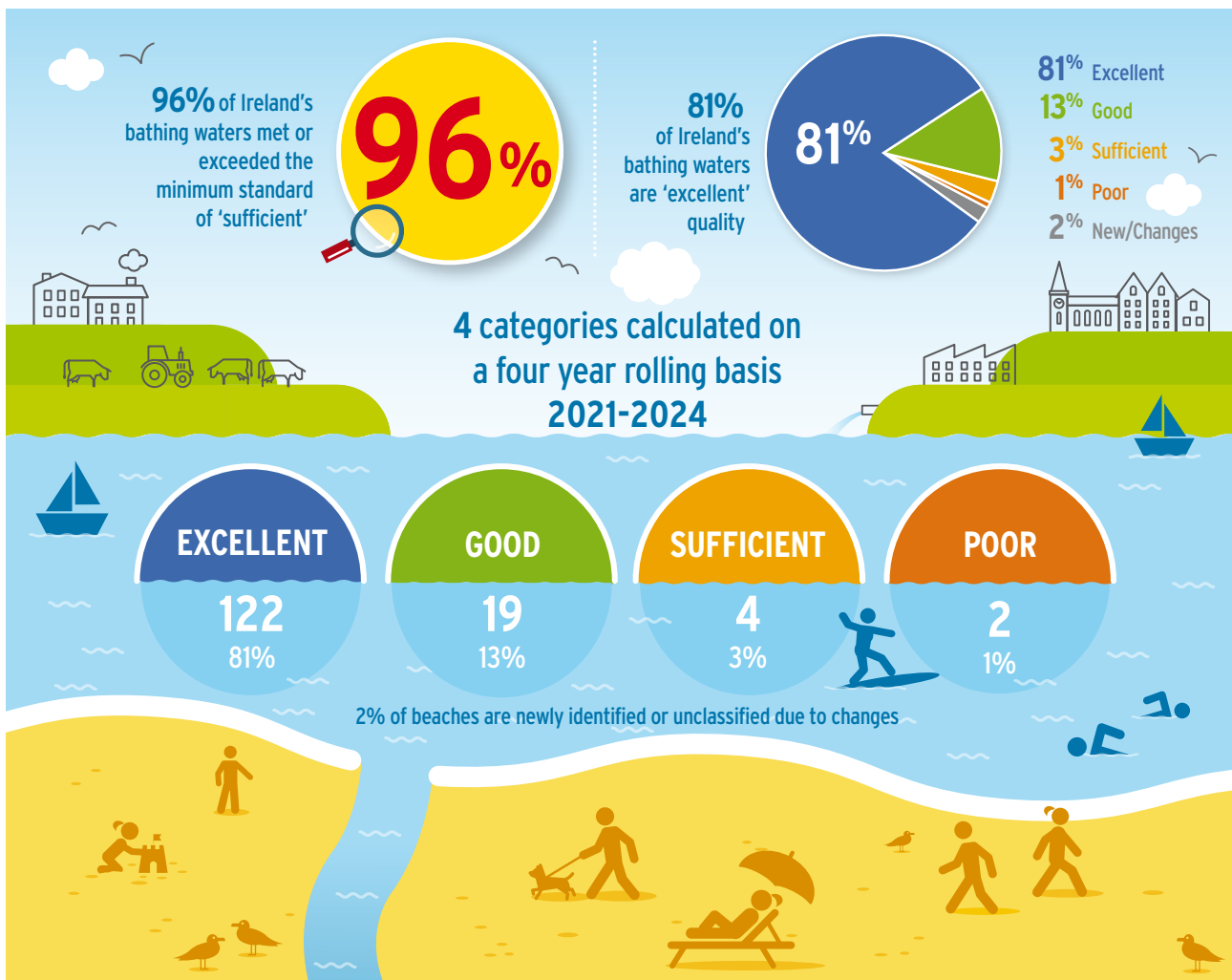


Figure 13. Bathing water quality in 2024

Water Laboratories

The EPA laboratories in Castlebar, Dublin, Kilkenny and Monaghan undertake water quality monitoring to support the regulation of EPA-licensed facilities and the implementation of the WFD. Monitoring activities include analysis of samples from rivers, lakes, groundwaters and transitional and coastal waters as well as sampling, analysis and auditing at industrial, waste and wastewater facilities.

During 2025, the laboratories carried out a range of analyses on 13,383 WFD samples from rivers (7,508), lakes (2,636), estuaries (2,669) and groundwaters (583), almost unchanged from 2024. A breakdown of the sample numbers analysed in 2025 is provided in Figure 14.

In 2025, the laboratories analysed 1,626 samples from EPA-licensed (IPC, IED, waste and landfill) sites and 185 samples from urban wastewater sites. This is a 34% increase on the number of samples analysed in 2024, as the labs worked closely with EPA inspectors to respond suspected

non-compliant discharges from licensees and to pollution incidents that arose across the country.

Laboratory staff also audited 11 drinking water treatment plants in support of the EPA Drinking Water Enforcement Programme.

Accreditation to the ISO standard 17025:2017 was maintained in the air, radiation and water laboratories, following an annual audit by the Irish National Accreditation Board in October.

During 2025, work on Leaning WFD continued and the group was renamed the Water Collaboration Group, reflecting the partnership between the labs (chemists) and the Water Programme (biologists, ecologists, hydrogeologists) that has strengthened and grown in recent years. As well as contributing to the latest Water Quality in Ireland report (published in October 2025), the group reviewed the WFD monitoring programme continuing the dynamic approach to quickly respond to evidence.

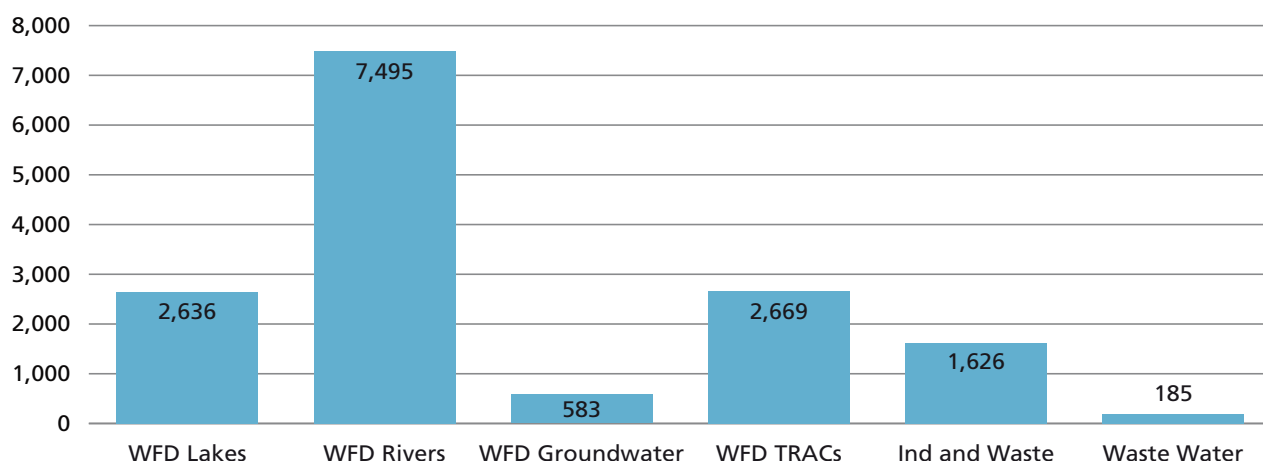


Figure 14. Number of samples, by type, analysed by EPA water laboratories in 2025

Another significant development was a method for low-level monitoring of nutrients (see Figure 15 below), where limits of quantitation for ammonia, phosphate and nitrate have been reduced between five- and twenty-fold. This monitoring will commence in 2026 at 83 sites across Ireland that are particularly sensitive to nutrient enrichment, and this work will help better understand of the pressures facing certain water bodies.



Figure 15. Photo of SEAL Instrument for low-level nutrient analysis

Radiation Monitoring

Instrument Calibration

The EPA provides an ISO 17025:2017 accredited instrument calibration service for a range of radiation protection instruments including survey meters, contamination monitors and electronic personal dosimeters. This service supports radiation safety and the monitoring of radiation levels in the workplace for licensees and stakeholders in industry, medicine, defence, research, regulation and emergency response. In 2025, 424 instruments were calibrated by the service.

Radioanalytical

The EPA measures radioactivity in a wide range of foodstuffs, drinking water and environmental samples. This work is undertaken both in support of the EPA's environmental radioactivity monitoring programmes and on a contract basis for external clients.

The contract radioanalytical services provided during 2025 included:

- ▶ Testing Irish produce for compliance with the requirements of importing countries as well as imported animal feed grains from third countries.
- ▶ Testing drinking and bottled water for compliance with the requirements of National Regulations.
- ▶ Analysis of wipe-tests to check the integrity of sealed radioactive sources.
- ▶ Testing dredged samples for compliance with the requirements of the Dumping at Sea Act 1996, as amended.

The EPA provides an assessment of radioactivity in Irish foodstuffs. This assessment provides the basis for certifying radioactivity in produce for export. The number of product certificates issued in 2025 was 2,671.

The 2025 radiation monitoring programmes included radioactivity sampling in air, drinking and bottled water, precipitation, marine samples, mixed diet and other foodstuffs. In total, 413 samples were analysed during the year.

National Radiation Monitoring Network

The EPA maintains the National Radiation Monitoring Network to constantly monitor radiation levels in the environment and to fulfil the EPA's responsibilities under the EURATOM Treaty and the National Plan for Nuclear and Radiological Emergency Exposures. In the event of an overseas nuclear or radiological accident, the Network would detect if there were any enhanced levels of ambient radiation in Ireland.

Continuous ambient gamma dose rate measurements are also made at fixed monitoring stations nationwide (Figure 16). Results confirmed that while artificial radioactivity remains detectable in the Irish environment, levels are low and pose no significant risk to human health. Ambient gamma radiation data from 23 locations is automatically transferred to the European Commission on an hourly basis and is available on the EPA's website. The EPA and South East Technological University (SETU) continue to work together under the Service Level Agreement between the two organisations. This agreement is very important in supporting cooperation in areas of mutual interest, particularly in monitoring radioactivity in the Irish environment. It supports the delivery of the EPA's responsibilities under the National Plan for Nuclear and Radiological Emergency Exposures and contributes to the development of the next generation of physicists to work in this field by providing academic leadership for the gamma spectroscopy laboratory through academic staff from SETU's Department of Science, as well as facilitating undergraduate and postgraduate work.

As well as monitoring ambient gamma radiation levels, the Network also includes instruments to measure radioactivity concentrations in air. Some of these perform in situ measurements while others contain aerosol filters that are collected by the EPA and Met Éireann staff and sent to the EPA's Radiation Monitoring Laboratory for analysis. In addition, the Network has precipitation samplers which continuously gather precipitation samples for analysis in the EPA.

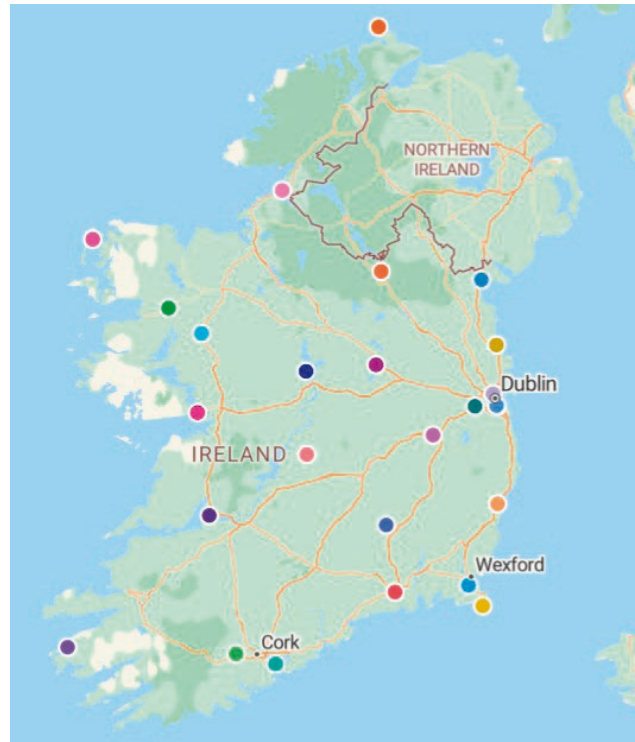


Figure 16. National Monitoring Network Locations

National Radon Control Strategy

The National Radon Control Strategy (NRCS) is a cross-Government strategy that aims to reduce the number of radon-related lung cancers in Ireland. The EPA is a member of the NRCS Coordination Group, an interdepartmental and cross-Agency group chaired by DCEE which oversees implementation of the Strategy. The NRCS contains recommendations on a broad range of measures aimed at reducing exposure to this radioactive gas. To measure progress towards this goal, the strategy has a range of metrics to track effectiveness of its measures over time. In 2025, the EPA undertook a national survey to update the number of radon related lung cancers in Ireland. As part of this survey, approximately 1,000 randomly selected houses are being tested for radon. Results of the survey will be available in 2026.

National Thoron Survey

After completing a pilot thoron survey in 2024, the EPA undertook its National Thoron Survey in 2025. By measuring thoron progeny in 250 randomly selected homes across Ireland, the survey aims to assess the estimated population dose. The results will be available in 2026.

Non-ionising Radiation

During 2025, the EPA analysed the data collected from the 2024 monitoring programme on non-ionising radiation (NIR) emitted by major electricity infrastructure such as high-voltage powerlines. To confirm some of these results, the EPA engaged an external contractor who will carry out further NIR measurements at two selected locations over one year starting in December 2025. The EPA also engaged with national and international stakeholders to discuss NIR results, prepared updated content for its website and continued to respond to queries received from the public and other stakeholders.

Ecosystems Monitoring and Reporting

The EPA operates the National Ecosystems Monitoring Network, designed to monitor impacts of pollution on sensitive ecosystems based on requirements set out in the National Emissions Reduction Commitments (NEC) Directive (2016/2284). The Network consists of a collection of sites that are representative of different habitats across the country. It is focused on providing evidence of the impacts of nitrogen deposition, including ammonia, on these habitats. The monitoring on the Network sites is being delivered by the EPA and other organisations including the National Parks and Wildlife Service, Met Éireann and the DAFM. During 2025, three atmospheric monitoring sites were added to the Network, bringing the total to 16. Additionally, bulk deposition monitoring was established at three of these sites. This work is developing a national dataset of long-term ecological survey data on habitats including raised bogs, calcareous grasslands and Molinia meadows, moss and soil analysis data, and atmospheric monitoring that is used to determine trends and impacts of air pollution on sensitive ecosystems.



Noise

The EPA continued to coordinate the national strategic environmental noise mapping and action planning that covers major transport sources under the Environmental Noise Directive. Strategic Noise maps support the development of noise action plans, and these plans are key to reducing environmental noise impacts and protecting quiet areas. The EPA completed the reporting of Round 4 Noise action plans to the EEA and developed extensive Round 5 strategic noise mapping guidance, including for major roads and rail. The EPA also developed noise mapping review guidance to be used to assist the noise mapping bodies in developing criteria to identify how much change would trigger a requirement to generate new maps for Round 5 by 2027. Local authorities are also required to report progress to the EPA annually on their action plans. Progress reports for 2024 were submitted in 2025. These were assessed by the EPA and a [Summary Review of Noise Action Plan Annual Reports for 2024](#) was published on the EPA website.

Land Use

The EPA supported Phase 2 of the national Land Use Review (led by DHLGH, DCEE and DAFM) through participation in the Oversight Group, Technical Working Group and Citizen Engagement Group. As part of this work, the EPA funded three research projects to inform the report. The EPA completed a pilot Land Use Map of county Clare which has developed a technical method for land use mapping that could be rolled out further.

Provisional GHG inventory data for 2024, published in July 2025, showed that the Land Use, Land Use Change and Forestry (LULUCF) sector, made up of six land use categories (Forest Land, Cropland, Grassland, Wetlands, Settlements and Other Land) and Harvested Wood Products, accounted for 6.8% of national total emissions in 2024. The main sources of emissions are the drainage of grasslands on organic soils and the exploitation of wetlands for peat extraction.

The LULUCF sector has been a net source of CO₂eq emissions in all years 1990-2024 and, as identified by the EPA [Greenhouse Gas Emissions Projections 2024-2055](#) published in May 2025, emissions in this sector are projected to increase up to 2030 as our forestry reaches harvesting age and changes from a carbon sink to a carbon source. Planned policies and measures for the sector, such as increased afforestation, water table management on agricultural organic soils and peatland rehabilitation, are projected to reduce the extent of the emissions increase.



4

Climate Action

4. CLIMATE ACTION

The EPA’s role in addressing Ireland’s climate change challenges includes preparing greenhouse gas (GHG) inventories and projections; implementing the EU Emissions Trading System and Carbon Border Adjustment Mechanism; engagement with EU and UN bodies supporting climate science research and climate-related observations; supporting climate adaptation action and behavioural change and facilitating the National Dialogue on Climate Action. The EPA is also the enforcement and implementation authority for the European Union Emissions Trading Scheme (EU ETS).

4.1 Historical Greenhouse Gas emissions

The EPA [Provisional Greenhouse Gas Inventory for 1990-2024](#) was published in July 2025. This will be followed up with an updated final publication in March 2026. Key findings were that overall GHG emissions decreased by 2% compared to 2023, with reductions reported in all key sectors except for Buildings (Figure 17).

Excluding emissions from Land Use, Land Use Change and Forestry (LULUCF), 53.8 million tonnes of carbon dioxide equivalent (Mt CO₂eq) was emitted in 2024. The report highlights that 82.5% of Ireland’s Carbon Budget for 2021-2024 has been used in the first four years. An annual reduction of 10.3% is now required in 2025 if Ireland is to stay within its first Carbon Budget.

The provisional estimates of GHG emissions indicate that, even with the use of Emissions Trading Scheme flexibilities, Ireland is not in compliance with the Effort Sharing Regulation for 2021-2024. The data show that Ireland will exceed its 2024 annual limit under the EU’s Effort Sharing Regulation (ESR, EU 2018/842) by 1.83 Mt CO₂eq.

In 2024, the EPA started publishing Quarterly Greenhouse Gas emissions indicators reports. These reports respond to an ongoing need for more timely and frequent data on Ireland’s GHGs. Ireland joins a small number of countries worldwide to carry out this type of assessment, which will provide valuable early and frequent indicator data for the monitoring and governance of Ireland’s climate action. The series will complement the national GHG inventory and projections prepared annually by the EPA.

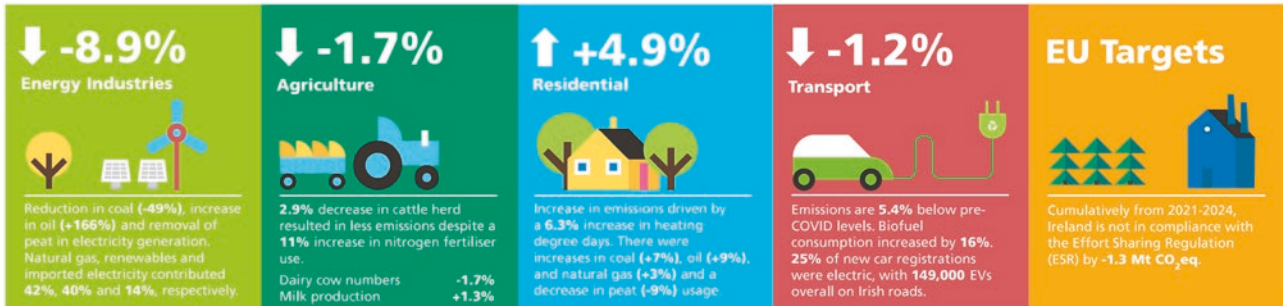


Figure 17. Key sectoral changes in GHG emissions in 2024 compared to 2023

Greenhouse Gas Emissions Projections

EPA [Greenhouse Gas Emissions Projections 2024-2025](#), published in May 2025, indicated that already implemented ('existing') measures would achieve an 9% reduction in emissions in 2030 compared to 2018, while additional measures in the latest Climate Action Plans would achieve a 23% reduction. The report highlighted that Ireland will not meet the national 51% emissions reduction target (by 2030 compared to 2018) based on these projections (Figure 18).

The report underlines the need for faster implementation of known measures as well as greater clarity on how planned measures are expected to deliver, if a 51% reduction in overall GHG emissions by 2030 is to be achieved. It was also projected that Ireland will not meet the 42% European Union emission reduction target by 2030 (compared to 2005) and that achieving this target will require not just the full and rapid implementation of Climate Action Plan 2025, but that additional measures are now necessary to accelerate progress.

4.2 Climate Adaptation

In 2025, the EPA published the first [National Climate Change Risk Assessment \(NCCRA\)](#). The NCCRA is a comprehensive, evidence-based assessment of current and future climate risks facing Ireland across natural, built, economic and social systems, and represents the first nationally consistent assessment of climate risks for Ireland. It provides a robust and authoritative evidence base to support coherent and targeted climate adaptation planning at national, sectoral and local levels, and to underpin ongoing learning and future updates of Ireland's climate risk evidence.

In 2025, the EPA continued to support climate adaptation and resilience planning through delivery of Climate Ireland, the national adaptation platform, and the coordination of the Climate Ireland Adaptation Network (CIAN). The network now has over 500 members and provides an information-sharing forum to build adaptation expertise at practitioner level across sectors in Ireland. The EPA established a number of working groups in the CIAN to further inform adaptation actions. It also hosted its third annual seminar in November 2025, bringing together policymakers, practitioners and researchers to share emerging evidence and lessons learned to help strengthen climate resilience in this country.

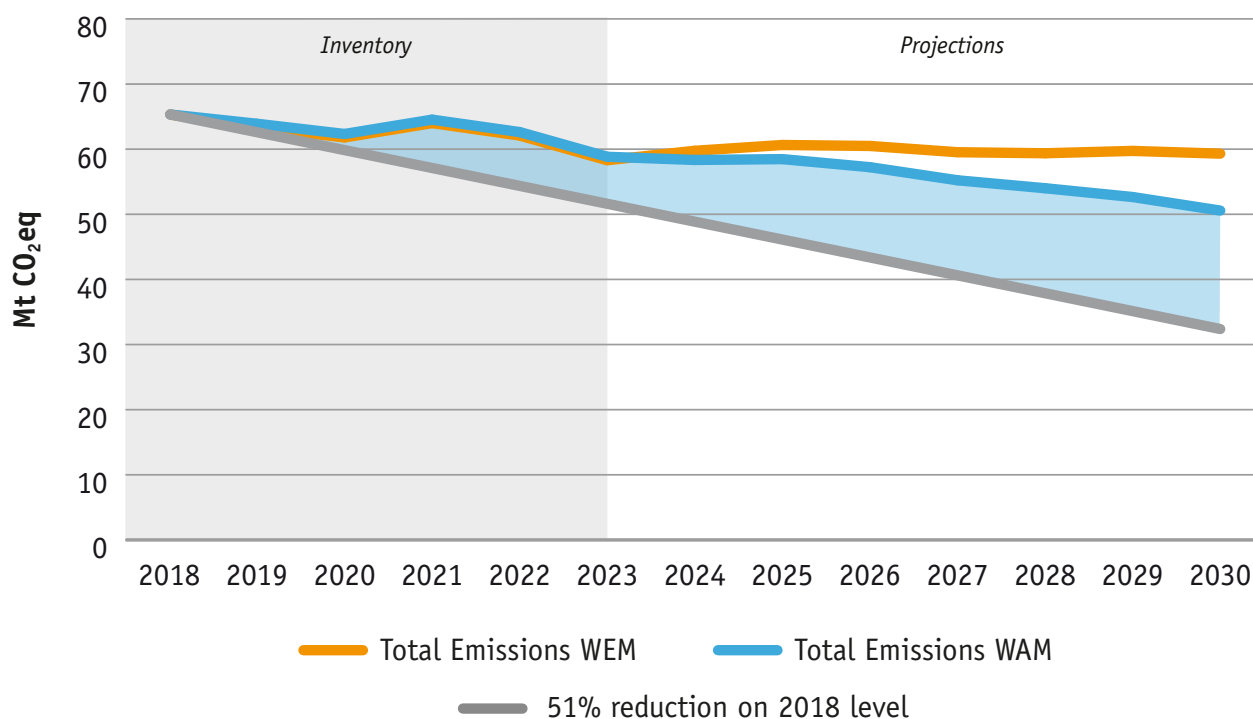


Figure 18. Total GHG emissions (incl. LULUCF) under the With Existing Measures (WEM) and With Additional Measures (WAM) projections scenarios out to 2030. The blue shaded area indicates the distance between the projected path of emissions under full implementation of all additional measures to the reductions needed to meet the national target of 51% in 2030.

4.3 Behavioural Insights

The EPA continued to build on the evidence base of the Climate Change in the Irish Mind (CCIM) Study in 2025, publishing four insight reports that use CCIM data to examine public attitudes to climate change across the themes of life stage, economic difficulties, climate literacy and engagement. In addition, CCIM continued to garner wide interest, with findings being presented at national and international events, ranging from the UCD Earth Institute to an Organisation for Economic Cooperation and Development (OECD) forum on open governance for the green transition. A related study, Climate Attitudes and Literacy in the Civil Service, was also published by the EPA in 2025. It found that the Irish civil service holds broadly similar views on climate change to comparable groups within the wider Irish public.

4.4 Climate Science

EU and International Engagement

The EPA represented Ireland on a number of key European and UN bodies, and as members of the national delegation and in facilitating the coordination of national climate and climate related observations.

In 2025, the EPA represented Ireland at two plenary meetings of the Intergovernmental Panel on Climate Change (IPCC), in China and Peru, and played a key role in developing and advancing the IPCC Work programme including the scope for key reports. The EPA also continued its roles with the national delegation, led by DCEE, to the UN Framework Convention on Climate Change (UNFCCC) and the Paris Agreement. This included the provision of expert support to the 62nd and 53rd meetings of the Subsidiary Bodies on Scientific and Technological Advice (SBSTA) and Implementation (SBI) in June and November and the 30th Conference of Parties to the Convention and Paris Agreement in Brazil in November. The EPA supports included working in various EU expert groups, supporting the EU negotiation Team and working with the SBSTA Chair to successfully facilitate outcomes from the negotiations. These focused on Science, Earth/Climate observations, Mitigation and Reporting as well as advancing the wider implementation process.

The work of the pan-European Joint Programming Initiative on Climate (JPI Climate) was supported by the EPA as vice Chair and a full member through 2025.

The EPA continued to manage Ireland's engagement with the Integrated Carbon Observation System (ICOS) European Research Infrastructure (ERIC). This included representing

Ireland at two ICOS General Assembly meetings in 2025 and the official launch of ICOS-Ireland in December 2025. ICOS-Ireland comprises organisations and bodies that own or manage ICOS sites or use data from these sites in research or operational activities. Through 2025, the EPA continued support for the provision of Irish data to international data centres under the Convention on Long Range Transport of Air Pollutants European Monitoring and Evaluation programme, including data on atmospheric measurements from strategic locations in Ireland.

Ireland's Climate Change Assessment

The first [Ireland's Climate Change Assessment \(ICCA\) report](#), led by the EPA and undertaken by leading researchers, was launched in January 2024. The utility of the information and material in the report was explored in a series of Dialogues organised throughout 2025. These focused on key challenges including health, economics and how science can better inform policy responses to the challenges of climate change.

Climate Science and Policy Analysis

The EPA published a special topic bulletin on the subject of greenhouse gases with a particular focus on their impacts, trends and mitigation policy in Ireland. This continued the EPA's "climate explainer" series of bulletins that integrate topic-relevant data and research in a way that is accessible to policy makers.

Throughout 2025, the EPA continued its work of providing analytical support to policy makers in both DCEE and other Government Departments and Agencies, including on topics such as methane emissions and the EU's 2040 target proposals.

Emission Trading

The EPA is the Competent Authority responsible for the implementation and enforcement of the European Union Emissions Trading System (EU ETS) in Ireland. The EU ETS aims to reduce carbon dioxide (CO₂) emissions from electricity generation, large industry, airlines and maritime transport. In addition, EPA is the Competent Authority for administering ETS2, a new carbon trading scheme, and the Carbon Border Adjustment Mechanism (CBAM). In 2024, reported emissions from industries and power generation included the EU ETS decreased by 7% compared to 2023. Since the establishment of EU ETS in 2005, there has been a decrease in emissions of 50% for the relevant sectors in Ireland.

Aviation emissions continue to rise both in Ireland and across the EU despite the application of the EU ETS. In 2025 the EPA accepted applications for a support mechanism for the use of alternative aviation fuels by commercial aircraft operators under the ETS. In total 65,464 allowances were awarded to

two applicants administered by EPA, all awards approved by the Commission were published in the Official Journal.

The Union Registry is used as the compliance tool for stationary installations, aircraft operators and shipping companies regulated under the EU ETS to meet their compliance obligations, report on GHG emissions and surrender allowances corresponding to verified GHG emissions in the previous year. In 2025, 26 new accounts were opened and the Irish domain of the Union Registry, managed by the EPA, had at total of 660 users at the end of 2025. This was the first year that shipping companies were obliged to file verified emission reports and surrender allowances, with a high level of compliance.

ETS2 addresses the carbon dioxide emissions from fuel combustion in the road transport sector, buildings, energy, manufacturing and construction industries. Monitoring and reporting obligations arose from January 2025 with financial obligations, in the form of allowance surrender, commencing in 2029 for 2028 emissions. Under ETS2, the EPA permitted 10 regulated entities in 2025 and approved their monitoring and reporting plans to give a total of 27 permitted regulated entities. The EPA continues to engage with other companies within the sector regarding this legislative requirement and an additional 14 regulated entities are in the process of applying for their permits. Historical annual emission reports for 2024 were received in 2025 from 24 regulated entities and the aggregated total emissions reported to the EU Commission.

Free allocation of allowances to stationary installations under the EU ETS continued in 2025 and more than 6.5 million allowances were issued in 2025 to 85 installations (some installations received their 2024 allocation as well as their 2025 allocation due to delays in the system). The eligibility rules are increasingly complex as free allocation has decreased. In the future, free allocation will be phased out as carbon leakage is addressed through the new mechanism of the CBAM (Carbon Border Adjustment Mechanism) Regulation.

Obligated importers under the CBAM Regulation (Regulation EU 2023/956), bringing CBAM goods into Ireland, continued to file quarterly reports throughout the year, with the end of the Transitional period, a learning phase for CBAM implementation, on 31 December 2025. The Commission has concluded a legislative amendment to the CBAM Regulation in 2025 to introduce a new mass-based threshold for obligations to apply to importers along with other simplifications to the operation of the mechanism. CBAM subsequently entered into force (definitive phase) on 1 January 2026. The EPA began to process applications for the status of Authorised CBAM Declarant in 2025, with 52 authorisations granted.

4.5 EPA's Environmental Management System

The EPA is committed to leading by example and incorporating good environmental management and practice in everyday activities. It operates and maintains an Environmental Management System (EMS) certified to the international standard ISO 14001:2015. This EMS has been essential in the delivery of the EPA's achievements to date in minimising the environmental impact of activities and drives continual environmental improvement to prevent pollution; measure and reduce GHG emissions; adapt to climate change; and encourage environmental awareness within the organisation. In compliance with Circular 1/2020, the EPA made the required payment to offset our **2025 emissions of 54.75 tonnes of CO₂** associated with business air travel. In addition, we reported our GHG emissions under the Greenhouse Gas Protocol Corporate Standard. Relevant data on energy consumption, heating, transport, water usage and waste management is collected across the organisation and converted to carbon metrics.

Greenhouse Gas Emissions

The Climate Action Mandate sets an energy-related GHG emission reduction target of 51% by 2030 for public bodies. The EPA's Strategic Plan 2022-2026 included an interim GHG emission reduction target of at least 30% by 2026. This target was revised in the mid-term review, and the target increased to 35%. In 2025, the EPA prepared our fourth report on the carbon emissions resulting from our activities as part of our commitment to achieve reductions in GHG emissions. The total carbon emissions generated in 2024 were 1,194 tonnes of CO₂ equivalent (tCO₂eq), which is a reduction of 35% when compared to our base period 2016-2018 (1,826 tCO₂eq) and a reduction of 34 tonnes from 2023.

The results for 2024 indicate fluctuations in Scope 1 emissions with a 37% reduction in fuel usage from owned fleet, 46% decrease in kerosene emissions, an 11% reduction in natural gas emissions, and a decrease of 1% in wood chip emissions. The largest emissions were generated from Scope 3 activities accounting for 44% of total emissions with Scope 1 accounting for 21% of the total emissions.

EPA staffing levels had increased to 511 full-time-equivalent staff as of the end of December 2024. This reflects an overall emission reduction of 48% per EPA employee when compared to the base period average of 2016-2018.

Energy Usage

The EPA's energy demand is mainly heating, lighting, electrical power, hot water and transport. In 2025, the EPA's total energy consumption (Figure 19) amounted to 2,508 megawatt hours (MWh). There was an overall decrease of 6% from 2024 to 2025.

The EPA is committed to reducing energy demand by implementing sustainable solutions such as LED lighting upgrades, heating system upgrades and installation of solar PV, and the transition to fully electric fleet vehicles. The EPA, up to 2025, has installed 357 KWp of SolarPV which is estimated to generate 280 MWh of electricity annually.

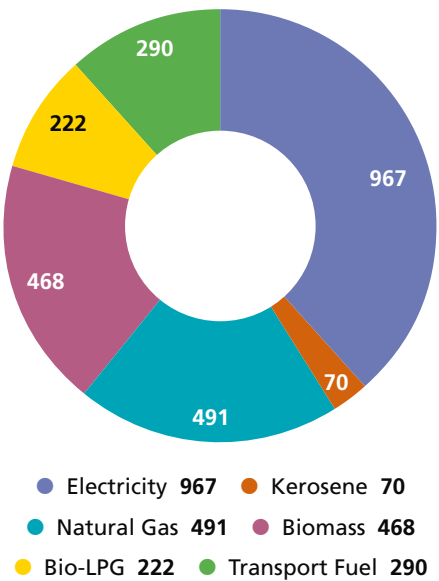


Figure 19. EPA energy usage in MWh, 2025





5

Sustainable Production and Consumption

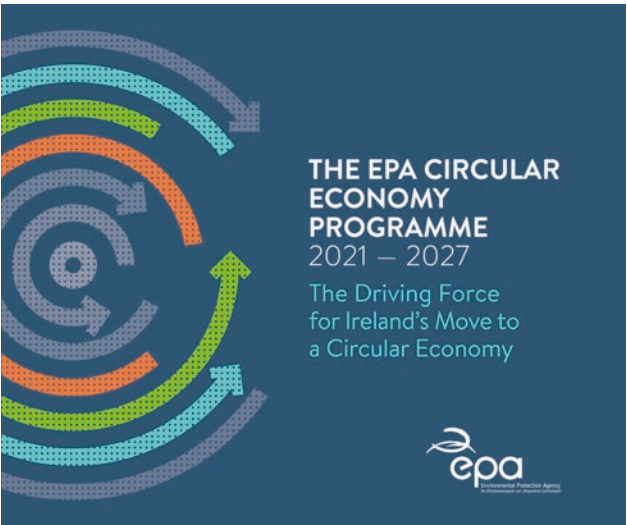


5. SUSTAINABLE PRODUCTION AND CONSUMPTION

In a circular economy, less raw material is used, products are designed for long life and recyclability, shared, used for longer, repaired and reused. Material and products are recycled as much as possible and only the fraction that can't be recycled is disposed.

5.1 Circular Economy Programme

5.2 Regulation



In 2025, the EPA's Circular Economy Programme delivered a diverse range of activities including producing national statistics, regulation for circularity (as competent authority for end-of-waste and by-products and waste sector licensing), supporting Green Public Procurement implementation, implementing a national food waste prevention programme, providing innovation and demonstration funding, implementation of the National Hazardous Waste Management Plan and delivering a behavioural research and circular insights programme. The EPA's annual circular economy conference was held in September.

The circular economy is supported through end-of-waste and by-product decision-making. These regulatory provisions administered by the EPA support business and industry to achieve greater circularity by preventing waste and reusing secondary materials. This minimises the extraction of additional natural resources, serves to preserve embodied carbon in some circumstances, and avoids unnecessary waste generation. It also helps to drive market confidence for more green procurement as the purchase of secondary materials aligns with lower carbon impact.

2025 was the first full year in which the three national decisions published by the EPA in 2023 and 2024 were in place for construction-based materials (recycled aggregates, site won asphalt and greenfield soil and stone). The impact of the national decision for construction-based materials is evident from the reduced number of by-product notifications and end-of-waste applications submitted to the EPA post-publication of the national decisions. Registration of activity under the national criteria continues to grow with the latest figures as follows: The uptake of the decisions by industry is encouraging, as evidenced by the increase in registered activity under the national criteria.

Registrations to December 2025	
Recycled Aggregates	73
Site-Won Asphalt	698
Greenfield Soil and Stone	540

In addition to working on the roll out of the national decisions, the EPA continued to assess individual files relating to by-product notifications and end-of-waste applications:

- There were 217 by-product notifications determined (174 determined as by-product, 43 determined as waste), along with 100 notifications withdrawn.
- Eight single-case end-of-waste decisions were approved by the EPA in 2025 (four final decisions and four draft decisions), relating to various materials such as wood, chemicals and plastics.

The mid-term evaluation report of the [National Hazardous Waste Management Plan 2021-2027](#) was published in August 2025. Good progress has been achieved in the area of household hazardous waste, farm hazardous waste and medicines; however, some challenges remain in the area of treatment capacity and infrastructure for managing hazardous waste, as well as sheep dip management.



5.3 Waste Statistics

The EPA has statutory responsibility to collate, validate and report on national circular economy and waste statistics data. The EPA published data across 15 waste streams including municipal, packaging, construction and demolition, hazardous and food waste. In addition, the EPA has responsibility to report on reuse activity in the economy and single-use plastics, which will help track Ireland's transition to a circular economy. Annual waste and circular economy data is published on the EPA website throughout the year.

The latest municipal waste data, published in September 2025, highlighted worrying trends. Ireland needs to recycle an additional 400,000 tonnes of waste every year in order to reach targets. While 1.3 million tonnes of municipal waste were recycled, this represents no improvement in recycling rates over the past decade. Investment in waste infrastructure is needed to reduce Ireland's reliance on overseas facilities with 1.2 million tonnes of municipal waste

exported in 2023. Opportunities to reduce, reuse and recycle valuable materials and resources are also being missed.

The EPA published a forecasting model to better understand municipal waste generation and recycling for 2024 and 2025 in advance of real data compilation. Municipal waste generation is expected to remain relatively stable over the coming years, with a slight upward trend. For 2025, the model estimates waste levels will be around 3.15 million tonnes with Ireland's recycling rate forecasted to be approximately 42%, which is 13% off the 55% European recycling target set for 2025.

Summary of data from the key sectors

Construction and Demolition Waste

- Half of all waste generated in Ireland is C&D waste mounting to nine million tonnes in 2023.
- 81% of this waste consisted of soil and stones, the dominant material type.
- In 2023, over 2.7 million tonnes of greenfield soil and stones were determined to be safe for reuse through the EPA National By-product criteria, preventing waste and supporting circular practices.

Municipal Waste

- The municipal recycling rate remains stagnant around 42%, with generation at 3.1 million tonnes in 2023, up from 2.7 million tonnes in 2016.
- Predictive modelling carried out by the EPA, forecasting years 2024-2026, indicates that Ireland will not meet the 2025 EU recycling target of 55%.
- 43% of municipal waste was incinerated with energy recovery, while 13% went to landfill.
- Total exports of municipal waste for treatment in 2023 were 1.2 million tonnes or 45%.

Packaging

- The overall packaging recycling rate fell in 2023 by 1% to 59%, well below the EU target of 65% by 2025.
- Ireland generated over 1.2 million tonnes of packaging waste in 2023.
- Reusable packaging accounted for less than 2% of all packaging placed on the market.
- Plastic packaging: Only 30% recycled; 70% incinerated with energy recovery.



Figure 20. Eurostat and European Commission Delegation for a Country Visit on Plastic Packaging Data

The EPA and DCEE hosted a three-day country visit in 2025 by EuroStat and the European Commission to assess Ireland's approach to calculating waste generation and recycling of packaging waste (Figure 20). Their findings were positive and found the EPA's approach to data reporting to be comprehensive, accurate and transparent. In the Commission's guidance on the compilation and reporting of data on packaging and packaging waste (dated April 2025), Ireland is described as the case study for best practice example for data reporting using the waste composition analysis method.

5.4 Implementation

A broad range of circular economy implementation activities took place during 2025.

Green Public Procurement

Under the Government's Green Public Procurement Strategy and Action Plan 'Buying Greener', the EPA is assigned responsibility to measure and report on Green Public Procurement (GPP) activity by Government Departments on an annual basis. In May, a report on GPP monitoring and reporting by Government Departments (2023 reference year) was published. The report detailed that out of the reported €1.24 billion spend on in-scope contracts, 82% included green criteria. While it was encouraging to see increased implementation compared to the previous year (34% in 2022), there were sectors for which national green criteria are published which had a low level of implementation (e.g. only 29% of the number of contracts for ICT Products and Services incorporated GPP). The EPA called this out as a missed opportunity for the public sector to purchase more resource-efficient and less polluting goods, services and works within the marketplace.

Five GPP case studies were published to the EPA website in January. In November, a webinar for public sector organisations on "Green Public Procurement in Practice" showcased practical case studies by public sector, local government and State Agencies and presented on

opportunities to support social enterprises through green procurement which was attended by over 400 people.

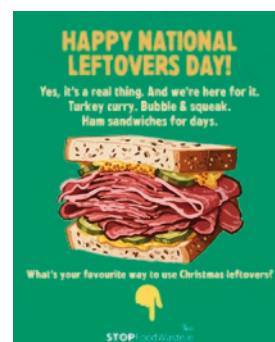
[Green Public Procurement – YouTube](#)

Food Waste Prevention

The EPA has a statutory role in establishing Ireland's food waste prevention programmes, focused on Ireland's commitment to halve food waste by 2030 (UN Sustainable Development Goal 12.3), climate action (up to 10% of global GHG emissions are linked to food waste) and the new mandatory food waste reduction targets to be met by 2030 introduced under revisions to the Waste Framework Directive in 2025.

The [Food Waste Charter](#) is a voluntary Government–industry agreement where enterprises in the food and drink sector that sign up pledge to measure, set targets and take action to reduce food waste. At year end, there were 90 Charter members with over 74,000 employees (compared to 65 members at start of the year). Guidance on food waste prevention in the meat sector and dairy sector were published to support food waste measurement according to a standardised methodology, adding to the bank of supporting resources for Charter members. Seven case studies were published which show how food & drink businesses across sectors are using the measurement of food waste to take targeted actions to reduce it. The [Food Waste Charter Implementation Report 2024](#) highlighted that businesses are at different stages of food waste prevention activity, and stronger focus is needed on evidence-led actions in targeted areas, informed by consistent measurement. The Food Waste Forum, a networking event for food & drink sector businesses with a focus on the Food Waste Charter, was led by the EPA in June.

[Stop Food Waste](#) is the national food waste prevention programme targeted at householders. Research findings on the awareness of the Stop Food Waste found that 44% of people (~2.4 million) are aware of the platform, an increase (+5%) since 2022 and it remains the best-known household food waste prevention resource; 25% of people (~1.34 million) have heard of it (up from 20% in 2022).



Stop Food Waste Awareness Materials

National Stop Food Waste Day which was held on 1 March was supported with a week-long campaign and regional press release to bring attention to the Stop Food Waste Pocket Guide resource and its “five easy steps” to reduce food waste. The campaign was supported by over 120 organisations who signed up to the stakeholder toolkit and amplified campaign messaging. In 2025, Stop Food Waste’s targeted social media campaigns, informed by evidence from the circular economy behavioural research programme, were as follows:

- Q1 – Food planning and organising/National Stop Food Waste Day
- Q2 – Cooking for Smaller Households/Planning BBQs
- Q3 – Plan your picnic/Tempted by a takeaway/Survival Guide for Eating Well at College
- Q4 – Stretch Out And Save This Autumn!/Festive Food Planning

Circular Economy Behavioural Research

Five behavioural research outputs were published, relating to quantitative research (nationally representative surveys) and qualitative research (in depth interviews) on textiles, construction and demolition, food and repair. The findings have been used by policymakers to support development of national sectoral Circular Roadmaps and in the development of national communications campaigns. [Behavioural Insights | Environmental Protection Agency](#).

In October, a webinar was held on Consumer Insights for Grocery Retail, focussed on findings from research into behaviours and attitudes to food and food waste. [EPA Event: Webinar on Food Waste Attitudes & Behaviours in Ireland](#).

Circular Insights Series

Three studies under the Circular Insights Series were published to support circular economy policy implementation and close knowledge gaps: (i) Repair Skills Training and Education in Ireland, (ii) Repair Business-to-Consumer Enterprises in Ireland, and (iii) Study to Support Future Development of the national repair directory Repairmystuff. ie. [Circular Insights Series | Environmental Protection Agency](#).

Textiles

Textiles is a priority sector for the Circular Economy Programme, and activities in 2025 included participating in the National Textiles Advisory Group and leading the co-ordination of the EPA submission on the draft National Policy Statement on Textiles and the Circular Textiles Roadmap, in addition to the behavioural research referenced above.

Delivering through Partnerships

Reuse and Repair

The National Reuse and Repair Network 2024-2026 met twice in 2025, and at year end there was representation from 18 national-level organisations, across central and local Government, state agencies, social enterprise sector, industry representative organisations and producer compliance schemes.



Members of the National Reuse and Repair Network

The Circular Economy Programme provided grant-aid funding to Monaghan County Council (in support of www.repairmystuff.ie, a national online directory of repairers) to support and scale repair activities, which are central to delivering a circular economy. Grant-aid support was also provided to Dublin City Council to deliver a pilot project on implementing reuse at three civic amenity sites, aligned to the national objective under the National Waste Management Plan for a Circular Economy.

To support communities to engage with circular economy activities, the EPA sponsored a Special Award for Circular Economy under the SuperValu TidyTown Competition and an award for Environmental Education and Community Initiative as part of the Repak Resource Awards.





6

Effective Voice

6. EFFECTIVE VOICE

6.1 Partnering and Networking

The EPA is actively involved in partnering and networking with other organisations to effectively address environmental challenges. It does so in a variety of ways.

Memoranda of Understanding/ Service Level Agreements

The EPA has adopted 14 Memoranda of Understanding (MoUs) in addition to Service Level Agreements (SLAs) with various organisations. Three revised MoUs – with the Commission for the Regulation of Utilities, the Climate Change Advisory Council and the Health and Safety Authority – were published in 2025.

EEA-Eionet

The EEA provides reliable information to policymakers and the public across a wide range of environmental topics. Its Eionet network connects institutions across Europe to assist in the collection of the broadest and most up-to-date data on environment and climate topics. The EPA coordinates Ireland's participation in Eionet. Over 120 national experts participated in the network in 2025, from 24 organisations across Government Departments, state agencies and third-level institutes. Irish participants provide access to EU experts, and the opportunity to build stronger professional networks as key benefits of Eionet.

Citizen Science

The EPA continued to work with partner organisations on several citizen science projects. The Global Leadership and Organisational Behaviour Effectiveness (GLOBE) Programme, funded by the EPA and delivered by the Environmental Education Unit of An Taisce, delivered a suite of citizen science campaigns in primary and secondary schools in

2025. The GLOBE team held 17 webinars online throughout the year, a mix of teacher training, expert webinars and student sharing events. Overall, the team worked with 340 teachers, reaching 6,000-8,000 students and coordinated four campaigns, which centred around key environmental topics such as air quality, rainfall and flooding resilience, climate resilience and river ecosystems.

Clean Air Together

In 2025, the EPA continued its large-scale citizen-based nitrogen dioxide monitoring project 'Clean Air Together'. These citizen-based projects provide detailed local-level data, which is used to inform air quality modelling and forecasting work by the EPA.

The Clean Air Together Limerick City campaign was completed in early 2025 and the Waterford City campaign was rolled out in August, in collaboration with Waterford City and County Council. Over 300 participants – citizens, businesses and community groups – signed up to take part in the Waterford City project. The results from the Waterford project will be published in early 2026.

Strategic Environmental Assessment

The EPA promotes sectoral engagement in Strategic Environmental Assessment (SEA) and the application of good SEA practice across all public authorities. In 2025, it continued to coordinate the National SEA Forum, which facilitates information sharing and collaboration between national SEA authorities and key Plan/Programme makers, which include Government Departments and state agencies. The Forum set up a subgroup on SEA and Monitoring in 2025 to strengthen practice in this important facet of SEA.

Network for Ireland's Environmental Compliance and Enforcement

The Network for Ireland's Environmental Compliance and Enforcement (NIECE) provides a forum that encourages and supports organisations and individuals to work together to deliver improvements in priority environmental areas. Network membership includes local authorities, state agencies and Government Departments involved in the enforcement of environmental legislation, engagement and promotion.

The NIECE network remained very active throughout 2025, with activities across 12 networks and five working groups. There were five national enforcement events covering solid fuels, solvents and deco paints, agriculture and inspection planning. Local authority staff also participated in the National Air conference, the Circular Economy conference and the National Water conference.

One Health Oversight Committee and Associated Subgroups

A cross-departmental One Health Oversight Committee provides leadership to the One Health approach across Ireland. Recognising that the health of people, animals and our environment are closely linked and interdependent, the Committee aims to facilitate collaboration and cooperation within and beyond the health sector, to enhance intelligence and improve evidence for decision-making in relation to health threats. The work of the committee is supported by four sub-committees.

During 2025, the EPA engaged comprehensively with national One Health structures and participated in meetings and activities. At a senior level, it joined the Oversight Committee and is now an active member of three of the four subgroups, namely:

- ▲ National Interdepartmental Antimicrobial Resistance (AMR) Consultative Committee
- ▲ National Zoonoses Committee
- ▲ Environment, Climate and Health Working Group

As part of its work under Ireland's One Health National Action Plan, the EPA participated in an EIONET Working Group undertaking a pilot study examining AMR in European surface waters. In Ireland, participation was led by the EPA, with support from University of Galway and Uisce Éireann. A report of the pilot was published in April 2025.

The EPA also contributed to the development of Ireland's third One Health National Action Plan on Antimicrobial Resistance 2026-2030 (iNAP3) 2026-2030, which was launched at a One Health conference in November hosted by the Departments of Health, Agriculture, Food and the Marine and the EPA. EPA leads on six actions in the plan, across areas including awareness, research, monitoring and waste management.

Water Quality Expert Groups

The EPA actively engaged in several national expert working groups led by the Department of Housing, Local Government and Heritage (DHLGH) in 2025. The EPA participated in the:

- ▲ Bathing Water Expert Group
- ▲ Nitrates Expert Group
- ▲ Drinking Water Expert Group
- ▲ Urban Wastewater Treatment Directive Expert Group
- ▲ Hydromorphology Expert Group
- ▲ Shellfish Waters Expert Group
- ▲ National Aquatic Environmental Chemistry Group

In 2025, the EPA continued to chair the National Technical Implementation Group which meets on a quarterly basis each year; the group exists to coordinate State bodies in resolving technical issues with the implementation of Water Framework Directive measures in Ireland.

Air Quality Expert Groups

In 2025, the EPA chaired and facilitated the Air Quality Health Information Working Group, which provides a forum for discussion on air quality-related health issues. This work is linked to the ambient air monitoring network, modelling activities, and citizen science initiatives, including the Clean Air Together campaigns. The group brings together key environment and health stakeholders, including the HSE, the Health Protection Surveillance Centre, DCEE and Met Éireann.

The EPA also participated in the annual Clean Air Forum, established by DCEE, which draws contributions from the majority of Ireland's air quality research community.

At a European level, the EPA engaged in the EEA Eionet, the European Network of National Air Quality Reference Laboratories (AQUILA) and the FAIRMODE Forum for Air Quality Modelling, which promotes consistency in air quality modelling across Member States. Through this forum, the EPA participated in two TAIEX workshops involving Malta, Austria and Ireland, including hosting one in August 2025.

Nuclear Safety

The EPA monitors developments relating to nuclear safety abroad to keep relevant state organisations informed of any implications for Ireland. The EPA also takes an active role in national and international committees on nuclear safety.

UK–Ireland Contact Group on Radiological Matters:

Representatives from the EPA and DCEE met twice with representatives from the UK's Department of Energy Security and Net Zero (DESNZ), Office of Nuclear Regulation and Environment Agency on radiological matters including status of legacy waste stores at Sellafield, new nuclear build and decommissioning. In October 2025, at the invitation of the UK's DESNZ, an Irish delegation of representatives from DCEE and the EPA visited the Sellafield site in the UK to observe the status of various facilities on site. The EPA also met with the UK's Office for Nuclear Regulation on two occasions in 2025.

Heads of the European Radiological Protection Competent Authorities:

The Heads of the European Radiological Protection Competent Authorities (HERCA) is an association of radiation safety authorities in Europe and aims to facilitate practical and harmonised solutions on important regulatory issues in radiation protection. In 2025, the EPA continued to play an active role in HERCA's work, participating on the Board of Heads and contributing to several Working Groups.

European Nuclear Safety Regulators Group:

The EPA was actively involved in the European Nuclear Safety Regulators Group and its working groups on Nuclear Safety and International Cooperation and Transparency and Communications during 2025. The EPA attended meetings and dedicated workshops, which included: examining the implementation of the Nuclear Safety Directive, transparency under the Aarhus Convention, reviewing proposed changes to the IAEA's IRRS process and exploring strategies to improve communication and stakeholder engagement mechanisms.

Emergency Planning

The EPA is an active participant in the Government Task Force on Emergency Planning, the National Emergency Co-ordination Group and its subgroups. It attended 35 meetings under the national framework for emergency planning and response in 2025, which included Emergency Planning Meetings, Emergency Exercises and National Emergency Co-ordination Group meetings during significant weather events. The EPA continued to support the Nuclear Energy Agency, the IAEA and the European Commission by participating in technical working groups and consultancy meetings and contributing to conferences.

In 2025, to inform future emergency preparedness and response arrangements, the EPA worked on the updating of the National Plan for Nuclear and Radiological Emergency Exposures, being finalised by DCEE. It also led working groups on the development of public health messaging following a nuclear or radiological emergency and on the potential contamination of the food chain arising from nuclear accidents abroad. The EPA is currently developing and improving its atmospheric dispersion modelling capabilities for emergency preparedness and response to a nuclear or radiological emergency. It also participated in two international nuclear exercises in 2025 and conducted an Agency-Wide Exercise to test the organisation's capability to respond to a cyberattack.

6.2 Timely, Targeted Data and Information

The EPA provides independent, evidence-based information, in an open and transparent manner to inform decision making by a broad range of stakeholders including Government, NGOs, state agencies, industry and the public. Data and information are provided in a timely and accessible manner, principally through online resources.

Licensing and Enforcement information

In line with the EPA's policy of openness and transparency, the EPA's LEAP (Licence and Enforcement Access Portal) provides public access to EPA licensing- and enforcement-related files and correspondence between the EPA and its regulated operators. This service allows the public to view licence applications, EPA licensing decisions, site visits and monitoring reports, details of incidents and non-compliances at EPA-regulated sites, operator updates and requests, as well as Compliance Investigations.

LEAP was upgraded in December 2025 to add licensing information, making it easier for citizens to find the full range of information about EPA-regulated sites.

The [Industrial and Waste Enforcement Report 2024](#) was published in March 2025. The EPA also published a report on [Large Scale Illegal Peat Extraction](#) in June 2025 and this highlighted the number and location of illegal large scale peat extraction sites across seven counties. All of the EPA's reports on-site inspections to these peat extractions sites are available on the EPA website.

Air Quality

In 2025, the EPA's airquality.ie was a valuable resource for the public, allowing easy access to real-time air quality information from the national monitoring network. This web resource provides a station-based Air Quality Index for Health (AQIH) that translates measured data into a colour-coded scale, indicating how good, poor or very poor the air quality is. The scale is linked to health advice for the public (Figure 21) and those vulnerable to poor air quality. As well as the website, the @EPAAirQuality feed on the social media platform X provided public air quality information.

Real-time data for selected air pollutants continued to be provided hourly to the EEA for display on European air quality maps.

Emissions Inventories and Projections

As detailed in Section 4.1, GHG and air pollutant emissions data are made available on the EPA website. Along with detailed reports, graphs and tables, there are a series of frequently asked questions and answers, in addition to infographics that communicate clear messages about the country's performance on climate action.

In 2024 the EPA publishes quarterly Greenhouse Gas emission indicator reports. Figure 22 shows the estimated GHG emissions by sector on a quarterly time scale since Q1 2018 and the latest reports can be found on the [Air Emission Publication](#) pages. These reports complement annual EPA reporting on the national GHG inventory and projections by providing early and frequent indicators for monitoring and governance of Ireland's climate action. Quarterly GHG emissions data can now be integrated with other national quarterly reporting streams enabling cross-sector policy alignment, as seen in the [ESRI Q4 2025 Quarterly Economic Commentary](#).

Radon

The EPA is the main source of radon information, providing advice through a dedicated Freephone service and through its radon webpages. In 2025, radon webpages were viewed over 103,000 times. Raising awareness of the risk from radon gas continued in 2025, with a national social media campaign to mark European Radon Day on 7 November which focused on testing for radon.

To expand the library loan scheme of digital radon monitors, the EPA collaborated in 2025 with the Local Government Management Agency and Healthy Ireland at your Library. Launching in 2026, radon monitors will be available to borrow free of charge from library services across 21 counties.



Water Quality

The EPA manages, assesses and reports on the data generated from the Water Quality monitoring programme. The data are reported to the EEA (Water Information System for Europe) and data on transitional and coastal waters are also reported under the *Convention for the Protection of the Marine Environment of the North-East Atlantic (also known as the OSPAR convention)*, which deals with protecting the marine environment from the adverse effects of human activities.

In 2025, water quality data from 2019-2024 were used to assess and [report on the status of our waters](#), and 2024 water quality data were used in the [report on nitrogen and phosphorus concentrations](#) in Irish waters. Water quality data from the first half of 2025 were used in the [early water quality insights indicators report](#).

[Catchments.ie](https://catchments.ie) remains a key communication channel for sharing water quality and catchment information with the public, attracting over 280,000 views in 2025. Most activity focused on data and maps, with the site continuing to be the leading referral point for users accessing EPA water maps. The platform also supports regular updates through news posts, with more than 3,600 subscribers. Interactive maps, dashboards, trends and reports for nearly 5,000 water bodies, including groundwater data, are available, and all datasets can be downloaded via the [EPA Geoportal](#).

Accompanying health messages for at-risk groups and the general population			
Band	Index	At-Risk Individuals	General Population
Good	1	Enjoy your usual outdoor activities.	Enjoy your usual outdoor activities.
	2		
	3		
Fair	4	Adults and children with lung problems, and adults with heart problems, who experience symptoms, should consider reducing strenuous physical activity, particularly outdoors.	Enjoy your usual outdoor activities.
	5		
	6		
Poor	7	Adults and children with lung problems, and adults with heart problems, should reduce strenuous physical activity, particularly outdoors, and particularly if they experience symptoms. People with asthma may find they need to use their reliever inhaler more often. Older people should also reduce physical exertion.	Anyone experiencing discomfort such as sore eyes, cough or sore throat should consider reducing activity, particularly outdoors.
	8		
	9		
Very Poor	10	Adults and children with lung problems, adults with heart problems, and older people, should avoid strenuous physical activity. People with asthma may find they need to use their reliever inhaler more often.	Reduce physical exertion, particularly outdoors, especially if you experience symptoms such as cough or sore throat.

Figure 21. The AQIH and its linked health advicee

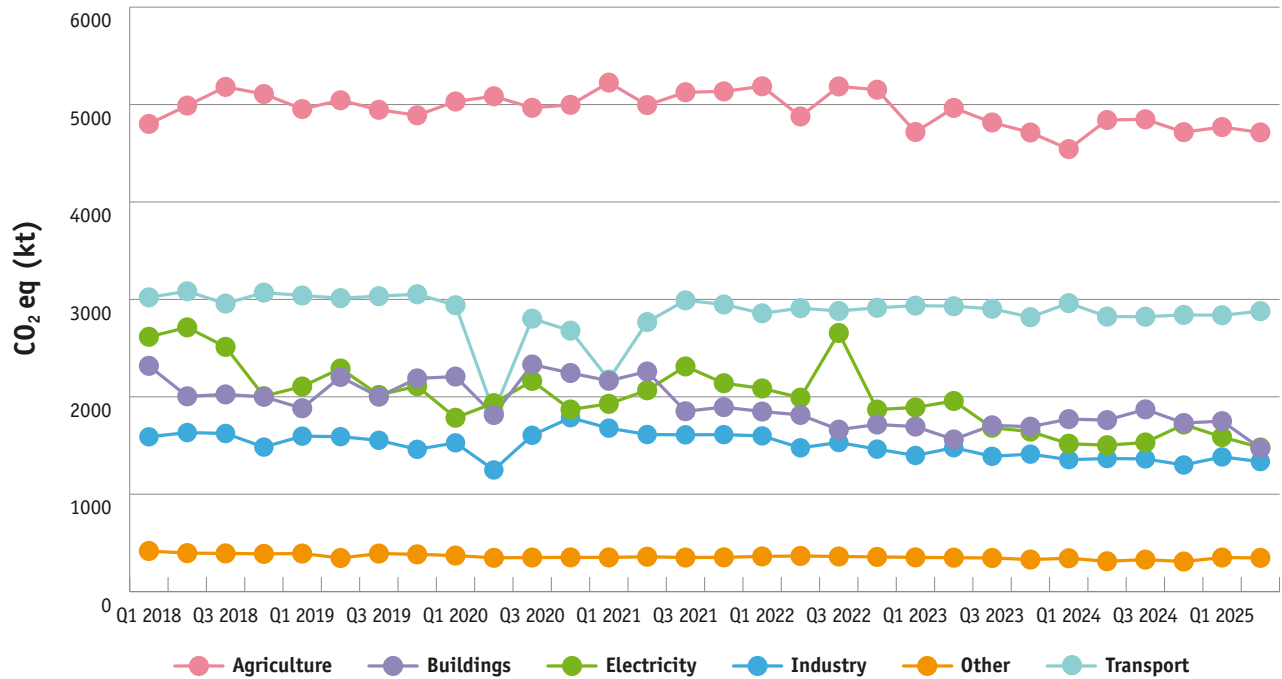


Figure 22. Quarterly movement in GHG emission across Climate Action Plan sectors from Q1 2018 to Q2 2025.

Beaches

[Beaches.ie](https://beaches.ie) provides information on bathing water quality at Ireland's beaches and lakes, attracting over 187,000 views in 2025, a 30% increase on the previous year. Users can access recent water quality results, swim restrictions, and local weather and tide updates. Each beach has a bathing water profile outlining facilities, known pressures and management plans. Out-of-season monitoring data, provided voluntarily by some local authorities, is also published when available. The site is updated regularly during the summer as new monitoring results are received.

Open Data

The Open Data Directive is an EU Directive that encourages EU member states to make as much public sector information available for reuse as possible in an Open Data format. Open Data is data that can be freely used, reused and redistributed by anyone – subject only, at most, to the requirement to attribute and share alike. The Directive introduces the concept of high-value datasets, defined as documents whose reuse is associated with essential benefits for society and the economy. Under the Directive, the EPA reports datasets to Europe under three of the six high-value dataset thematic categories of Geospatial, Earth Observation and Environmental.

Currently the EPA has 487 datasets publicly available on the Irish Open Data Portal under several thematic categories, with 21 of these being published in 2025. This makes the EPA the sixth highest contributor to this portal. Collectively these datasets have had over 146,000 views to date. The growing number of views over the years demonstrates the increase in demand for publicly available datasets.

European Pollutant Release and Transfer Register

The EPA collected the Pollutant Release and Transfer Register (PRTR) data for 2024 and submitted it to the European Commission in advance of the November 2025 deadline. The data can be viewed online on the national PRTR register at [EPA Maps](https://epa.maps.ie).

EEA-EIONET data

To provide for sound, independent information on the environment and climate change in Europe, 39 countries contribute data to the EEA. Each year, the EEA ranks countries' reporting of key environmental data based on timeliness and quality. In 2025, Ireland achieved a score of 94% (the median country score was 87%).

Environmental Data Analytics

The EPA uses data science and statistics to enhance our environmental assessment. The Irish Statistical System Code of Practice (ISSCOP) is run by the Central Statistics Office (CSO) to provide assurance that official statistics can be trusted. In 2025, the EPA achieved ISSCOP certification from the CSO for annual bathing water results.



Figure 23. CSO Quality Management team meet with EPA staff for the ISSCOP site visit to EPA HQ, July 2025

Strategic Environmental Assessment

The EPA made 147 SEA submissions in 2025 (including 24 at Draft Plan stage). Submissions on key plans/programmes are published on the submissions section of the EPA website.

The EPA published good practice guidance on SEA and integration, adding to its suite of SEA sectoral guidance notes. In addition, the SEA-related research project, PRO Health, was completed in 2025. Its associated Toolkit and final report will be published in 2026.

Environmental Policy Assessment Consultations

The EPA responds to national environmental policy consultations and made 31 submissions in 2025. Key submissions included responses on the National Development Plan Review; the Sixth Nitrates Action Programme; Sectoral Climate Change Adaptation Plans; the Whole-of-Government Circular Economy Strategy and various Statements of Strategy. Significant submissions are published on the EPA website.

State of the Environment Report

The EPA continued to promote the findings of its [State of the Environment 2024 report](#) via submissions and presentations to various Government Departments, agencies and third-level institutions in 2025. The report provides a comprehensive assessment of Ireland's environment, highlighting key trends, challenges and actions.

The 2024 report proved useful in preparing the Ireland Country profile for the EEA Europe's environment 2025 report. Country profiles provide concise, country-level assessments on key trends in environment, climate and socio-economic developments, examining core systems such as energy, mobility and food.

An active EPA social media campaign promoted key messages from the State of the Environment report on 10 topics to over 123,000 people in 2025. The EPA also worked with an educational publisher to develop a primary schools' schools' magazine based on the report. Approximately 12,500 copies of the magazine were distributed to more than 500 schools, reaching an estimated 70,000 children. An online version is also available.



6.3 Communications and Outreach

The Environmental Protection Agency aims to effectively disseminate information on environmental matters to key audiences and stakeholders.

Communicating Key Messages

Digital Media

The EPA's website is the principal communication channel for disseminating information to the public, with over 1,300,000 visits during 2025. Peaks in activity during the year corresponded to publication of reports and media coverage of environmental issues.

Media Relations

The EPA provides a 24-hour service to the media and during 2025 handled 430 media queries and issued 34 press releases. Media coverage of the Agency remained very high.

Environmental Queries

The EPA provides an Environmental Queries Service to its stakeholders and handled 2,250 queries during 2025. The main areas of interest to the public were waste, wastewater, air quality, and climate change.

Social Media

The EPA continues to reach the public via social media. 2025 saw a 15.4% increase in followers on LinkedIn, and a 28.6% increase on Instagram, with a total of 51,162 followers across these priority platforms. In 2025 we launched a video series featuring EPA staff at work in the field and in labs across the country which has seen success in terms of reach and engagement. In 2025, there was continued growth and innovation in how the work of the EPA engages with its audience across social media platforms. The EPA continued to build new audiences by delivering content in varied formats.

Outreach Activities

The EPA has continued to play an important role in raising levels of awareness and supporting initiatives that increase public engagement with environmental issues across wide audience groups.

As part of the EPA's corporate sponsorship commitments, we partnered with, and supported, several other diverse outreach initiatives including:

- ▶ Partnering with Engineers Ireland on its Science, Technology and Engineering Programme for Schools (STEPS) programme, which aims to foster Science, Technology, Engineering and Maths (STEM) skills development in Ireland.
- ▶ Partnering with ECO UNESCO, supporting the Young Environmentalist Awards.
- ▶ Partnering with Junior Achievement Ireland (JAI) to deliver a range of JAI programmes. Overall, the partnership enabled 1,630 students to engage directly with EPA staff and/or receive key environmental messages and knowledge from the Climate Change and You programme, helping to build greater awareness and understanding of environmental protection and climate action among the next generation.
- ▶ Sponsoring the Environmental Award at the BT Young Scientist competition.
- ▶ Sponsoring the Student Enterprise Programme.

The EPA also supported many local initiatives to raise awareness about environmental issues or the work of the EPA. This includes the CALMAST STEAM Engagement Centre at SETU Waterford, which promotes STEM to an audience of approximately 40,000 people via a series of educational festivals in the South East, and a Special Award at the SuperValu Tidy Towns Competition.

Exhibition Outreach

The EPA again exhibited at the BT Young Scientist and Technology Exhibition (where it also presented a Special Environmental Award) and participated in the 94th National Ploughing Championships. These events provided an ideal opportunity to raise awareness of, and engage the public's support in, environmental issues.



Photographer in Residence

The EPA supported the National Library of Ireland to select a Photographer-in-Residence, which has resulted in a unique snapshot of Ireland's environment over 12 months and spanning 26 counties. The project was so successful that it won the prestigious Business To Arts award for Sustainable Creativity.

EPA Conferences

In 2025 the EPA hosted the following conferences:

EPA National Climate Conference

The EPA Annual Climate Change Conference was held in May in Dublin Castle. The theme of the conference was 'Tackling Emissions through the Carbon Market'. A recording of the [Climate Conference can be viewed online](#).

Climate Change Lecture Series

The EPA Climate Lecture series continued in 2025:

- Professor Bronwyn Hayward, professor in Political Science and International Relations at the University of Canterbury, New Zealand, delivered an online lecture on 'A Chaotic Climate Future: How to support children & youth'.

- Professor Karen O'Brien, co-founder of CHANGE, delivered an online lecture on 'Transformation in a Changing Climate: Insights from the IPBES Transformative Change Assessment'.
- Professor Nadia Pinardi, Professor of oceanography at the University of Bologna, delivered an in-person lecture on 'Coasts at Risk: Building Stronger Communities'.

Recordings of the [lectures may be viewed online](#).

EPA Circular Economy Conference

The Circular Economy Programme hosted the 2025 EPA Circular Economy conference, in the Aviva Stadium in September. Topics covered included circular economy policy, producer responsibility in priority sectors and markets and consumption. Presentations are available to view on the EPA's YouTube channel: [Circular Economy Conference 2025 – YouTube](#).



EPA Water Conference

The EPA held its Annual National Water Conference in Galway in June as a hybrid event. Topics included the latest policy updates, agriculture, health, emerging issues and the future of water. Conference materials and videos, including content from previous years, are available on [catchments.ie](#).

National Air Event

The theme for this year's annual National Air Event, held in Kilkenny in November, was 'Clean Air, Healthier Lives'. Presentations from the National Air Event are available on the EPA's YouTube channel.

Environment Health and Wellbeing Conference

The EPA, in partnership with the HSE and the Economic and Social Research Institute (ESRI), held its 10th annual Environment, Health and Wellbeing conference in the Royal College of Physicians in October. The theme of the conference was 'Changing Perspectives: Creating Healthier and Resilient People and Places'. Presentations from the conference can be viewed on the EPA's YouTube channel.

Environment and Law Conference 2025

The Joint environmental law conference with the Irish Centre for European Law (ICEL) was held in November 2025. This flagship event explored the evolving landscape of environmental law enforcement in Ireland and across the EU.



6.4 Research

The EPA manages a responsive and agile research programme that delivers scientific evidence to support policy development and broader decision making. This reflects the vision of [EPA Research 2030](#) of 'putting science and innovation at the centre of environmental protection in Ireland through the development and proactive transfer of knowledge'.

The EPA Research Programme is delivered with a thematic structure comprising four interconnected hubs:

- Addressing climate change evidence needs,
- Facilitating a green and circular economy,
- Delivering a healthy environment, and
- Protecting and restoring our natural environment.

At the end of 2025, the EPA was managing a portfolio of more than 200 live projects as well as providing funding for 55 strategic partnership projects together with other research funding organisations.

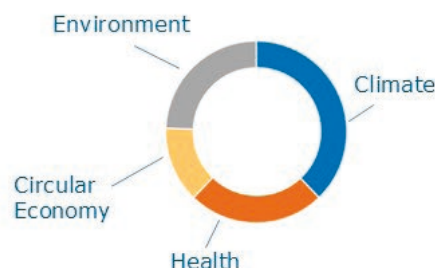
New Research Awards in 2025

The EPA made 57 new research awards in 2025, representing a total commitment of €17 million. These included:

- Thirty six awards to the value of €14 million under the EPA Research 2024/25 Calls.
- Fifteen awards to the value of €2.5 million under national and international strategic partnerships.
- One Chapter Scientist award (€83k) to support the co-ordinating lead author on the IPCC Special Report on Climate and Cities.
- Five awards to the value of €278k under the EPA's Fast Track to Policy Programme.

The 2025 EPA Research Call garnered significant interest with 110 applications for funding. Once again applications from new lead researchers increased to 60% new to the EPA Research Programme, a positive trend that indicates a continued broadening of the research base relevant to environmental and climate issues. Further details on EPA-funded research projects are available on the online EPA Research Database.

EPA Research Awards 2025

**110** New Applications**36** Teams funded in 2025**60%** Applicants new to EPA**€14M** FundedWomen leading teams
51%

Other EPA Research Activities in 2025

**>200** Live awards**34** Research reports**€2.5M** Partnership awards

National Cooperation

The EPA participates in the National Implementation Forum for Impact 2030 (the National Research and Innovation Strategy), National Research Integrity Forum and National Open Research Forum (NORF) which contribute to building national research capacity and infrastructure and advancing open research, research integrity and research security.

In collaboration with DCEE, EPA Research is providing support to eight researchers selected from Ireland to contribute to important IPCC activities such as the IPCC Methodology Report on Short-lived Climate Forcers, the IPCC Special Report on Climate Change and Cities and to the IPCC 7th Assessment Report.

Strategic Research Partnerships

In line with its objective to increase environmental research capacity in Ireland, the EPA continued its partnership with Taighde Éireann – Research Ireland in 2025 by funding four awards to early career researchers under the Research Ireland Pathway Programme as well as nine scholarships under the Government of Ireland Postgraduate Scholarship Programme.

Through Horizon Europe, the EPA supports the Irish research community to engage in valuable international collaboration. This includes providing funding for a number of Joint Transnational Calls that allow researchers in Ireland to

participate in EU-wide projects. In 2025, two proposals with Irish partners were awarded funding to the value of €532k in the Water4All call on Water and the Circular Economy. New calls also launched in on the theme of Water and Health under the Water4All Partnership and on Restoration of ecosystem functioning, integrity, and connectivity under the Biodiversa+ Partnership.

The EPA is also a partner in the European Partnership for the Assessment of Risks from Chemicals (PARC) and the European Partnership on radiation protection research (PianoForte).

The EPA is the National Contact Point for environmental opportunities in Horizon Europe Cluster 6, working closely with Enterprise Ireland, the Marine Institute and the DAFM. By the end of 2025, the Irish research community had signed a total of 206 grants to the value of €137 million under all Horizon Europe Cluster 6 calls to date.

Research Coordination

The EPA chairs the National Environmental Research Coordination Group (NERCG), which provides a national forum for the strategic coordination of environmental research in Ireland across research funding organisations, policymakers and implementing agencies. The NERCG met twice in 2025 and published the annual Climate Research in Ireland report in December 2025.

Research Communication and Knowledge Transfer

The EPA published 31 new research reports and accompanying highlights videos in 2025, including a milestone 500th EPA Research Report. Three Evidence Synthesis reports from the Fast Track to Policy programme were also published. All reports are available on the Research Publications section of the EPA website.

In 2025, EPA Research continued to actively promote new research opportunities and reports delivering high quality, engaging content with clear messaging across multiple platforms including social media, events, conferences and the EPA Website. The EPA IMPACT project, which completed in 2025, has delivered new knowledge transfer expertise within the EPA to enable greater policy impact from our funded research.





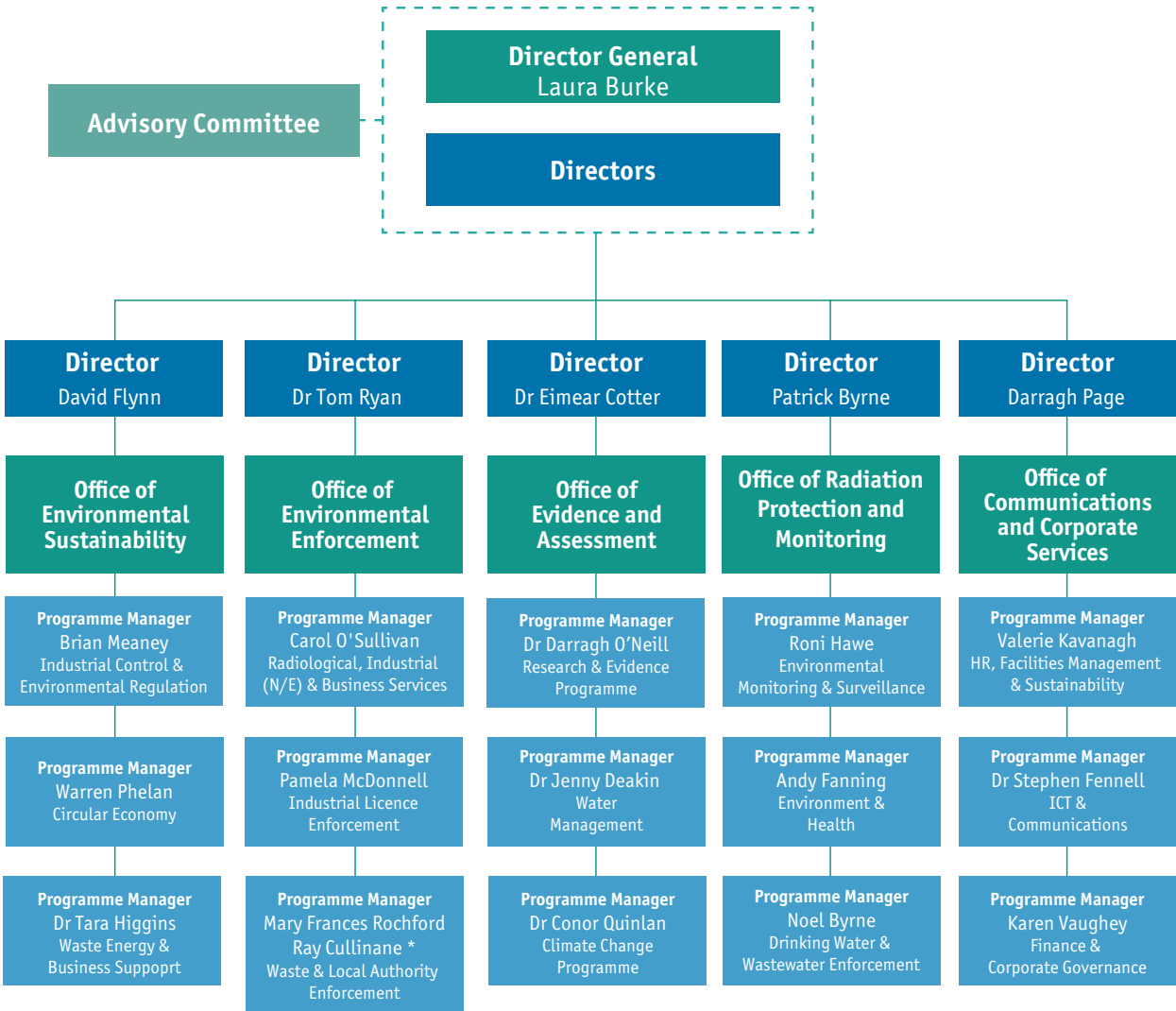
7

Culture of Excellence



7. CULTURE OF EXCELLENCE

7.1 Organisation Structure



* Temporary assignment

Board of Directors*



Pictured (left to right): Mr Patrick Byrne (Director, Office of Radiation Protection and Environmental Monitoring), Mr Darragh Page (Director, Office of Communications and Corporate Services), Ms Laura Burke (Director General), Dr Eimear Cotter (Director, Office of Evidence and Assessment), Dr Tom Ryan (Director, Office of Environmental Enforcement) and Mr David Flynn (Director, Office of Environmental Sustainability).

*Other Directors who served during 2025 are: Gerard O'Leary, (Director, Office of Communications and Corporate Services), January to May 2025 and Micheál Lehané (Director, Office of Radiation Protection and Environmental Monitoring) January to September 2025.

Board Meetings

The EPA Board comprises six full-time Executive Directors. A total of 52 Board meetings were held in 2025: 12 general meetings, at which corporate policy, governance, strategy, finance and planning issues were addressed, and 40 technical meetings, at which licence applications, prosecutions and operational issues were decided upon.

EPA Advisory Committee

The EPA is assisted by an Advisory Committee with a term of office of three years. The 12 members are nominated by prescribed organisations and appointed by the Minister for the Environment, Climate and Communications. The Advisory Committee has a wide range of advisory functions including making recommendations to the EPA and/or the Minister. The Director General of the EPA is, ex officio, a member and Chairperson of the Committee. Dr Cathal Gallagher formally resigned from the Committee on 24th June 2025.

Appointees from Prescribed Bodies

Professor Frances Lucy
(nominated by the Environmental Science Association of Ireland)

Dr Niamh Lynam Lennon
(nominated by Irish Radiation Research Society)

Ms Aleesha Wiegandt
(nominated by the National Youth Council/YMCA)

Mr Jerry MacEvilly
(nominated by The Irish Environmental Network)

Ms Geraldine O'Sullivan
(nominated by the Irish Farmers Association)

Mr Mark Christal (nominated by Enterprise Ireland)

Ministerial Selection

Ms Ali Sheridan

Mr Conor Talbot

Ms Aisling Ryan

Ms Aebhín Cawley

Chairperson

Ms Laura Burke, Director General, EPA

Radiological Protection Advisory Committee

This Advisory Committee is a high-level scientific body that advises the EPA in the carrying out of its functions on matters concerning radiological protection and assists the EPA with improving its communication with stakeholders to enhance trust, with particular emphasis on public health matters. Items brought before the committee during 2025 included the National Thoron Survey; Capability Management and Succession Planning; EPA Approach to AI and advice on survey of the Public's Attitudes to Radiation.

7.2 Human Resources

Recruitment

The EPA is recognised as an employer of choice in the public sector and continues to attract a high level of interest in posts advertised. The EPA has an approved staff complement of 550 at the end of the year with 235 staff located at its headquarters in Wexford, with the remainder strategically located in the five Regional Inspectorates and Hydrometric Offices throughout the country.

Internships and Placements

The EPA continued to engage with a wide range of third-level educational institutions under the Internship Programme to ensure that the student intake is of the highest calibre and that students are afforded an opportunity to work in a highly effective and complex public service organisation. A total of 30 paid internships were offered and filled during 2025. In addition, the summer student placement programme continued in 2025 with 32 third-level students provided with an opportunity to put into practice and enhance the theory and skills they have learned during their coursework in a relevant workplace setting, while adding value to the organisation.

Learning and Development

Throughout 2025, the EPA continued to invest in capability-building across the organisation, including specialist technical training, governance and compliance development, and leadership and management programmes. These efforts were supported through a mix of formal training initiatives, leadership networks, and structured mentoring opportunities.

Strong Leadership

The Senior Management Network (SMN)—comprising Directors, Programme Managers, and Regional Managers has been in place since 2014. The network meets five times a year, with subgroups meeting in between to progress cross-organisational priorities.

Its role is to foster organisational connectivity, champion culture and values, drive strategic direction and excellence, model effective leadership, and serve as a centre for learning and reflection. Members work collaboratively, encourage open communication, adopt a whole-organisation perspective, and embed these principles across their teams.

In 2025, the SMN led the implementation of priority actions aimed at supporting staff engagement, fostering high performance, advancing skills development, and responses to emerging technical issues.



Senior Management Network purpose and principles

The Management and Leadership Network (MLN), for middle managers in the EPA, was also active in 2025. Regular leadership seminars were organised by the committee such as *We all make “mistakes” 3 case studies*, *Pathway to Self-Development*, *Proactive Performance – Creating the conditions for high performance*, *Proactive Performance – Troubleshooting when challenges arise* and *The Business End of Performance Management*.

Board Subcommittees

The Board has established two subcommittees, on Information and Communications Technology and People and Culture. The former oversees the governance and strategic direction of Information and Communications Technology (ICT)-enabled change, and the latter supports the Human Resources and Development function.

New governance arrangements were agreed in 2025 to strengthen the connections between the People and Culture Subcommittee, the SMN, and the MLN, supporting the development of a unified leadership culture across the EPA.

Partnership

Meitheal continued to strengthen its role in 2025, entering the second year of its committee cycle and welcoming new members. It led a successful Agency Day 2025, featuring events such as the Embrace Farm charity cycle, Wexford Sports and Social Quiz, and an EPA Golf Society outing, with preparations managed by the sub committee. The committee maintained and expanded its partnership with Junior Achievement Ireland, exploring additional involvement in Science Week and related programmes.

Significant progress was made on key projects, notably the renaming of EPA Meeting Rooms, which advanced through coordination with the Media Team and ICT. Meitheal also strengthened staff engagement through regional activities, including the 2025 Annual Regional Meeting in Monaghan, and prepared for its mid cycle review scheduled for 2025–2026 to support the EPA's upcoming strategic planning.

Safety, Health and Welfare at Work

The EPA recognises that safety, health and welfare are essential requirements of its operations. In this regard, it is EPA policy to conduct its business in a manner that protects the safety, health and welfare of staff, visitors, contractors and members of the public who may be involved in EPA activities.

The EPA provides, in so far as is reasonably practicable, a safe place of work and a safe system of work for its staff in accordance with the Safety, Health and Welfare at Work Act 2005 and associated regulations.

Human Rights and Equality

The EPA is committed to upholding its obligations under Section 42 of the Irish Human Rights and Equality Commission Act 2014. We continue to integrate equality and human rights considerations into our policies, practices and decision-making processes, thereby maintaining compliance with our statutory obligations. We remain dedicated to fostering a culture of dignity, fairness and non-discrimination in all aspects of our operations and will continue to enhance our efforts in the coming year.



EPA Staff at Agency Day, 2025

7.3 Information and Communications Technology

The EPA uses its Information and Communications Technology (ICT) services to support reform and innovation across the organisation. These services are key to delivering timely and targeted data and information to meet its stakeholder needs, as set out in its corporate strategy. The key priorities for ICT investment are in areas such as information provision, data management, online and shared services, security, disaster recovery, leading-edge technologies and building internal ICT capabilities.

Information Security

Information is a key asset of the EPA and the protection of the EPA's information, technologies and applications, is critical to ensuring the EPA can continue to carry out its functions. The EPA's information security practices encompass three main elements: confidentiality, integrity and availability. Accordingly, the EPA has introduced policies and technologies in the last few years to assist in the protection of its assets, and to meet the growing demands in the information security space which are periodically reviewed.

Throughout 2025, focus was again given to raising awareness around cybersecurity, for staff and anyone who uses EPA systems, with regular phishing exercises and security training carried out as well as other awareness raising initiatives.

In 2025, the EPA completed an external audit of its Disaster Recovery arrangements. This audit was designed to identify areas that should be strengthened to ensure that the EPA can successfully recover from a cyberattack or other major incidents. The assessment identified several areas that required attention, the majority of which were addressed in 2025 with the remaining planned for Q1 2026.

7.4 Governance

Corporate Governance

Corporate governance is vitally important for the EPA in effectively discharging its statutory remit. It provides a framework of structures and processes to allow Board members to assess management and corporate performance while ensuring that members also meet their own governance responsibilities objectively and effectively. It is the policy of the EPA to comply fully with governance and accountability obligations and to follow best practice in so doing.

The Code of Practice for the Governance of State Bodies 2016 (the Code) is mandatory for all State Bodies and came into effect on 1 September 2016. During 2025, the EPA continued to implement governance requirements and maintained compliance with the Code. A Corporate Governance Unit is in place with responsibility for overseeing and reporting on the implementation of and compliance with the Code.

Requirements arising from the Annex to the Code, on Gender Balance, Diversity and Inclusion, recommend that State Boards achieve 40% representation of women and of men. On 31 December 2025 the EPA Board had a gender balance of 33% female and 67% male.

Oversight Agreement

In line with requirements of the Code of Practice for the Governance of State Bodies, a written Oversight Agreement that defines the relationship between the parent Department and the EPA is in place with the DCEE. The Oversight Agreement recognises that the DHLGH has responsibility for several areas of direct relevance to the EPA's remit and defines the EPA's relationship with the DHLGH.

A Performance Delivery Agreement forms part of the Oversight Agreement and focuses on the key priorities and objectives of the EPA. The agreement defines service ownership and accountability in relation to the roles and responsibilities of each party, with a view to ensuring that the statutory functions of the EPA are discharged in an efficient and effective manner.

Oireachtas Committees

The EPA welcomes the opportunity to engage with and inform Joint and Select Committees of the Oireachtas in their legislative and administrative oversight functions. During 2025, the EPA attended the Joint Oireachtas Committee on Climate, Environment and Energy on the topic of the fish kill in the Blackwater River in Cork: and the Joint Oireachtas Committee on Climate, Environment and Energy regarding illegal peat extraction in Ireland.

Cabinet Sub-Committees

During 2025, the EPA attended two Cabinet Sub-Committee meetings on Water Quality and one on Climate Action.

Risk Management

The EPA is committed to managing its risks and has a risk management framework in place that complies with the provisions of the Code of Practice for the Governance of State Bodies.

An Audit and Risk Committee (ARC) is in place with membership comprising six external members and one EPA senior manager. An Executive Risk Committee (ERC) (chaired by the Chief Risk Officer) supports the work of the ARC and is comprised of two Directors and five Programme Managers. The ARC, together with the ERC, provides assurance to the EPA Board and advises on risk management (Figure 24).

The ARC held five meetings while the ERC met on four occasions during 2025. Risk Management is a standing item at the ARC meetings.

The ERC undertook a comprehensive risk assessment of the EPA's Strategic Plan 2022 – 2026 with the aim of identifying any significant risks to achieving our Strategy. The Corporate Risk Register is dynamic and continues to identify the key risks facing the EPA. The Register details the controls and actions needed to mitigate risks and assigns responsibility for the operation of such controls to specific staff. The Corporate Risk Register is monitored, maintained, reported on by the ERC, and reviewed by the ARC prior to submission to the EPA Board for consideration.

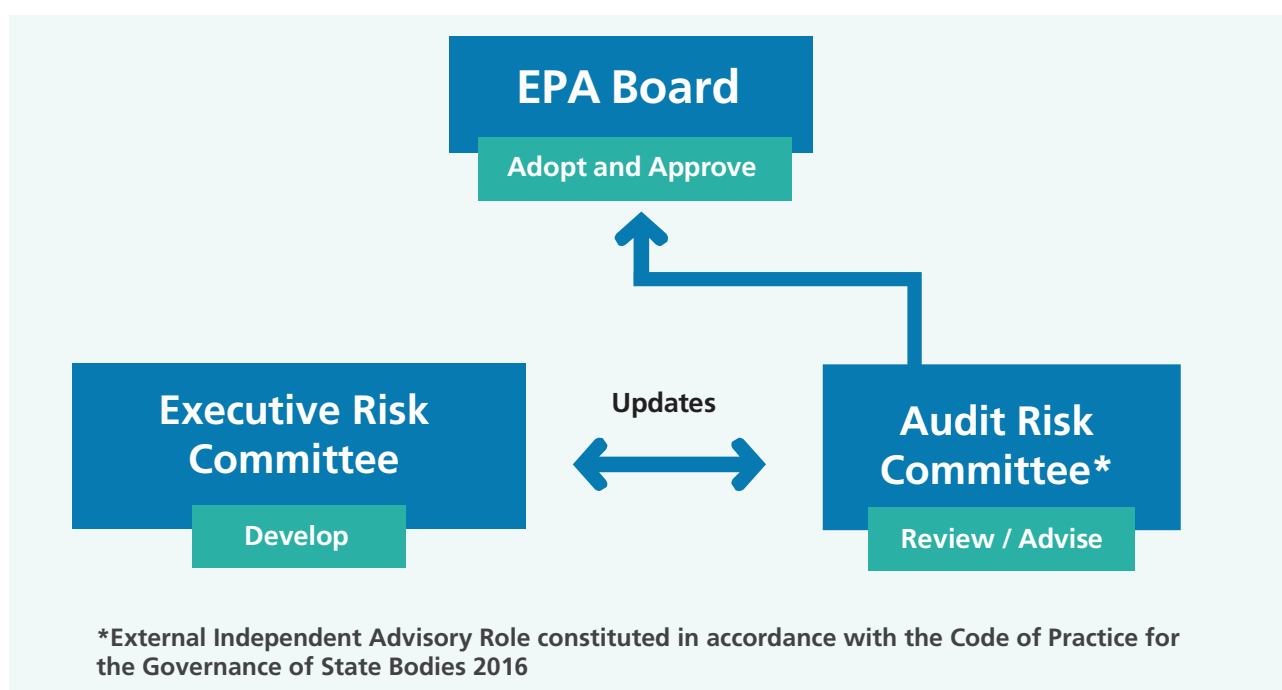


Figure 24. Relationship between the Executive Risk Committee, the Audit and Risk Committee, and the EPA Board

The EPA carried out an assessment of the EPA's risks using the processes outlined in its Risk Management Policy. The key risks managed by EPA in 2025 are summarised in the table below.

Risks Managed	Response
Risk of loss of ICT systems or critical data due to cyber security related incident (incl human error).	The EPA is currently implementing recommendations of the cybersecurity internal audit in accordance with National Cyber Security Centre Baseline Standards which includes the development of a new ICT Disaster Recovery Framework. The EPA continues to increase security awareness culture amongst staff through monthly awareness training and phishing simulations.
Risk of serious injury to staff member(s) due to working in high-risk environments.	The EPA remains committed to implementing its Health and Safety Management System, with a renewed emphasis on managing driving-for-work risks and prioritising targeted training for managers and staff. In addition, a pilot programme is under development to streamline Health & Safety requirements for non-field-based activities.
Risk of failing to recruit and retain staff with the necessary skills and experience due to an increasingly competitive labour market.	The EPA continues to strengthen recruitment and retention through targeted social media campaigns and professional development opportunities. Flexible working arrangements are supported by the recently reviewed Blended Working and Flexible Working Hours Policies and Procedures. The Agency is also using insights from the 2024 Employee Engagement Survey, alongside its Senior Management and Leadership Network, to drive further improvements in organisational culture and staff engagement.
The risk of a failure to respond appropriately to an international Nuclear Incident.	The EPA organises periodic National Nuclear Exercises in collaboration with the Department of Climate, Energy and the Environment (DCEE) and participates in international exercises annually. The EPA also participates in international committees, including the European Nuclear Safety Regulators Group (ENSREG), the Western Europe Nuclear Regulators Association and the Heads of Radiological Protection Competent Authorities (HERCA). It is also a member of the UK-Ireland Contact Group on Radiological Matters and holds annual bilateral meetings with UK nuclear regulatory authorities. The EPA has engaged in the preparation of the International Atomic Energy Agency (IAEA) Integrated Regulatory Review Service (IRRS) Mission which commenced in January 2026. The purpose of this Mission is to review Ireland's regulatory framework for nuclear and radiation safety against IAEA Safety standards.

Internal Audit

During 2025, the internal audit programme was actively progressed and recommendations from previous audits were implemented. In accordance with the Code, a review of the effectiveness of the ARC was commenced in 2025.

Strategic Plan

The EPA's Strategic Plan 2022–2026 outlines its commitment to protecting, improving and restoring Ireland's environment through strong regulation, robust scientific evidence and collaboration. The Plan is structured around five Strategic Outcomes, which guide all organisational work:

- We are an effective voice for Ireland's environment.
- We use our knowledge to drive climate action.
- We deliver a protected and healthy environment.

- We promote the transition to sustainable production and consumption.
- We create a culture of excellence where people are supported and can give their best.

A midterm review, completed by the Senior Management Network in 2024, assessed progress and considered emerging challenges. This review informed a revised Strategic Plan, published in January 2025, which reflects updates to the EPA's role and integrates the priority issues highlighted in the State of the Environment Report 2024.

The Senior Management Network continues to oversee and monitor implementation of the Strategic Plan to ensure sustained progress toward the EPA's long-term environmental objectives.

Access to Information

The EPA is committed to being an open and accessible organisation. The Freedom of Information (FOI) Act 2014, as amended, and the Access to Information on the Environment (AIE) Regulations are two methods of accessing information for members of the public who have not been able to access the information they require under alternative routes. The EPA publishes as much information as possible in an open and accessible manner on a routine basis outside FOI, having regard to the principles of openness, transparency and accountability. This allows for the publication or giving of records outside of FOI, provided that such publication or giving of access is not prohibited by law.

During 2025, the EPA received 77 FOI requests and a further two were carried over from 2024. Under the AIE Regulations, the EPA received 111 requests and 16 were carried over from 2024. Figure 25 illustrates the decisions issued on the requests processed during 2025. Where requests were refused, access to the information was refused for a variety of reasons under the legislation including where the information was personal, commercially sensitive or confidential information, it did not exist, was already in the public domain or was not held by the EPA; or the release of the information could prejudice a prosecution or was legally privileged.

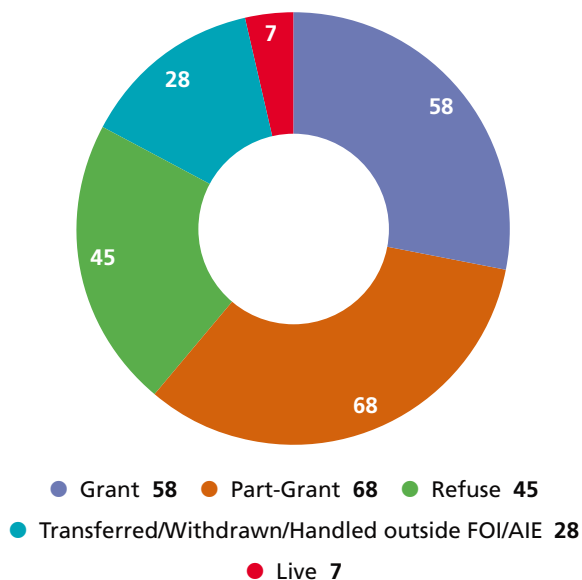


Figure 25. FOI and AIE decisions, January to December 2025

Protected Disclosures

Section 22 of the Protected Disclosures Act 2014, as amended, requires the publication of an Annual Report each year relating to the number of protected disclosures made in the preceding year and any actions taken in response to such disclosures. A copy of this report is available to view or download in the Protected Disclosures section of the EPA's website.

The EPA confirms that no disclosures were made to it as an employer under Section 6 of the Act in 2025.

Pursuant to Statutory Instrument No. 339 of 2014, the Director General of the EPA is prescribed to be the recipient of disclosures of relevant wrongdoings in relation to all matters relating to the protection of the environment in the State. In the context of her role as a Prescribed Person, the Director General received 14 disclosures from parties external to the EPA during 2025.







8

APPENDICES

8. APPENDICES

8.1 Prompt Payment of Accounts Act, 1997

The Environmental Protection Agency comes under the remit of the Prompt Payment of Accounts Act, 1997 and the European Communities (Late Payment in Commercial Transactions) Regulations 2002.

It is the policy of the EPA to ensure that all invoices are paid promptly. Specific systems and procedures have been put in place to enable invoices to be tracked and to ensure that payments are made before their due date.

These controls are designed to provide reasonable, but not absolute, assurance against material non-compliance with the Act and Regulations.

There were no late payments with a value in excess of €317 during 2025.

Eimear Cotter

Dr Eimear Cotter

Director General, EPA

14 May 2026



8.2 Consultants and Advisers Engaged

Acustica Ltd	Fieldfisher
AECOM Ireland Ltd	Greenville
Arup Consulting	Gartner Ireland Ltd
Ashglebe Infomatics Ltd	Geosyntec Consultants Ltd
CBEC Eco-engineering	Go West
CDM Smith	Hibernia Evros T/A Eir Evo
RPS Group	Halpin Environmental Ltd
APEM Ltd	Ipsos B&A
Wallingford Hydro Solutions	Integrated Risk Solutions
Byrne Wallace	Kisters
Camp Dresser & McKee (Ireland) Ltd	KPMG Ireland
Carr Communications Ltd	Mabbett
Centre for Ecology and Hydrology, UK	MKO – McCarthy, Keville & O’Sullivan
CERC (GBP)	PFH Technology
Clean Technology Centre	M-CO
Clever Cat Design Ltd	Morrow Communications
Compass Informatics	Ove Arup
Compliance Engineering International	ReidyBrophy Ltd
Conference Partners Ireland Ltd	Ryan Hanley
Cura Terrae Ltd	Qualcom
Dataworks	Ricardo
Digital Training Institute	Sonitus Systems
ERINN Innovation Ltd	Sweco Ireland Ltd
Eir Evo	Think HR
Envitech	VITO (Flemish Institute for Technological Research)
Environmental Monitoring Systems (EMS)	SLR Consulting
Ergo	Woodrow Environmental Consultants (APEM Group)
S&W Partners	

EPA Publications 2025

Air and Chemicals

The following [air reports are published on the EPA website](#):

- Air Quality in Ireland 2024
- Annual Air Quality Bulletin 2024
- Public consultation on the Draft Third Update of Ireland's National Implementation Plan on Persistent Organic Pollutants (POPs)

Corporate

The following [corporate reports are published on the EPA website](#):

- EPA Greenhouse Gas Emissions Report 2024
- EPA Climate Action Roadmap 2025
- EPA Annual Report and Accounts 2024
- Tuarascáil Bhliantúil agus Cuntais 2024
- EPA Annual Highlights 2024
- Gender Pay Gap Review 2025

Enforcement

The following [compliance and enforcement reports are published on the EPA website](#):

- Industrial and Waste Licence Enforcement Summary 2024
- Large Scale Illegal Peat Extraction Report 2025

Environmental Assessment

The following [environmental assessment report are published on the EPA website](#):

- Ireland's State of the Environment Report 2024: Summary Booklet

Public Authority

The following [public authority enforcement report is published on the EPA website](#):

- Local Authority Environmental Enforcement Performance Report 2024
- Domestic Wastewater Treatment System Inspections 2024
- National Agricultural Inspection Programme (NAIP) summary report 2024
- See Something Say Something – How to make and environmental complaint (revision)
- EPA Report on Progress by Local Authorities with Noise Action Plans 2024

Circular Economy

The following [circular economy reports are published on the EPA website](#):

- Green Public Procurement: Annual Report on Adoption, Monitoring and Reporting by Government Departments (2023 reference year)
- Circular Insights Series: Business-to- Consumer (B2C) Repair Enterprises Ireland
- Circular Insights Series: Repair skills training and education in Ireland
- Circular Insights Series: Study to support future development of the National Repair Directory RepairMyStuff.ie
- Behavioural Insights Research Report: Textiles – National Attitudes and Behaviours Survey 2024
- Behavioural Insights Research Report: Construction & Demolition Research 2024
- Behavioural Insights Research Report: Food Waste – National Attitudes and Behaviours Survey 2024
- Behavioural Insights Research Report: Food Waste Attitudes and Behaviours – Consumer Insights for Grocery Retailers
- Behavioural Insights Research Report: Repair – National Attitudes and Behaviours Survey 2024
- Food Waste Charter Implementation Report (2024 reference year)
- Mid-term Evaluation of the National Hazardous Waste Management Plan 2021-2027, incorporating the 2024 Annual Report

Water Quality

The following [water quality reports are published on the EPA website](#), or on <https://www.catchments.ie/> where indicated:

- Water Quality in Ireland 2019-2024
- Water Quality 2019-2024 Summary Report
- EPA Report Blackwater fish mortality investigation July/August 2025
- Early insights indicator report: Nitrogen concentrations in selected major rivers, January-June 2025
- Evidence-based targeting of agricultural measures to reduce nitrogen in catchments to achieve water quality objectives
- Water quality monitoring report on nitrogen and phosphorus concentrations in Irish waters 2024
- Bathing Water Quality in Ireland in 2024
- Early insights indicator report: Nitrogen concentrations in selected major rivers, January-December 2024
- A list of active and inactive hydrometric stations in Ireland, 2025
- 12 monthly publications of the Hydrology Summary Bulletin (January 2025 to December 2025)

Drinking Water

The following [drinking water reports were published on the EPA website during 2025](#):

- Drinking Water Quality in Public Supplies 2024
- Drinking Water Quality in Private Group Schemes and Small Private Supplies 2024
- Drinking Water Audit Reports for 2025
- Guidance and Reporting Templates for Risk Assessment and Risk Management of Public and Private Supplies at Source

Wastewater

The following [wastewater reports are published on the EPA website](#):

- Urban Wastewater Treatment in 2024

Climate Change

The following [climate change reports are published on the EPA website](#):

- Climate Change in the Irish Mind Wave 2 Insight Report No.4 Engagement
- Climate Change in the Irish Mind Wave 2 Insight Report no. 3 Climate Literacy
- Climate Change in the Irish Mind Wave 2 Insight Report no.1 Life Stage
- Climate Change in the Irish Mind Wave 2 Insight Report 2: Personal Economy
- National Climate Change Risk Assessment Summary for Policymakers
- National Climate Change Risk Assessment Main Report 2025
- National Climate Change Risk Assessment: Consultation Report
- National Climate Change Risk Assessment Technical Report
- Ireland's Provisional Greenhouse Gas Emissions 1990-2024
- Ireland's Greenhouse Gas Emissions Projections 2024-2055
- Ireland's Air Pollutant Emissions 2023 (1990-2030)
- Ireland's Final Greenhouse Gas Emissions 1990-2023
- Ireland's National Inventory Submissions 2025 (including NID and CRT)
- Ireland's UNECE Submission 2025
- Focus on Adaptation Report 2024
- Greenhouse Gases: A global to national overview of impacts, trends and policy 2025
- Climate Attitudes and Literacy in the Civil Service (CALCS) 2025
- Quarterly Greenhouse Gas Emissions Indicator Report 2024 Quarter 3
- Quarterly Greenhouse Gas Emissions Indicator Report 2024 Quarter 4
- Quarterly Greenhouse Gas Emissions Indicator Report 2025 Quarter 1
- Quarterly Greenhouse Gas Emissions Indicator Report 2025 Quarter 2

Waste

The following [waste reports are published on the EPA website](#):

- ▲ List of Waste (LoW) Guidance (Guidance Document & LoW Queries)
- ▲ Extended Per- and Polyfluoroalkyl Substances (PFAS) monitoring at targeted inland surface water sites 2024
- ▲ Mid-Term Evaluation of the National Hazardous Waste Management Plan 2021-2027 incorporating the 2024 Annual Report

[Waste Statistics data are published on the EPA website](#):

- ▲ Municipal Waste data for 2023
- ▲ Packaging Waste data for 2023
- ▲ Construction & Demolition Waste data for 2023
- ▲ Food Waste data for 2023
- ▲ End-of-Life Vehicle data for 2023
- ▲ Waste electrical and electronic equipment (WEEE) data for 2023
- ▲ Biodegradable Municipal Waste data for 2023
- ▲ Hazardous waste data for 2023
- ▲ Hazardous waste data for 2024
- ▲ Waste oil data for 2023



Radiation

The following [radiation reports are published on the EPA website](#):

- ▲ Radiation Monitoring in Ireland Infographic
- ▲ National Thoran Survey 2025 leaflet

Strategic Environmental Assessment

The following [SEA report is published on the EPA website](#):

- ▲ Good Practice Guidance Note: SEA and Integration

Environmental Research Reports

The following [research reports were published in the EPA website](#):

Addressing Climate Change Evidence Needs

- ▲ Research 476: Quantification of the Area of Land Burned and Habitats Affected by Wildfires in Ireland, 2015–2021, and the Resulting Emissions
- ▲ Research 481: Addressing the Political Economic Barriers to Climate Adaptation in Ireland
- ▲ Research 483: Just Resilience and Adaptation in Ireland (JustAdapt)
- ▲ Research 495: IHRN: Update and Expansion of an Irish Hydrometric Reference Network for monitoring climate signals
- ▲ Research 497: Understanding Ozone Levels in Ireland
- ▲ Research 498: Indicators of Air Pollution Effects in Ecosystems for Monitoring under the EU National Emission Reduction Commitments Directive
- ▲ Research 500: Operationalising Resilience in Climate Action (ORICA)
- ▲ Research 501: The impact of extreme weather events on ecosystems – Scoping study

Delivering a Healthy Environment

- ▲ Research 480: PestMan: Pesticide Management for Better Water Quality
- ▲ Research 491: Mainstreaming Circular Economies Through Collaboration and Co-Creation (MainCirc)
- ▲ Research 496: INHALE: Irish Nationwide Health and Air Quality Linkage

Facilitating a Green and Circular Economy

- Research 478: Critical Raw Materials for Ireland for a Resource-Efficient Circular Economy (CIRCLE)
- Research 479: A Review of Circular Economy and Bioeconomy Governance in Ireland
- Research 487: Research on the Environment, Health, Consumer Behaviour and the Economy: ESRI Environment Research Programme 2022–2024
- Research 488: Habitat Mapping, Assessment and Monitoring with High-resolution Unoccupied Aerial Vehicle Imagery (iHabiMap)
- Research 489: Strategies to Improve Water Quality from Managed Peatlands (SWAMP) Project
- Research 492: Artificial Intelligence as an Enabler of the Circular Economy
- Research 499: The Role of Irish Small and Medium-Sized Enterprises in the Transition to a More Circular Economy
- Research 502: Mainstreaming Circular Economies Through Collaboration and Co-Creation (MainCirc)



Protecting and Restoring Our Natural Environment

- Research 473: Coastal Lagoons: Ecology and Restoration (CLEAR)
- Research 474: STEP_WISE: Spatiotemporal Epidemiology of Primary Waterborne Infections – Cryptosporidium and VTEC
- Research 475: Effect-based Monitoring for Pharmaceutical Pollution in Ireland
- Research 477: DESIGN – Detection of Environmental Sources of Infectious Disease in Groundwater Networks
- Research 482: Mitigating Agricultural Impacts on Water Quality through Research and Knowledge Exchange
- Research 484: Framework for Characterising Oligotrophic (3110 and 3160) Lakes Using Practical Methods and Assessment Tools
- Research 485: Specific Management and Robust Targeting of Riparian Buffer Zones
- Research 486: Proactive Optical Monitoring of Catchment Dissolved Organic Matter for Drinking Water Source Protection (PRODOM)
- Research 490: Importance of Physico-chemical Cycling of Nutrients and Carbon in Marine Transitional Zones (Nuts & Bolts)
- Research 493: Biological Tools to Measure the Impact of Flow on Ecology in Irish Rivers
- Research 494: A Strategic Look at Natural Water Retention Measures
- Research 503: IHRN: Update and Expansion of an Irish Hydrometric Reference Network for monitoring climate signals

Fast Track to Policy – Evidence Synthesis Reports

- Evidence Synthesis Report 5: Study of the Increased Risk of Corrosion with the Use of Fatty Acid Methyl Ester (FAME) as a Diesel Additive
- Evidence Synthesis Report 6: Just Transition Indicator Framework for Ireland | Environmental Protection Agency
- Evidence Synthesis Report 7: Investigating the Likelihood of a Lough Neagh Bloom Scenario Happening in Ireland





9

Financial Statements

9. FINANCIAL STATEMENTS

9.1 Governance Statement and Directors' Report 2025

Governance

The Environmental Protection Agency (EPA) is an independent public body established under the Environmental Protection Agency Act, 1992, as amended (the Act). The EPA is under the aegis of the Department of Climate, Energy and the Environment (DCEE). The Department of Housing, Local Government and Heritage (DHLGH) also has responsibility for a number of areas of direct relevance to the EPA's remit.

The EPA is managed by a full-time Executive Board (the Board) consisting of a Director General and five Directors. The Director General is the Chair of the Board and operational Chief Executive of the EPA. The Board fulfils both governance (Board) and management (Executive) functions and performs these tasks by setting strategic objectives and targets and taking strategic decisions on all key business issues. In accordance with the Act, it is the function of the Director General to ensure the efficient discharge of the business of the EPA. The activities of the EPA are organised into five Offices, with each Director having operational responsibility for an Office.

The Director General and Directors are appointed by the Government in accordance with Sections 21 and 24 of the Act. The Director General and the Directors are accountable to the Minister for Climate, Energy and the Environment. The Director General is accountable to the Oireachtas through the Public Accounts Committee.

Board Responsibilities

The EPA has been granted a wide range of powers and duties under the Environmental Protection Agency Act, 1992, as amended and other relevant environmental and radiation protection legislation.

In addition to the responsibilities set out in the Code of Practice for the Governance of State Bodies (the Code) and in the Act, the EPA's Board holds specific governance and management responsibilities as the Board of a State body which include:

- ▲ to ensure that the body carries out its responsibilities as set out by statute or by ministerial order;
- ▲ to provide leadership, vision and direction for the body;
- ▲ to define the mission of the body, decide its strategic goals and develop the policies required to achieve those goals;

- ▲ to ensure good management, to monitor the achievements of management and to ensure that a proper balance is achieved between the respective roles of board and management;
- ▲ to set performance targets, including key financial targets and, in particular, to agree and closely monitor the budget;
- ▲ to ensure that the body behaves ethically and in a manner that accords with the core values of the body; and,
- ▲ to define and promote the body's role in the community by developing mechanisms for gathering the views of customers and stakeholders and by keeping people informed in an open, accountable and responsible way.

Legislatively, the Board has responsibility for the management of the EPA, but for practical purposes it is empowered to delegate responsibility to other staff for operational purposes. Section 25(6) of the Act provides that the EPA may perform or exercise any of its functions through or by any director or other person or body who has been duly authorised by the EPA in that behalf.

Since the establishment of the EPA, the Board has delegated discretionary powers to various levels in the EPA. The delegation of powers continues to grow as the EPA acquires further legislative functions over time.

The EPA's Strategic Plan 2022-2026 sets out the priority actions that the EPA will take to deliver on our purpose of protecting, improving and restoring our environment. A midterm review of the EPA's Strategic Plan 2022-2026 was completed in 2024.

The work and responsibilities of the EPA are set out in the following: the EPA Strategic Plan; the EPA Work Programme; and the Oversight Agreement with the Department of Climate, Energy and the Environment and the Department of Housing, Local Government and Heritage.

Each month, the Board has a dedicated meeting on governance and management issues which include but not limited to:

- ▲ Declaration of interests;
- ▲ Progress reports from individual Offices;
- ▲ Financial management;
- ▲ Implementation of the Strategic Plan;
- ▲ Communications management;

- Corporate Governance issues (including Internal Audit and Risk Management); and,
- HR and staffing issues.

Section 50 of the Act requires the EPA to keep, in such form as may be approved by the Minister for Climate, Energy and the Environment with consent of the Minister for the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation, all proper and usual accounts of all moneys received and expended by it.

In preparing these financial statements, the EPA is required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that it will continue in operation; and,
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.

The EPA 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 Section 50 of the Act. The maintenance and integrity of the corporate and financial information is the responsibility of the Director General and Directors.

The Board is responsible for approving the annual plan and budget. The performance of the EPA is monitored on a monthly basis through the submission to the Board of progress reports on the EPA's Strategic & Interim Outcomes. A year-end evaluation of the 2025 EPA Work Programme Activities was completed, and the 2025 year-end Financial Management Report was submitted to the Board in February 2026.

The EPA 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 the EPA give a true and fair view of the financial performance and the financial position of the EPA at 31 December 2025.

Board Structure

The Board consists of a Director General and five Directors, one of whom acts as Deputy Director General, all of whom are appointed by the Government. The Director General is appointed for a period of seven years and the other Directors are appointed for a period of five years. The Director General and Directors respectively may be reappointed by the Government for a second or subsequent term of office.

Requirements arising from the Annex to the Code of Practice for the Governance of State Bodies 2016, on Gender Balance, Diversity and Inclusion recommends that State Boards achieve 40% representation of women and of men on State Boards. The procedures for the appointment of the Director General and Directors of the EPA are laid down in Sections 21 and 24 of the EPA Act respectively. The EPA Director General and the Directors are selected by a committee as prescribed in the EPA Act and appointed by the Government via an open recruitment process. In selecting Directors, the committee has regard to knowledge and experience, including relevant experience in environmental matters or radiological protection matters. The EPA Board included a gender balance of 33% female and 67% male at 31 December 2025.

The Board met for General Board meetings on twelve occasions in 2025. The table below details the appointment date for Board members who served during 2025.

Board Member	Role	Date Appointed
Dr Laura Burke	Director General	8 November 2011**
Mr Gerard O'Leary***	Deputy Director General	8 May 2012**
Dr Micheál Lehane***	Director	1 May 2016*
Dr Eimear Cotter	Director Deputy Director General	1 September 2017* 27 May 2025
Dr Tom Ryan	Director	25 August 2018*
Mr David Flynn	Director	23 October 2023
Mr Darragh Page	Director	24 June 2025
Mr Patrick Byrne	Director	1 October 2025

* Second term ** Third term *** Retired in 2025

Audit and Risk Committee

The EPA has established an Audit and Risk Committee (ARC) that comprises six external members and one member from EPA Senior Management. The role of the ARC is to support the Board in relation to its responsibilities for issues of risk, control and governance and associated assurance. The ARC is independent from the financial management of the

organisation. In particular, the ARC ensures that the internal control systems, including audit activities, are monitored actively and independently. The Chairperson of the ARC meets regularly with the Director General and reports at least annually to the Board on the performance of the ARC.

There were five meetings of the ARC in 2025. The membership of the ARC at the end of 2025 is set out in the following table:

ARC Member	Role	Date Appointed
Mr Damian Allen	Member & Chairperson	1 October 2023**
Prof Áine Ryall	Member	20 October 2020*
Mr Raymond Smith	Member	20 October 2020*
Mr Harvey Bradshaw	Member	1 March 2022*
Mr David Owens	Member	13 December 2022*
Ms Colette Byrne	Member	1 October 2023
Ms Janet Humphreys	Member	10 December 2024

* Second term ** Appointed Chairperson on 29 November 2024

Board Sub Committees

The Board has established two Board Sub Committees.

1. **ICT Board Sub-Committee:** The Board Sub-Committee for ICT, consisting of two Directors (increased to three in November) and supported by three Programme Managers, as well as the ICT Senior Management Team, continued with its governance and oversight role throughout 2025. The terms of reference for this committee will be reviewed in 2026.

The ICT Board Sub-Committee held ten meetings in 2025, five of which were sub-meetings held solely for approving the submission of procurement items to the EPA General Board meeting later that month.

2. **People and Culture Board Sub-Committee:** The People and Culture Sub-Committee is comprised of three Directors. The terms of reference of the People and Culture Board Sub-Committee were reviewed in 2025, with the role amended to:
 - nurture the culture of leadership, development and performance,
 - provide leadership on people development and equality,
 - champion a Health, Safety and Welfare culture in the EPA.

The People and Culture Board Sub-Committee held seven meetings during 2025.

External Advisory/Consultative Committees

The Board is also advised by the following key external committees, each of which was established under legislation:

- EPA Advisory Committee;
- Dumping at Sea Advisory Committee;
- Genetically Modified Organisms (GMO) Advisory Committee;
- Health Advisory Committee; and,
- Radiological Protection Advisory Committee.

Schedule of Attendance, Fees and Expenses

There were twelve General Board meetings held in 2025. A schedule of attendance at the General Board meetings for 2025 is set out below. Expenses incurred are for travel and subsistence to Board meetings at EPA offices.

Number of meetings	Board Attended/ Out of Possible	Fees 2025 €	Expenses 2025 €
Dr Laura Burke	11/12	0	243
Mr Gerard O'Leary*	4/4	0	207
Dr Micheál Lehane*	8/9	0	0
Dr Eimear Cotter	12/12	0	1,777
Dr Tom Ryan	11/12	0	1,630
Mr David Flynn	11/12	0	930
Mr. Darragh Page**	6/6	0	0
Mr. Patrick Byrne**	3/3	0	78
Total			4,865

* Retired in 2025 ** Appointed in 2025

A schedule of attendance at the ARC meetings for 2025 is set out below including the fees and expenses received by each member:

Number of meetings	Audit and Risk Committee Attended/Out of Possible	Fees 2025 €	Expenses 2025 €
Prof Áine Ryall	5/5	0	441
Mr Raymond Smith	5/5	0	446
Mr Harvey Bradshaw	5/5	0	510
Mr David Owens	4/5	0	186
Mr Damian Allen	5/5	2,351	282
Ms Colette Byrne	5/5	0	380
Ms Janet Humphreys	4/4	0	214
Total		2,351	2,459

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

The Board is responsible for ensuring that the EPA has complied with the requirements of the Code, as published by the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation in August 2016. The following disclosures are required by the Code:

Employee Short-Term Benefits Breakdown

Employees' short-term benefits in excess of €60,000 are set out in Note 8 (c) of the financial statements.

Consultancy Costs

Consultancy costs include the cost of external advice to management and exclude outsourced 'business-as-usual' functions and staff training and development providers.

	2025 €	2024 €
Legal Advice, including Financial Provision of Licensed Activities	1,248,213	1,099,307
Pension Scheme Actuarial Valuation	5,621	5,351
HR Consultancies	23,154	27,531
Public Relations	152,989	173,342
Internal Audit & Corporate Governance	68,696	96,617
Procurement Consultancy and Advice	36,177	43,364
Strategy & Board Consultancy	25,264	41,451
Total Consultancy Costs	1,560,114	1,486,963

The Consultancy costs outlined above may differ from the Consultancy figure reported in Note 13 of the Annual Financial Statements (AFS). This is because certain items—such as Legal Advice, Public Relations, and Internal Audit—are recorded under separate expenditure headings within the AFS rather than under Consultancy.

Legal Costs and Settlements

The table below provides a breakdown of amounts recognised as expenditure in the reporting period in relation to legal costs, 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 the EPA which is disclosed in Consultancy costs above.

	2025 €	2024 €
Legal fees – legal proceedings	232,261	272,237
Conciliation and arbitration payments	0	0
Settlements	0	0
Total	232,261	272,237

Travel and Subsistence Expenditure

Travel and subsistence expenditure is categorised as follows:

	2025 €	2024 €
Domestic		
- Board	55,486	63,241
- Employees	1,557,495	1,373,073
International		
- Board	14,121	28,639
- Employees	224,122	170,749
Total	1,851,224	1,635,702

Hospitality Expenditure

The Income and Expenditure Account includes the following hospitality expenditure:

	2025 €	2024 €
Staff hospitality*	23,958	19,076
Other hospitality	0	0
Total	23,958	19,076

* Includes Employee Assistance programme and contributions to Staff Sports and Social Clubs.

Statement of Compliance

The Board has adopted and has put procedures in place to ensure compliance with the Code of Practice for the Governance of State Bodies (2016). The EPA was in compliance with the Code of Practice for the Governance of State Bodies for 2025.

Signed on behalf of the Board.



Dr Eimear Cotter
Director General, EPA

23 June 2026

9.2 Statement on the System of Internal Control 2025

1. Scope of Responsibility

On behalf of the Environmental Protection Agency (EPA) I acknowledge the Directors' collective responsibility for ensuring that an effective system of internal control is maintained and operated, for preparing the accounts of the EPA and for complying with all statutory obligations applicable to the EPA. This responsibility takes account of the requirements of the Code of Practice for the Governance of State Bodies (2016).

2. 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 only provide 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. While the effectiveness of an internal control system can change over time, the EPA reviews and updates such systems as required.

The system of internal control, which accords with guidance issued by the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation has been in place in the EPA for the year ended 31 December 2025 and up to the date of approval of the financial statements.

3. Key Control Procedures to Provide Effective Internal Control

i) Annual Review of the Effectiveness of Control

The Executive Board (the Board) conducted an annual review of the effectiveness of the internal controls which concluded in February 2026. In undertaking this review the Directors considered the following:

- Details of the system of internal controls in 2025 including Risk Management, Financial Management, Internal Audit, Ethics, Information Systems, Business Planning & Reporting,
- ICT Compliance Report 2025,
- Annual Report on Compliance with Corporate Legislation 2025,
- Safety, Health & Welfare Compliance Report 2025,
- Risk Management Assurance Statements 2025,

- Audit & Risk Committee (ARC) Chairperson's Report 2025,
- Internal Audit Report on Review of Internal Financial Controls 2025, and
- Audit & Risk Committee Chairperson's Report 2025.

Annual Assurance Statements in relation to Budgetary Responsibilities for 2025 were submitted to the EPA Board at their meeting in January 2026 in line with the provisions of the EPA Finance Manual.

ii) Breaches in Control

There were no reported breaches in control in 2025.

iii) Material Losses or Frauds

There were no reported material losses or frauds in 2025.

iv) Review of Statement on Internal Control

This Statement on the System of Internal Control 2025 was reviewed by the EPA's Audit & Risk Committee (ARC) and the Directors in February 2026 to ensure that it accurately reflects the control system in place during 2025.

v) Steps Taken to Ensure an Appropriate Control Environment

The Directors of the EPA have taken steps to ensure an appropriate control environment within the EPA by:

- Publishing and implementing the EPA Strategic Plan 2022-2026. This strategy, the EPA's sixth, was published in May 2022 and sets out what we intend to achieve over the five years in delivering our mandate and our purpose to protect, improve and restore our environment through regulation, scientific knowledge and working with others. A midterm review of the Strategic Plan was conducted in 2024 to evaluate progress toward the Strategic Outcomes and to revise the proposed actions as necessary.
- Agreeing a detailed work programme each year and monitoring and evaluating progress against that work programme on a monthly basis.
- Holding regular Board meetings, including monthly management meetings where the agenda includes strategic issues such as Corporate Governance, Financial Management, Corporate Strategy and Human Resources matters.
- Maintaining and implementing an EPA Finance Manual and a set of financial policies and procedures to control the significant financial elements of the EPA's business.

- Adhering to a Corporate Governance Framework that provides a clear and comprehensive summary of the principal aspects of corporate governance for the Directors and senior managers.
- Maintaining a comprehensive schedule of insurances to protect the EPA's interests.
- Establishing and maintaining an Audit & Risk Committee (ARC). (see Section 3(ix) Monitoring Effectiveness of the System of Internal Control)
- Implementing a Risk Management Policy and Framework, appointing an Executive Risk Committee (ERC) and a Chief Risk Officer. (see Section 3(vi) Risk and Control Framework)
- Monitoring and assessing compliance with corporate legislation in accordance with EPA Policy.
- Defining management responsibilities, delegating appropriate functions, and reviewing and approving all EPA policies and procedures.
- Adopting a Code of Business Conduct for Directors and Staff in accordance with the requirements of the Code of Practice for the Governance of State Bodies.
- Ensuring compliance with the Ethics in Public Office Acts requirements and Sections 37 & 38 of the EPA Act 1992, relating to the Declaration and Disclosure of Interests.
- Establishing mechanisms for ensuring the adequacy of the security of its information and communication technology (ICT) systems which include;
 - the establishment of appropriate policies and control procedures,
 - effective organisational structures including segregation of duties and
 - the delegation to the internal audit unit of the responsibility for specific reviews and evaluations of ICT systems through the process of Annual Internal Audit Plans.

Legislatively, the Board has responsibility for the management of the EPA, but it is empowered to delegate responsibility to other staff for operational purposes. Section 25(6) of the EPA Act provides that the EPA may perform or exercise any of its functions through or by any Director or other person or body who has been duly authorised by the EPA in that behalf. The Programme Managers in charge of various functions are delegated operational responsibility for carrying out the work of the EPA.

Since the establishment of the EPA, the Board of the Agency has delegated discretionary powers to various levels in the EPA. The delegation of powers continues to grow as the EPA is assigned further statutory responsibilities over time. The EPA maintains a comprehensive register of relevant environmental legislation, a register of powers delegated by the Board and Board Reserved Functions. There is a system in place whereby the Irish Statute Book is monitored each month and any new environmental legislation which gives the EPA responsibility is reported to the Board and delegation approvals sought. The registers are subsequently updated and made available to all EPA staff.

vi) Risk and Control Framework

The EPA has implemented a risk management system which identifies and reports key risks and the management actions being taken to address and, to the extent possible, to mitigate those risks.

A comprehensive risk assessment of the EPA's Strategic Plan 2022 – 2026 was undertaken in 2023. Any significant risks to achieving our Strategy were identified and included on the Corporate Risk Register. In 2024, the EPA updated its Risk Management Policy with the inclusion of its Risk Appetite Statement. This Statement aims to ensure that risk-taking activities are conducted within acceptable boundaries. The EPA's Risk Management Policy and Structures continue to be in compliance with the Code of Practice for the Governance of State Bodies 2016.

The Corporate Risk Register identifies the key risks facing the EPA and details the controls and actions needed to mitigate risks and the responsibility for the operation of controls assigned to specific staff. The Corporate Risk Register is developed and managed by the Executive Risk Committee, reviewed by the Audit and Risk Committee and presented to the EPA Board for approval. Additionally, risk assessments of critical services have been carried out as part of a Business Continuity Project.

Each Director provides bi-annual assurance statements to the Board acknowledging responsibility for the on-going update, monitoring and review of the Risk Register for their Office and for ensuring the implementation of the Risk Management Policy.

I can therefore confirm that a control environment containing the following elements is in place:

- procedures for key business processes have been documented,
- financial responsibilities have been assigned at management level with corresponding accountability,

- there is an appropriate budgeting system with an annual budget which is kept under review by senior management,
- there are systems aimed at ensuring the security of the information and communication technology systems,
- there are systems in place to safeguard the assets, and
- a system for the control of programme expenditure including procedures for the approval and payment of grants and processes to monitor the progress towards achieving the objectives.

vii) Financial and Budgetary Information

The system of internal controls is based on a framework of regular management information, a system of delegation and accountability, a set of financial and administrative procedures including segregation of duties. In particular it includes:

- A comprehensive budgeting system with an annual budget, which is reviewed and approved by the Board. The budgeting system also includes the preparation of two formal revised budgets in June and September, both of which are submitted to the Board for approval.
- The assignment of budgets and budgetary authority and responsibility for specific functions to selected managers.
- Arrangements for all purchasing to be conducted and controlled through the EPA's financial management system and procedures.
- Monthly reviews by the Board of financial management reports.
- Adoption of an annual Corporate Procurement Plan and the appointment of a Procurement Officer.

The inbuilt controls in the financial systems have continued to operate as normal during 2025.

viii) Procedures for Addressing Financial Implications of Major Business Risks

The financial implications of business risks have been considered through the formal business risk assessment process and in the preparation of the EPA Internal Audit Plans. These are further assessed and evaluated through the phased implementation of the EPA's Internal Audit Plan.

ix) Monitoring Effectiveness of the System of Internal Control

The EPA has established and maintained an Audit & Risk Committee, comprising six external members, one of whom is the Chairperson, and one EPA senior manager, as part of the on-going systematic review of the control environment and governance procedures within the EPA, to oversee the internal audit function and advise the Board in relation to the operation and development of that function.

The EPA has established an internal audit function which is adequately resourced and conducts a programme of work agreed with the ARC. The EPA engages external expertise to conduct internal audits.

The EPA Internal Audit Plan 2025-2026 was progressed during the year with progress on the implementation of the actions required arising from each audit reviewed regularly and reported to the Audit & Risk Committee at each ARC meeting and the Board.

The Internal Audit Plan 2026-2027 was developed during 2025 and reflects the corporate risks identified for the EPA by the Executive Risk Committee, audits identified by EPA Management and the Audit and Risk Committee and developments and issues in relation to Corporate Governance that have arisen in the Public Sector in general. This Internal Audit Plan was reviewed by the Audit & Risk Committee and approved by the EPA Board in October 2025.

4. Procurement

I confirm that the EPA has procedures in place to ensure compliance with current procurement rules and guidelines. There were no instances of non-compliant procurement in 2025.

5. Research Funding

The Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation Circular 13/2014 Management of and Accountability of Grants from Exchequer Sources (the Circular) outlines the public financial management principles, procedures and additional reporting requirements to be followed in the management of grant funding provided from public money.

The EPA is compliant with this Circular and has procedures for the approval and payment of grants and processes to monitor the progress towards achieving the research objectives.

Annually, the Department of Climate, Energy and the Environment informs the EPA that it can continue to operate the existing pre-funding arrangements under the EPA's Research Programme pending receipt of formal Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation approval.

6. Review of Effectiveness

I confirm that the EPA has procedures to monitor the effectiveness of its risk management and control procedures. The EPA's monitoring and review of the effectiveness of the system of internal control is informed by the work of the internal and external auditors, the Audit and Risk Committee, and the senior management within the EPA responsible for the development and maintenance of the internal control framework.

I confirm that the Directors conducted an annual review of the effectiveness of the internal controls for 2025 in January and February 2026 and are satisfied that the system of internal control is sound.

In 2025, the EPA undertook an Internal Audit of the Review of the Effectiveness of Internal Financial Controls. This audit undertook a thorough and detailed analysis of the EPA financial governance arrangements. The results indicate that substantial assurance can be placed on the adequacy and operating effectiveness of controls to mitigate and/or manage financial risks.

7. Internal Control Issues

No breaches to internal controls were identified in relation to 2025 that require disclosure in the financial statements.

Signed on behalf of the Board.



Dr Eimear Cotter
Director General, EPA

23 June 2026

9.3 Comptroller and Auditor's General Report for presentation to the Houses of the Oireachtas

Opinion on the financial statements

I have audited the financial statements of the Environmental Protection Agency for the year ended 31 December 2025 as required under the provisions of section 50 of the Environmental Protection Agency Act 1992. The financial statements comprise

- the statement of income and expenditure and retained revenue reserves
- the statement of comprehensive income
- the statement of financial position
- the statement of cash flows, and
- the related notes, including a summary of significant accounting policies.

In my opinion, the financial statements give a true and fair view of the assets, liabilities and financial position of the Environmental Protection Agency at 31 December 2025 and of its income and expenditure for 2025 in accordance with Financial Reporting Standard (FRS) 102 — *The Financial Reporting Standard applicable in the UK and the Republic of Ireland*.

Basis of opinion

I conducted my audit of the financial statements in accordance with the International Standards on Auditing (ISAs) as promulgated by the International Organisation of Supreme Audit Institutions. My responsibilities under those standards are described in the appendix to this report. I am independent of the Environmental Protection Agency and have fulfilled my other ethical responsibilities in accordance with the standards.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Report on information other than the financial statements, and on other matters

The Environmental Protection Agency has presented certain other information together with the financial statements. This comprises the annual report, the governance statement and Directors' report, and the statement on internal control. My responsibilities to report in relation to such information, and on certain other matters upon which I report by exception, are described in the appendix to this report.

I have nothing to report in that regard.



Colette Drinan

For and on behalf of the Comptroller and Auditor General

26 June 2026

Responsibilities of Directors

As detailed in the governance statement and Directors' report, the directors are responsible for

- the preparation of annual financial statements in the form prescribed under section 50 of the Environmental Protection Agency Act 1992
- ensuring that the financial statements give a true and fair view in accordance with FRS 102
- ensuring the regularity of transactions
- assessing whether the use of the going concern basis of accounting is appropriate, and
- 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.

Responsibilities of the Comptroller and Auditor General

I am required under section 50 of the Environmental Protection Agency Act 1992 to audit the financial statements of the Environmental Protection Agency and to report thereon to the Houses of the Oireachtas.

My objective in carrying out the audit is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement due to fraud or error. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the ISAs 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.

As part of an audit in accordance with the ISAs, I exercise professional judgment and maintain professional scepticism throughout the audit. In doing so,

- I identify and assess the risks of material misstatement of the financial statements whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- I obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal controls.
- I evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures.
- I conclude on the appropriateness of the use of the going concern basis of accounting and, based on the audit evidence obtained, on whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Environmental Protection Agency's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my report. However, future events or conditions may cause the Environmental Protection Agency to cease to continue as a going concern.
- I evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I report by exception if, in my opinion,

- I have not received all the information and explanations I required for my audit, or
- the accounting records were not sufficient to permit the financial statements to be readily and properly audited, or
- the financial statements are not in agreement with the accounting records.

Information other than the financial statements

My opinion on the financial statements does not cover the other information presented with those statements, and I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, I am required under the ISAs to read the other information presented and, in doing so, consider whether the other information is materially inconsistent with the financial statements or with knowledge obtained during the audit, or if it otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

Reporting on other matters

My audit is conducted by reference to the special considerations which attach to State bodies in relation to their management and operation. I report if I identify material matters relating to the manner in which public business has been conducted.

I seek to obtain evidence about the regularity of financial transactions in the course of audit. I report if I identify any material instance where public money has not been applied for the purposes intended or where transactions did not conform to the authorities governing them.

9.4 Statement of Income and Expenditure and Retained Revenue Reserves

For the year ended 31 December 2025

	Note	2025 €'000	2024 €'000
Income			
Oireachtas Grants – DCEE	2(a)	59,919	57,260
Circular Economy Fund Grants	2(b)	2,687	1,500
Oireachtas Grants – DHLGH	2(b)	7,515	7,099
Emissions Trading Costs Recovered	3	3,449	2,446
Income from Radiological Activities	4	939	903
Licensing Activities	5	854	710
Enforcement Activities	6	13,339	12,049
Sundry Receipts	7	542	831
Research Receipts*	15	952	761
Net Deferred Retirement Benefit Funding	23(c)	9,030	10,774
Total Income		99,226	94,333
Expenditure			
Remuneration	8	40,296	36,392
Retirement Benefit Costs	23(a)	13,196	13,666
Travelling Expenses	9	2,006	1,794
Laboratory and Field Costs	10	1,997	1,730
Accommodation Costs	11	2,441	2,585
Administration Costs	12	10,743	11,347
Consultants	13	364	410
Grants, Contractors and External Service Providers	14	8,132	9,417
Environmental Research Programme Payments*	15	11,816	11,599
Depreciation	16	7,918	5,572
Total Expenditure		98,908	94,512
(Deficit)/Surplus for the Year before Appropriations		318	(179)
Transfer from/(to) the Capital Account	17	2,650	108
(Deficit)/Surplus on Disposals/reclassification of Fixed Assets		(56)	(106)
(Deficit)/Surplus for the Year after Appropriations		2,912	(177)
Surplus at 1 January		1,983	2,160
Surplus at 31 December		4,895	1,983

All income and expenditure for the year relate to continuing activities at the reporting date. The Statement of Cash Flows and notes 1 to 27 form part of these financial statements.

* In previous years Research Receipts were netted off against Research Expenditure within the I&E, in 2025 this is now being shown as a separate line of income and the 2024 comparative figures have been restated.

On behalf of the Board of the Environmental Protection Agency:



Dr Eimear Cotter
Director General



Dr Tom Ryan
Deputy Director General

23 June 2026

9.5 Statement of Comprehensive Income

For the year ended 31 December 2025

	Note	2025 €'000	2024 €'000
(Deficit)/Surplus after appropriations		2,912	(177)
Experience gains/(losses) on retirement benefit obligations	23(d)	1,243	(2,316)
Changes in assumptions underlying the present value of retirement benefit obligations		32,543	25,913
Actuarial (Loss)/Gain in the year		33,786	23,597
Adjustment to deferred retirement benefits funding		(33,786)	(23,597)
Other Comprehensive Income for the year		2,912	(177)

The Statement of Cash Flows and notes 1 to 27 form part of these financial statements.

On behalf of the Board of the Environmental Protection Agency:



Dr Eimear Cotter
Director General

23 June 2026



Dr Tom Ryan
Deputy Director General

9.6 Statement of Financial Position

As at 31 December 2025

	Note	2025 €'000	2024 €'000
Fixed Assets – Property, Plant and Equipment	19	35,064	37,714
Current Assets			
Receivables	20	6,372	4,526
Cash and cash equivalents	21	7,900	8,362
		14,272	12,888
Current Liabilities (amounts falling due within one year)			
Payables	22	(9,384)	(10,911)
Net Current Assets		4,888	1,977
Total Assets less Current Liabilities before Retirement Benefits		39,953	39,691
Retirement Benefits			
Retirement benefit obligations	23(b)	(209,535)	(234,291)
Deferred retirement benefit funding asset	23(c)	209,535	234,291
		0	0
Total Net Assets		39,953	39,691
Representing			
Capital account	17	35,058	37,708
Retained revenue reserves		4,895	1,983
		39,953	39,691

The Statement of Cash Flows and notes 1 to 27 form part of these financial statements.

On behalf of the Board of the Environmental Protection Agency:



Dr Eimear Cotter
Director General

23 June 2026



Dr Tom Ryan
Deputy Director General

9.7 Statement of Cash Flows

For the year ended 31 December 2025

	2025 €'000	2024 €'000
Net Cash Flows from Operating Activities		
(Deficit)/Surplus of Income over Expenditure	2,912	(177)
Depreciation and Impairment of Fixed Assets	7,918	5,572
(Increase) in Receivables	(1,846)	(382)
Increase/(Decrease) in Payables	(1,527)	245
Deficit/(Surplus) on Disposal of Fixed Assets	56	106
Transfer (from)/to Capital Account	(2,650)	(108)
Net Cash Inflow from Operating Activities	4,863	5,256
Cash Flows from Investing Activities		
Payments to acquire Property, Plant & Equipment	(5,343)	(5,570)
Proceeds on disposal of fixed assets	18	0
Net Cash Flows from Investing Activities	(5,325)	(5,570)
Cash Flows from Financing Activities		
Bank Interest Paid	0	0
Net Cash Flows from Financing Activities	0	0
Net Increase/(Decrease) in Cash and Cash Equivalents	(462)	(314)
Cash and cash equivalents at 1 January	8,362	8,676
Cash and Cash Equivalents at 31 December	7,900	8,362
Funds at 31 December – Per Balance Sheet	7,900	8,362

9.8 Notes to the Financial Statements

For the Year Ended 31 December 2025

1. Accounting Policies

The basis of accounting and significant accounting policies adopted by the Environmental Protection Agency are set out below. They have all been applied consistently throughout the year and for the preceding year.

a) General Information

The Environmental Protection Agency was set up under the Environmental Protection Agency Act, 1992, with its headquarters at Johnstown Castle Estate, County Wexford.

Primary Objectives – the description of EPA’s operations and principal activities is set out in the Annual Report which accompanies these Financial Statements. The Environmental Protection Agency is a Public Benefit Entity (PBE).

b) Statement of Compliance

The financial statements of the Environmental Protection Agency for the year ended 31 December 2025 have been prepared in accordance with FRS 102, the financial reporting standard applicable in the UK and Ireland issued by the Financial Reporting Council (FRC).

c) Basis of Preparation

The financial statements have been prepared under the historic cost convention and in the form approved by the Minister for Climate, Energy and the Environment, with the concurrence of the Minister for Public Expenditure, Infrastructure, Public Service Reform and Digitalisation under Section 50 of the Environmental Protection Agency Act, 1992. The following accounting policies have been applied consistently in dealing with items which are considered material.

d) Revenue

State Grants

Revenue is generally recognised on an accruals basis; one exception to this is in the case of State Grants which are recognised on a cash receipts basis.

Licensing Activity Income

Applicants for environmental licences/permits are required to pay the full application fee at the time of making the application. The amounts received are apportioned to the Statement of Income and Expenditure and Retained Revenue Reserves for the two main licensing activities on completion of the following stages of the licensing/permitting process:

Industrial Emissions Directive, Integrated Pollution Control, Waste Management and Abstractions Licences:

Application	30%
Proposed Determination	50%
Licence Issue	20%

Waste Water Discharge Licences:

Application	10%
Acknowledgement of complete application	40%
Licence Decision Issue	50%

Other Revenue

Other revenue is recognised on an accruals basis.

e) Emissions Trading Unit

The Emissions Trading Unit (ETU) was established within the Environmental Protection Agency in 2003. The costs of administering the emissions trading scheme are reimbursed to the EPA by the Department of Climate, Energy and the Environment, from the proceeds of the sale of allowances, which are paid directly to the Department.

f) Research Grant Payments

The EPA enters into commitments in respect of research projects awarded for funding. Expenditure on these research projects is charged in the financial statements on the basis of the initial payments which are made on signing of the grant award, interim payments which may be made subject to satisfactory performance and further payments which are issued on receipt and verification of claims in respect of work completed. Costs incurred by the EPA in the implementation of the research programmes are charged to the financial statements as they are incurred.

g) Property, Plant and Equipment

Property, plant and equipment are stated at cost less accumulated depreciation, adjusted for any provision for impairment. Depreciation is provided on all property, plant and equipment at rates estimated to write off the cost less the estimated residual value of each asset on a straight line basis over their estimated useful lives, as follows:

Buildings	2% per annum
Leasehold	10% per annum
Furniture and Fittings	10% per annum
Laboratory and Field Equipment	15% per annum
Equipment	20% per annum
IT and Computer Equipment	25% per annum
Motor Vehicles	20% per annum

Residual value represents the estimated amount which would currently be obtained from disposal of an asset, after deducting estimated costs of disposal, if the asset were already of an age and in the condition expected at the end of its useful life.

h) Capitalisation of Internally Developed Software

The external costs of software developed for internal use are capitalised where it can be separately identified as software for use by the Agency and where it is expected to convey business benefits for a number of future years. The salary costs of software development staff are also capitalised.

i) Capital Funding

The fixed assets of the EPA and advances to fund work in progress and asset purchases are met from a combination of capital grants, approved borrowing and allocations from current revenue. Funding sourced from grants (including that used to repay borrowings) is transferred to a capital account which is amortised in line with the depreciation of the related assets.

j) Inventory

All inventory, including consumables are written off in the year of purchase.

k) Receivables

Receivables are initially measured at transaction price and are subsequently carried at this amount, less a provision for doubtful debts. The provision for doubtful debts is established when there is objective evidence that the Environmental Protection Agency will not be able to collect all amounts owed to it. All movements in the provision for doubtful debts are recognised in the Statement of Income and Expenditure and Retained Revenue Reserves.

l) Operating Leases

Rental expenditure under operating leases is recognised in the Statement of Income and Expenditure and Retained Reserves over the life of the lease. Expenditure is recognised on a straight-line basis over the lease period, except where there are rental increases linked to the expected rate of inflation, in which case these increases are recognised when incurred. Any lease incentives received are recognised over the life of the lease.

m) Employee Benefits

Short-term Benefits

Short term benefits such as holiday pay are recognised in the year, and benefits that are accrued at year end are included in the Payables figure in the Statement of Financial Position.

Retirement Benefits

The Environmental Protection Agency previously established its own defined benefit pension schemes, which are funded annually on a pay-as-you-go basis from monies available to it, including monies provided by the Department of Climate, Energy and the Environment, and from contributions deducted from staff and members' salaries. The Environmental Protection Agency also operates the Single Public Services Pension Scheme ("Single Scheme"), which is a defined benefit scheme for pensionable public servants appointed on or after 1 January 2013. Single Scheme members' contributions are paid over to the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation.

Pension costs reflect pension benefits earned by employees and are shown net of staff pension contributions from employees. An amount corresponding to the pension charge is recognised as income to the extent that it is recoverable, and offset by grants received in the year to discharge pension payments.

Actuarial gains or losses arising on scheme liabilities are reflected in the Statement of Comprehensive Income, and a corresponding adjustment is recognised in the amount recoverable from the Department of Climate, Energy and the Environment.

The financial statements reflect, at fair value, the assets and liabilities arising from the Environmental Protection Agency's pension obligations and any related funding, and recognises the costs of providing pension benefits in the accounting periods in which they are earned by employees. Retirement benefit scheme liabilities are measured on an actuarial basis using the projected unit credit method.

Pension liabilities represent the present value of future pension payments earned by staff to date. Deferred pension funding represents the corresponding asset to be recovered in future periods from the Department of Climate, Energy and the Environment.

n) Critical Accounting Judgements and Estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the date of the Statement of Financial Position and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that the actual outcomes could differ from those estimates. The following judgements have had the most significant effect on amounts recognised in the financial statements.

Retirement Benefit Obligation

The assumptions underlying the actuarial valuations for which the amounts recognised in the financial statements are determined (including discount rates, rates of increase in the future of compensation levels, mortality rates and healthcare cost trend rates) are updated annually based on current economic conditions, and for any relevant changes to the terms and conditions of the pension and post retirement plans.

The assumptions can be affected by:

- (i) the discount rate, changes in the rate of return on high-quality corporate bonds.
- (ii) future compensation levels, future labour market conditions.

2. State Grants

		2025 €'000	2024 €'000
Grants from the Department of the Environment, Climate and Communications:			
(a) Oireachtas Grant – Grants from the Department's Vote:			
Current	Subhead – A3 and A4	43,089	39,642
Capital	Subhead – A3 and A4	15,953	16,518
Other Programmes	Subhead – A3 and A4	877	1,100
Total DCEE Oireachtas Grants		59,919	57,260

The Current grant shown is net of single scheme employee contributions of €808K (2024: €640K) remitted to the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation.

		2025 €'000	2024 €'000
(b) Circular Economy Fund Grants:			
Other Programmes		2,687	1,500
Total Circular Economy Fund Grants		2,687	1,500

		2025 €'000	2024 €'000
Grants from the Department of Housing, Local Government and Heritage:			
(c) Oireachtas Grant – Grants from the Department's Vote:			
Current	Subhead – B3	6,253	6,058
Capital	Subhead – B3	1,262	1,041
Total DHLGH Oireachtas Grants		7,515	7,099
Total State Grants		70,121	65,859

Research Funding of €12.1M (2024: €12.1M) provided by the Department of Climate, Energy and the Environment is a specific allocation to meet the cost of environmental research. €13.471M was expended on these research activities in 2025 (2024: €13.169M). See Note 15.

3. Emissions Trading Unit (ETU) Activities

	2025 €'000	2024 €'000
Costs of Emissions Trading Unit recovered from Auction Funds, etc.	3,449	2,446
Total Funding of ETU Costs	3,449	2,446

4. Income from Radiological Activities

	2025 €'000	2024 €'000
Calibration Service	41	41
Radiation Monitoring Service	220	243
Radiological Licensing and Enforcement	678	619
Total Income from Radiological Activities	939	903

5. Licensing Activities – IED & IPC, Waste and WWD

	2025 €'000	2024 €'000
Licence Fees prepaid at 1 January	1,833	1,940
Fees Received	935	628
Less Refunds Paid	(96)	(25)
Licence Fees prepaid at 31 December (see Note 22)	(1,819)	(1,833)
Amount credited to the Statement of Income and Expenditure and Retained Revenue Reserves	854	710

Licensing: Industrial Emissions Directive (IED), Integrated Pollution Control (IPC), Waste Management and Abstractions Licences:

Under Section 83 of the Environmental Protection Agency Act, 1992 the EPA is responsible for the licensing of large/complex industrial and other processes with significant polluting potential. Under Section 40 of the Waste Management Act, 1996 the EPA is responsible for the licensing of all significant waste recovery & disposal activities operated by local authorities and private enterprises.

Licensing: Waste Water Discharges (WWD)

The Waste Water Discharge (Authorisation) Regulations 2007 provide for the licensing of urban waste water discharges. Discharges from areas that serve over 500 population equivalent require a licence from the EPA. Areas that serve less than 500 population equivalent are required to be certified by the EPA. The EPA's licensing income arises from fees charged in respect of processing such licensing applications.

6. Enforcement Activities – IED & IPC, Waste, WWD and Drinking Water

	2025 €'000	2024 €'000
Enforcement Charges Invoiced	13,183	11,833
Prosecution Fines & Recovered Costs	156	216
Total Income from Enforcement Activities	13,339	12,049

Under Section 96 of the Environmental Protection Agency Act, 1992 the EPA is responsible for the regulation of large/complex industrial and other processes with significant polluting potential. Under Section 15 of the Waste Management Act, 1996 the EPA is responsible for the regulation of all significant waste recovery and disposal activities operated by local authorities and private enterprise.

Under the Waste Water Discharge (Authorisation) Regulations 2007 the EPA is responsible for the regulation of waste water discharges. Under the European Union (Drinking Water) Regulations 2014 the EPA may charge for monitoring the quality of water supplies intended for human consumption.

The EPA's enforcement income arises from fees charged in respect of this enforcement work.

Prosecution Fines and recovered costs refers to the recouperation of prosecution costs expended and payment of fines to the Agency, as provided for under statute by the Environmental Protection Agency Act, 1992 as amended and Waste Management Act 1996.

7. Sundry Receipts

	2025 €'000	2024 €'000
Bank deposit interest	2	0
WEEE Fees and income	173	163
LIFE Programme Income	0	169
Laboratory Intercalibration Service	73	77
Solid Fuel Registration Fees	14	19
Settlement of Legal Case	0	286
Sundry Income	280	117
	542	831

8. Remuneration

a) Aggregate Employee Benefits

	2025 €'000	2024 €'000
Staff short-term benefits	36,775	33,279
Termination benefits	0	0
Employer's contribution to social welfare PRSI	3,755	3,339
Total Salary Costs	40,530	36,618
IT Development Salary costs capitalised	(234)	(226)
Salary Costs charged to the Statement of Income and Expenditure and Retained Revenue Reserves	40,296	36,392

The total Salary cost of €40.5M includes an accrual of €1,040,000 (2024: €1,084,000) in respect of accumulated staff annual leave entitlements. €809,000 (2024: €640,000) of Single scheme members pension contributions has been deducted and paid over to the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation. The total number of Single Scheme members at year end was 313 (2024: 267).

In 2025, €1,335,215 of Additional Superannuation Contribution (2024: €1,255,881) has been deducted from staff and paid to the Department of Climate, Energy and the Environment.

b) Analysis of staff by location:

	2025	2024
Headquarters	232	226
Regional Inspectorate Castlebar	37	34
Regional Inspectorate Cork	75	71
Regional Inspectorate Dublin	161	150
Regional Inspectorate Kilkenny	27	28
Regional Inspectorate Monaghan	15	16
Regional Offices	1	1
	548	526

c) Analysis of Staff Salary Costs in Excess of €60,000:

The number of employees whose employee benefits fell within each band of €10,000 from €60,000 upwards is as follows:

	2025	2024
€60,000 to €70,000	110	83
€70,000 to €80,000	95	95
€80,000 to €90,000	54	49
€90,000 to €100,000	24	17
€100,000 to €110,000	23	19
€110,000 to €120,000	6	6
€120,000 to €130,000	6	3
€130,000 to €140,000	1	0
€140,000 to €150,000	1	0
€150,000 to €160,000	0	0
€160,000 to €170,000	2	4
€170,000 to €180,000	1	1
€180,000 to €190,000	0	0
€190,000 to €200,000	0	1
€200,000 to €210,000	1	0

The total number of staff employed (WTE) at year end was 541 (2024:508.4).

d) Staff Short-Term Benefits

	2025 €'000	2024 €'000
Basic Pay	36,712	33,215
Allowances	63	64
	36,775	33,279

e) Key Management Personnel

Key management personnel in the Environmental Protection Agency consists of the Director General and the 5 members of the Board of Directors. The Directors of the Environmental Protection Agency are full time executive Directors. They are paid an inclusive salary and consequently no Directors or Board fees are paid. The total value of employee benefits for key management personnel is set out below:

	2025 €'000	2024 €'000
Salary	1,026	1,013
Allowances	14	14
	1,040	1,027

This does not include the value of retirement benefits earned in the period. The key management personnel are members of the Environmental Protection Agency (Director General and Director) staff pension scheme and their entitlements in that regard do not extend beyond the terms of the model public service pension scheme.

f) Director General Salary and Benefits

The Director General remuneration package for the financial period was as follows:

	2025 €'000	2024 €'000
Salary	206	199

This does not include the value of retirement benefits earned in the period. The Director General is a member of the Environmental Protection Agency (Director General and Director) staff pension scheme and her entitlements in that regard do not extend beyond the terms of the model public service pension scheme.

9. Travelling Expenses

	2025 €'000	2024 €'000
Travel and Subsistence	1,851	1,636
Motor Vehicle Expenses	155	158
	2,006	1,794

This includes Executive Board travel expenditure of €69,607 (2024: €91,880). Travel and Subsistence expenses incurred are reimbursed at the standard rates approved by the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation for the Civil Service.

10. Laboratory and Field Costs

	2025 €'000	2024 €'000
Laboratory and Field Expenses	1,067	953
Equipment Repairs and Maintenance	865	710
Protective Clothing	65	67
	1,997	1,730

11. Accommodation Costs

	2025 €'000	2024 €'000
Rent and Rates	669	663
Power, Light and Heat, Cleaning	781	811
Repairs, Maintenance, Security	991	1,111
	2,441	2,585

12. Administration Costs

	2025 €'000	2024 €'000
Telephone and Postage	463	487
Printing of Publications and Stationery Supplies	374	502
Insurance	250	234
ICT Expenditure	5,559	5,858
Audit Fees	33	30
Corporate Governance and Internal Audit Costs	69	97
Legal fees, advice and related costs	1,480	1,371
Meeting, External Committee and Guest Speaker Expenses	389	488
Staff Appointment and other related costs	200	203
Bank Interest and Charges	11	15
Books, Periodicals, and Library	83	105
Staff Development and Training Costs	636	585
Advertising	45	66
Communications	937	1,094
Sundries	215	212
	10,743	11,347

13. Consultancy Costs

	2025 €'000	2024 €'000
Consultants	364	410
	364	410
The EPA Offices which made use of these consultancies were:		
	€'000	€'000
Office of Communications and Corporate Services	91	108
Office of Evidence and Assessment	167	201
Office of Radiation Protection and Environmental Monitoring	76	55
Office of the Director General/Cross Office	30	46
	364	410

14. Grants, Contractors and External Service Providers

	2025 €'000	2024 €'000
Contractors and External Service Providers	7,527	8,074
Grants	605	1,343
	8,132	9,417
The EPA Offices which incurred costs under this heading were:		
	€'000	€'000
Office of Communications and Corporate Services	1,063	691
Office of Environmental Sustainability	970	2,130
Office of Evidence and Assessment	3,471	3,823
Office of Environmental Enforcement	930	1,014
Office of Radiation Protection and Environmental Monitoring	1,697	1,759
	8,132	9,417

15. Environmental Research

	2025 €'000	2024 €'000
EPA Research Programme Grant Payments	11,816	11,599
EPA Research Programme Grant Refunds	(34)	(188)
Co-Funding Research Income	(918)	(573)
Research Programme Payments	10,864	10,838

The current EPA environmental research programme was launched in 2021. It is being funded through a combination of Exchequer funding and co-funding provided by other research funding organisations. The EPA Research Programme aims to put science and innovation at the centre of environmental protection in Ireland through the development and proactive transfer of knowledge.

Research Co-Funding

	2025 €'000	2024 €'000
In addition to the funding provided by DCEE, the following research co-funding was recognised:		
Department of Agriculture, Food and the Marine	342	177
Met Eireann/Department of Housing, Local Government and Heritage	167	192
Agence Nationale de la Recherche	0	11
The Marine Institute	32	6
Health Service Executive	23	4
Geological Survey of Ireland	0	18
Sustainable Energy Authority of Ireland	0	64
Department of Transport	108	48
Department of Climate, Energy and the Environment	0	24
Sundry/Other	246	29
Total Co-Funding	918	573

In 2025 EPA Research Programme expenditure was €13.471M, including Grant Payments of €11.816M as shown above and implementation and activity costs of €1.655M which are reported under the Travel, Lab and Field, Administration and Contractors cost headings.

In 2024 EPA Research Programme expenditure was €13.169M, including Grant Payments of €11.599M as shown above and implementation and activity costs of €1.570M which are reported under the Travel, Lab and Field, Administration and Contractors cost headings.

A further €128K of grant payments (2024: €437K) to research projects is included in the Grants figure at Note 14.

At 31 December 2025 commitments entered into but not yet charged to the financial statements in respect of Research projects amounted to €46,151K (2024: €42,021K) with the following breakdown:

	2025 €'000	2024 €'000
Outstanding Grant Commitments at 1 January	42,021	34,869
Grants Approved during the year	17,034	20,315
Grants Decommitted during the year	(1,122)	(1,752)
Grant Payments made in the year	(11,816)	(11,599)
Refunds of Grant payments received in the year	34	188
Outstanding Commitments at 31 December	46,151	42,021

These figures exclude EPA implementation costs in respect of Research programmes.

16. Depreciation of Fixed Assets

	2025 €'000	2024 €'000
Depreciation of Property, Plant and Equipment (Note 19)	5,932	5,572
Prior Depreciation charge due to reclassification (Note 19)	1,987	0
	7,918	5,572

17. Capital Account

	€'000	€'000
At 1 January 2025		37,708
Transfer from Income and Expenditure Account:		
Income Allocated for Capital purposes		
– Fixed Asset Additions	5,343	
	<u>5,343</u>	
Less:		
Disposals at cost	(1,545)	
Less prior depreciation on disposals	<u>1,470</u>	
	(75)	
Depreciation charge for year	(5,932)	
Prior Depreciation charge due to reclassification	<u>(1,987)</u>	
Net Transfer (to)/from Income and Expenditure Account		(2,650)
At 31 December 2025		35,058

Certain assets were reclassified following a review of asset categorisation and useful economic lives, with retrospective depreciation applied where relevant. The reclassifications had no impact on the overall surplus/deficit for the year. (Note 19)

18. Taxation

The EPA is specifically exempted under the provisions of Section 32, and Schedule 2, of Finance Act, 1994. Accordingly no taxation charges have been included in the accounts.

19. Fixed Assets – Property, Plant and Equipment

	Total €'000	Buildings €'000	Leasehold €'000	Furniture & Fittings €'000	IT & IS Equipment €'000	Lab & Field Equipment €'000	Motor Vehicles €'000
Cost							
At 1 January 2025	105,343	47,204	0	7,313	35,361	13,846	1,618
Additions	5,343	82	107	973	3,257	694	229
Reclassification	(0)	(6,871)	2,923	3,871	23	53	0
Disposals	(1,545)	(85)	0	(193)	(635)	(517)	(115)
At 31 December 2025	109,141	40,331	3,031	11,965	38,007	14,075	1,732
Depreciation							
At 1 January 2025	67,629	18,100	0	6,026	31,161	11,090	1,252
Reclassification	1,987	(1,779)	2,140	1,562	23	41	0
Charge for Year	5,932	806	148	964	2,838	1,030	146
On Disposals	(1,470)	(31)	0	(193)	(622)	(510)	(115)
At 31 December 2025	74,077	17,097	2,287	8,359	33,401	11,650	1,283
Net Book Value							
At 31 December 2025	35,064	23,234	744	3,606	4,606	2,425	450
At 31 December 2024	37,714	29,104	0	1,287	4,200	2,756	366

The EPA regional inspectorate building at Seville Lodge, Kilkenny was constructed by the Office of Public Works on a site acquired for EPA. The legal transfer of the site to the EPA is being processed by the OPW through the Chief State Solicitors Office.

In 2025 the EPA capitalised €2.668M (2024: €2.476M) in respect of the external cost and €234K (2024: €226K) in respect of the internal salary cost of software development for internal use. This is in line with our Accounting Policy for Capitalisation of Internally Developed Software.

A further €5.559M (2024: €5.858M) of ICT operating expenditure was incurred and is included under Administration Costs at 12 above.

20. Receivables

	2025 €'000	2024 €'000
Debtors	3,572	2,617
Prepayments	2,800	1,909
	6,372	4,526

21. Cash and Cash Equivalents

	2025 €'000	2024 €'000
Cash and Bank Balances	7,900	8,362

22. Payables

	2025 €'000	2024 €'000
Amounts falling due within one year:		
Licence Fees Prepaid	1,819	1,833
Other Deferred Income	569	482
Trade and Other Expenses	6,997	8,596
	9,384	10,911

Included in Trade and Other Expense above are the following amounts due to the Revenue Commissioners:

	2025 €'000	2024 €'000
Professional Service Withholding Tax	398	295
PAYE/PRSI/USC	1,134	1,055
VAT	224	210
Relevant Contract Tax	1	7
	1,756	1,567

23. Retirement Benefit Costs

a) Analysis of total retirement benefit costs charged to the Statement of Income and Expenditure and Retained Revenue Reserves:

	2025 €'000	2024 €'000
Current Service Cost	7,104	7,687
Interest on retirement benefit scheme liabilities	7,972	7,699
Employee Contributions	(1,880)	(1,720)
	13,196	13,666

b) Movement in net retirement benefit obligations during the financial year

	2025 €'000	2024 €'000
Net retirement benefit obligation at 1 January	234,291	247,114
Current service costs	7,104	7,687
Interest costs	7,972	7,699
Actuarial (gain)/loss	(33,786)	(23,597)
Pensions paid in the year	(6,046)	(4,612)
Net retirement benefit obligation at 31 December	209,535	234,291

c) Deferred Funding for Retirement Benefits

The EPA recognises these amounts as an asset corresponding to the unfunded deferred liability for retirement benefits on the basis of the set of assumptions described below and a number of past events. These events include the statutory basis for the establishment of the retirement benefit schemes, and the policy and practice currently in place in relation to funding public service pensions including contributions by employees and the annual estimates process. The EPA has no evidence that this funding policy will not continue to meet such sums in accordance with current practice.

The net deferred funding for retirement benefits recognised in the Statement of Income and Expenditure and Retained Revenue Reserves was as follows:

	2025 €'000	2024 €'000
Funding recoverable in respect of current year retirement benefit costs	15,076	15,386
Resources applied to pay retirement benefits	(6,046)	(4,612)
	9,030	10,774

The deferred funding asset for retirement benefits at 31 December 2025 amounted to €209.5M (2024: €234.3M).

d) History of Defined Benefit Obligations

	2025 €M	2024 €M	2023 €M	2022 €M	2021 €M
Defined benefit obligations	209	234	247	234	335
Experience gains/(losses) on defined benefit scheme liabilities:					
Amount (€M)	1.243	(2.316)	4.182	(5.489)	3.143
Percentage of Scheme Liabilities	0.6%	-1.0%	1.7%	-2.3%	0.9%

The cumulative actuarial loss recognised in the Statement of Comprehensive Income amounts to **€33.5M (2024: €67.3M)**.

e) General Description of the Schemes

The schemes are defined benefit final salary pension arrangements with benefits and contributions defined by reference to current "model" public sector scheme regulations. The schemes provide staff members with a pension (being 1/80 per year of service), a gratuity or lump sum (being 3/80 per year of service) and spouse's and children's pensions. Normal Retirement Age is a member's 65th birthday, and pre 2004 members have an entitlement to retire without actuarial reduction from age 60. The schemes provide Board members with a pension (being 1/48 per year of service), a gratuity or lump sum (being 1/32 per year of service) and spouse's and children's pensions. Board members are entitled to retire when their contract ends. Pensions in payment (and deferment) normally increase in line with general public sector salary inflation.

The valuation used for FRS 102 disclosures has been based on a full actuarial valuation performed on 31 March 2026 by a qualified independent actuary, taking account of the requirements of the FRS in order to assess the scheme liabilities at 31 December 2025.

The principal actuarial assumptions were as follows:

	2025	2024
Future salary increases	3.05%	3.30%
Future retirement benefit increases	2.55%	2.80%
Future state pension increases	2.05%	2.30%
Discount rate	3.45%	3.15%
Future inflation	2.05%	2.30%
Revaluation in deferment	2.55%	2.80%

Mortality Pre Retirement

100% S4PMA with CMI 2024 improvements with a long term rate of 1.25% p.a. with initial addition of 0.5% (males).
 100% S4PFA with CMI 2024 improvements with a long term rate of 1.25% p.a. with initial addition of 0.5% (females).

Mortality Post Retirement

100% S4PMA with CMI 2024 improvements with a long term rate of 1.25% p.a. with initial addition of 0.5% (males).
 100% S4PFA with CMI 2024 improvements with a long term rate of 1.25% p.a. with initial addition of 0.5% (females).

Life Expectancy

The mortality basis adopted explicitly allows for improvements in life expectancy over time, so that life expectancy at retirement will depend on the year in which a member attains retirement age (age 65). The table below shows the life expectancy for members attaining age 65 in 2025 and 2045.

Year of attaining age 65	2025	2024
Life expectancy – male	87.0	86.7
Life expectancy – female	89.3	89.1

24. Lease Commitments

At 31 December 2025 the Environmental Protection Agency had the following future minimum lease payments under non-cancellable operating leases for each of the following periods:

	2025 €'000	2024 €'000
Payable within one year	641	661
Payable within two to five years	883	1,261
Payable after five years	1,127	1,176

Operating lease payments recognised as an expense were €653K (2024: €654K).

25. Related Party Disclosures

The EPA has adopted procedures to govern its decision making in accordance with the Environmental Protection Agency Act, 1992 and the Ethics in Public Office Act, 1995 and regulations made thereunder. These procedures have been adhered to by the EPA during the year.

Key management personnel in the EPA consist of the Director General and the members of the Board of Directors. Total compensation paid to key management personnel, including Directors salaries, vouched expenses and the Director General's remuneration amounted to €1,110K (2024: €1,119K).

In the normal course of business the Agency may approve grants and may also enter into other contractual arrangements with undertakings in which EPA Key management personnel have an interest, there were no such transactions in 2024 or 2025.

26. Comparative Figures

Some changes have been made to the presentation of items in the financial statements and the comparative figures have been reclassified where necessary on a basis consistent with the current year presentation.

27. Approval of Financial Statements

The Financial Statements were approved by the Board of Directors on 23rd June 2026.



Headquarters

**PO Box 3000,
Johnstown Castle Estate,
County Wexford, Ireland
T: +353 53 916 0600
F: +353 53 916 0699
E: info@epa.ie
W: www.epa.ie
LoCall: 1818 33 55 99**

Regional Inspectorate

McCumiskey House,
Richview, Clonskeagh Road,
Dublin 14, Ireland

**T: +353 1 268 0100
F: +353 1 268 0199**

Regional Inspectorate

Inniscarra, Co. Cork,
Ireland

**T: +353 21 487 5540
F: +353 21 487 5545**

Regional Inspectorate

Seville Lodge, Callan Road,
Kilkenny, Ireland

**T: +353 56 779 6700
F: +353 56 779 6798**

Regional Inspectorate

John Moore Road, Castlebar,
Co. Mayo, Ireland

**T: +353 94 904 8400
F: +353 94 902 1934**

Regional Inspectorate

The Glen, Monaghan, Ireland

**T: +353 47 77600
F: +353 47 84987**

