

ACHIEVE THE INCREDIBLE

An introduction to
our evolving structure



M MERCURY

To achieve incredible things, we must embrace change – and we're on top of it.



YOUR VISION, OUR DUTY.

credible
just prepare
even when
of our game.

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

YOUR VISION, OUR DUTY.



YOUR VISION OUR DUTY

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.

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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.

YOUR VISION, OUR DUTY.



We want to shine a light on areas of our business that are primed for growth. Redefining our Business Units will give greater visibility across the full remit of our organisation, bringing our specialist services to the fore and presenting even more opportunities for growth.

We're always thinking ahead, particularly when it comes to attracting the brightest and the best. We will continue to nurture the talented people who are already part of the Mercury team and continue to attract the brightest minds. We've already developed an impressive Graduate Programme. Our new organisational structure will enhance the profile of our Graduate Programme and secure our leadership position as a highly desirable organisation for dynamic career growth.

**WHAT IT MEANS
TO OUR PEOPLE**

There is nothing
holding you back
from achieving
your goals



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

We invest in the future so you can stay ahead

We're in it for the long haul. Our new structure lets us grow with our clients, adapting and flexing to meet their ever changing needs. It also ensures that our business trajectory is firmly aligned with theirs.

We want to provide more clarity to our clients across each of our Business Units. The new structure will show the breadth of our services and shine a clear light on our less known areas of specialist expertise.

Having clear lines of communication is vital to the success of any project. A defined management structure within our Business Units will be more client specific, bringing clarity to our processes and connecting the right people together.

Restructuring our organisation is a clear signal that we are brave enough to back ourselves and invest in our long term future. But it's also a promise to our clients that we are future proofing our business for their future growth.



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.

YOUR VISION, OUR DUTY.



Eoin Vaughan
Chief Executive Officer

GROUP OPERATIONS 2022



HYPERSCALE
Trade Partner

HYPERSCALE
Construction

ENTERPRISE

**CRITICAL DATA
INFRASTRUCTURES**



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



Alan Clinton
Managing Director

**New build
Data Centres in
multi regions**

**LIVE
ENVIRONMENT**



Tony Duddy
Managing Director

**Upgrades,
modifications and
management to
critical solutions**

**ADVANCED
TECHNOLOGIES**
Construction



Colin Keane
Managing Director

**Advanced
Technologies
Construction in
multi regions**

**ADVANCED
TECHNOLOGIES**
Trade Partner



Dermot Gildea
Managing Director

**Complex MEP
in Advanced
Technologies
Sector**

We have listened
and built a strategy
for shared growth
and success. Now
let's go and do it.

YOUR VISION, OUR DUTY.





YOUR VISION, OUR DUTY.

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