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EOIN VAUGHAN

Chief Executive Officer





We've always said success is the only option

At Mercury, we've never been afraid of change. In fact we've always thrived on it. For nearly 50 years we've been using change to our advantage, pushing further, reaching wider and growing our business with the same passion and commitment as our founders did all those years ago.

With each decade we've experienced exceptional growth. It has brought us into new sectors and territories right across the globe. And with a workforce of over 4,500 strong, we're ready to embrace the next stage of our strategic journey. However, to achieve incredible things, we must continue to prepare for change, even when we're on top of our game.

Sustained growth starts with people. From our clients and partners to our staff, we believe that placing people at the very heart of our business is how we will continue to achieve our vision.

With this in mind, we have embarked on a comprehensive restructuring of our organisation that acknowledges the challenges we have faced from our continued growth. This restructuring puts people first. It enables us to be even more client focused, it brings clarity to our business units and it provides a clear succession plan for our staff, so we can continue to have the best people in the right roles, maximising performance across our business.

EOIN VAUGHAN

Chief Executive Officer





THE PURPOSE

Our world is constantly in flux. Industries evolve, new sectors emerge and we make it our business to be ready.

Rethinking our organisational structure will give us the opportunity to align ourselves even more closely with our clients, meeting their demands and facilitating their strategies for future growth. It will help us to clarify and refine our service offering and strengthen client relationships across all tiers of our business.

Our new structure is built on four key purpose points: Succession Planning, A Future Roadmap, Better Performance and Client Partnerships. Each acts as a benchmark for effective implementation, helping us to embed our new structure across every facet of our business.





OUR FOUR KEY PURPOSE POINTS

BETTER PERFORMANCE

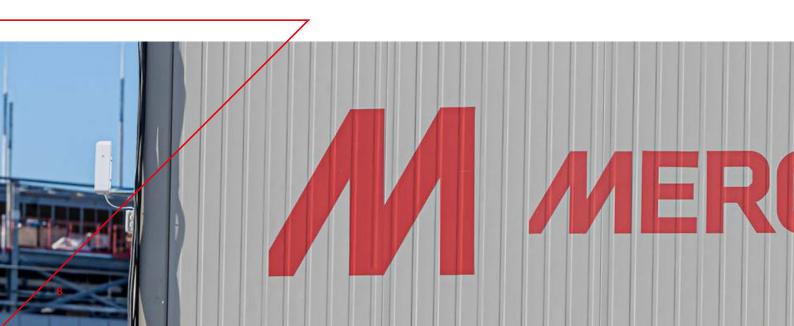
Better performance across our business

We want to enhance performance across every aspect of our organisation. Our new structure has been designed to support our key competencies and bring our specialist services to the fore. This will increase our effectiveness, both internally with our teams, and externally through our client relationships. Collaboration will be key to our future growth. Restructuring our Business Units will mean better and more dynamic collaboration between our Group Operations and Group Support Teams, creating a solid foundation for developing new future-focused services for our clients.

CLIENT PARTNERSHIPS

Solid client relationships are the bedrock of success

At Mercury realising our clients' vision is our duty. Prioritising client relationships will remain a key component of our strategy. We want to ensure that our clients are supported and protected by the entire Mercury team, not just one individual. Building relationships at all levels within our Business Units will help to cement existing partnerships and forge new ones. It will enable our teams to market our services more effectively within our current client base and strengthen our position to win new business.



A FUTURE ROADMAP

A robust future roadmap that is firmly aligned with our strategic vision

No matter what sectors we work in, we are committed to success. Our new structure will help us to expand into new territories and open up our business to exciting and lucrative new acquisitions. Strategic leadership development and a clear roadmap will give us the talent and the tools to thrive in even the most volatile environments. This roadmap will ensure that our future plans are always aligned with the strategic priorities of the organisation.

SUCCESSION PLANNING

Committed to sustained growth

Succession planning is essential for sustaining and accelerating future growth. Planning forward mitigates risk and nurtures the next generation of leaders. Our new structure will identify critical roles within our Business Units, ensuring effective leadership succession and vital service continuity for our clients and partners.





WHAT IT MEANS TO MERCURY

Our new structure will ensure sustainable growth and keep us on top

Maintaining our leadership position means everything to us. The new organisational structure will ensure we grow our business in a sustainable way. It will give us the opportunity to tap into emerging sectors and expand into new regions without compromising our core business.





WHAT IT MEANS TO OUR PEOPLE



Change is inevitable and we're determined to be ready for it. We want the right people in the right roles to secure the next generation of leaders. People who share our values, live our culture and deliver beyond expectations.

The new organisational structure will give us the tools to plan effectively for succession. It will create a clear, progressive career trajectory for every employee in our organisation, providing opportunities for personal growth and development at every level. It will ensure that strong leadership skills can be identified and nurtured from an early stage. Most importantly, it will create an environment where nothing holds you back from achieving your goals.





WHAT IT MEANS TO OUR CLIENTS







WHAT WILL IT LOOK LIKE?

We connect the right people to deliver more value and more success

Our business will be restructured into eight clear Business Units with six defined revenue streams. Each Business Unit will have its own dedicated Management Team, providing a clear reporting structure for both clients and staff.

The clearly defined Business Units will help to support and bolster our core business in Hyperscale, Data Centres and Semi Con. But we also understand that small jobs can lead to the biggest achievements. Our new structure will enable us to highlight and promote key specialist services, adding even more value to our client accounts.





Eoin VaughanChief Executive Officer

GROUP OPERATIONS 2022



HYPERSCALE Trade Partner

HYPERSCALE Construction

ENTERPRISE





Colm Burke
Managing Director



Frank Quirk Managing Director



Alan Gorman Managing Director



Rory O'Brien Managing Director

Delivering trade packages on Hyperscale Data Centre Projects New build campus Hyperscale Projects

Delivering campus build Enterprise Data Centres Critical Infrastructure, new build and fit out for Data Centre clients

Executive Assistant

DCBS



ADVANCED TECHNOLOGIES Construction

ADVANCED TECHNOLOGIES

Trade Partner



Alan Clinton Managing Director

Tony Duddy Managing Director

Upgrades,

management to

critical solutons

Advanced **Technologies Construction in** multi regions

Colin Keane **Managing Director** **Dermot Gildea** Managing Director

New build Data Centres in multi regions

modifications and

Complex MEP in Advanced **Technologies** Sector







YOUR VISION, OUR DUTY.

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