

The background image is a scenic view of a city river at dusk. In the foreground, a wooden walkway with a dark metal railing leads towards a bridge. The bridge is crowded with people and has a decorative railing. In the background, there are colorful buildings and a church spire under a cloudy sky.

DAVY

Davy Group

Sustainability Report - 2025

Foreword



Gavin Kelly
CEO, Davy

As Ireland's leading provider of wealth management and investment banking services, we know that sustainability matters not just to our ability to protect the long-term financial interests of our clients but also to the future of our planet and society.

In 2022, we appointed a dedicated Sustainability Executive Committee (SEC), tasked with the design and execution of a multi-annual sustainability strategy for Davy. Their brief was broad, extending beyond our investment offering and processes to a consideration of how we ran our own business and lived as a community of more than 900 people.

This report sets out our sustainability progress through 2025 across our three strategic pillars of: Responsible Investing, Responsible Business, and Responsible Citizenship.

Highlights include progressive reductions in the carbon intensity of our client portfolios, the embedding of sustainability in our procurement processes, reductions in our own operational emissions, important changes in the commuting and consumption patterns of our people, a refreshed programme of community engagement and enhanced risk processes.

There is much to celebrate but also a significant distance to travel, with a sustained commitment to progressive change from firms like Davy more important than ever as the challenge of climate change intensifies. We continue to push forward in 2026, with our commitment to ensuring a proud legacy for our business never more relevant than in the year in which we celebrate our Centenary.

A handwritten signature in black ink that reads "Gavin Kelly". The signature is fluid and cursive, with a long, sweeping tail on the final letter.

Executive Summary

This report outlines Davy's sustainability performance for the year ended 31 December 2025, describing the progress made across the Environmental, Social and Governance (ESG) dimensions of our multi-annual strategy. Guided by our three sustainability priorities, Responsible Investment, Responsible Business and Responsible Citizenship, we continued to translate our commitments into measurable actions, supported by strong governance and Board-level oversight. Sustainability highlights from 2025 include the following:

Client Portfolios

Sustainability considerations were further embedded across our investment processes, with significantly improved United Nations Principles for Responsible Investment (UNPRI) assessment scores in 2025. Davy evolved its responsible investment offering and enhanced stewardship activity through structured engagement and collaborative initiatives. The carbon intensity of our client portfolios fell further in 2025, albeit at a slower rate than for previous years reflecting a tactical allocation towards Latin America on certain discretionary portfolios, i.e. portfolios which Davy manages on behalf of clients.

We continue to invest in raising awareness of responsible investing, with an integrated multi-channel marketing campaign delivered in mid-2025.

Operational Carbon

We have invested heavily in the reduction of Scope 1 and Scope 2 greenhouse-gas emissions across our own operations, with further improvements delivered in 2025. Our multi-annual programme included the transition to 100% renewable electricity at our Dublin headquarters, the installation of a heat pump to replace a gas boiler, and continued energy-efficiency upgrades across our offices. Energy use, water consumption and waste sent to landfill all decreased, while new targets were set to further improve building energy ratings. We prepared a gap analysis of our ability to fully measure our Scope 3 emissions and have plans in place to enable full measurement and management.

Employee Wellbeing

A comprehensive wellbeing programme continued to support employees across physical, mental, financial and social dimensions, complemented by learning and development initiatives and flexible working practices. Davy employees have also contributed directly to our enhanced sustainability performance, with progressive reductions in car parking spaces as well as the substantial eradication of single use catering products. A majority of our people now walk, cycle or use public transport to get to work.

Community Engagement

In 2025, we refreshed our programme of community engagement partnering with four Irish charities: Samaritans Ireland, ARC Cancer Support Centres, Inner City Enterprise and Vision Ireland. We continue to contribute, directly and indirectly, to charities and sports clubs right across Ireland.

We are proud to have supported four of Ireland's most outstanding athletes in 2025 - including World Champion Silver Medallist in the Heptathlon, Kate O'Connor, GAA Footballer of the Year for 2025, David Clifford, middle-distance runner and Olympian, Sarah Healy and Professional Golfer, Leona Maguire.

Policy Advocacy

We aim to make a positive contribution to Irish policy, leveraging the insights of our internal experts, our wealth and corporate clients domestically and institutional clients globally. In 2025, we met this objective through the publication of a series of insights on the Irish economy, a seminal publication on the evolution and state of Irish wealth as well as the preparation of a pre-budget submission. We are active participants in private and public fora where we feel we are able to add value to important policy matters.

Diversity, Equity and Inclusion (DEI)

We aspire to being an inclusive place of work where everyone has an equal opportunity to thrive and perform. In 2025, we supplemented our existing DEI architecture with new sub-committees focused on neurodiversity and ethnicity. Our gender pay gap, while large, continues to trend in the right direction and we have strong female representation in our leadership. We actively monitor the engagement of our people and their perspective on the inclusivity of our work environment, with strong performance and positive momentum across key indicators through 2025.

Risk Management

We continue to evolve our approach to the management of sustainability-related risks across our business, embedding and evolving our ESG Risk Management Framework through 2025. We now have an established practice around the formal review of environmental, social and governance risks annually and a process to ensure their active management as part of our risk and control self-assessment (RCSA) system. This year we also completed the first climate scenario analysis of our client investment portfolios, with plans to evolve this process in 2026.

Global Partnerships

Since 2023, Davy has been a signatory to the United Nations Principles for Responsible Investing (UNPRI), an international network of financial institutions committed to integrating ESG factors into their investment and ownership decisions. We are also a signatory to the UN Global Compact, which asks companies to align their operations with principles covering human rights, the environment and anti-corruption. We report annually on our progress, strengthening our responsible sourcing system in 2025 with an ESG due diligence on our critical suppliers.

Ours is a practical and progressive agenda, targeting positive incremental contributions to a broad domestic and global sustainability agenda, within the framework of commitments to our shareholder, our people, our clients and our regulators.

The Davy Sustainability Executive Committee



Ronan Doherty
Chief Data Officer



Orla Graham
Chief People Officer



Donough Kilmurray
Chief Investment Officer



Donnchadh O'Mordha
Head of Institutional Consulting



Ronan Mitten
Head of Facilities Management



Rachael Morgan
Head of Strategy, Brand & Marketing



Keld Mortensen
Head of Enterprise Risk



Laura Fitzpatrick
Equity Sales Trader

About Davy

Established in 1926, Davy is Ireland's leading provider of wealth management and investment banking services. At end-2025, we managed more than €27 billion of assets on behalf of our clients. Total assets under administration, including those which are managed directly by clients, was more than €35 billion. This is very significant in a national context, equivalent to circa 20% of national savings in this year.

We are an organisation of more than 900 people, providing a broad range of services to private clients, small businesses, corporations, and institutional investors. Headquartered on Dublin's Dawson Street, we have offices in Belfast, Cork, Galway, and London.

Our Wealth Management business comprises Private Clients, Institutional Consulting Services, Credit Union Consultancy Services, Share Dealing and Intermediary Services. Our Capital Markets business comprises Corporate Finance, Institutional Equities, Fixed Income, and Research. We are regulated by the Central Bank of Ireland (CBI) and the Financial Conduct Authority (FCA) in the UK.

Davy has been a member of the Bank of Ireland Group since 2022.



Davy's Sustainability Strategy

Our five-year sustainability strategy is grounded in a materiality analysis of our business prepared in 2022 and continues to be framed around three interconnected pillars:

Responsible Investing – embedding ESG factors across our investment processes and propositions, including dedicated responsible investing solutions, to manage risk and generate long-term value for our clients. This is by far the most material of our pillars, reflecting the value of our client investment portfolios relative to the size of our organisation. This pillar aligns most closely with the UN Sustainable Development Goals (SDG) of responsible consumption and production, climate action, partnership for the goals and decent work and economic growth.

Responsible Business – operating with integrity, reducing our environmental footprint as a business and a collective of more than 900 people, and maintaining the highest standards of governance in sustainability matters and more broadly. This pillar aligns with the

UN SDGs of responsible consumption and production, climate action and decent work and economic growth.

Responsible Citizenship – we aim to make a positive contribution to the communities in which we operate, directly through our own actions and through our financial supports to community and charitable organisations. This pillar aligns with the UN goals of good health and wellbeing, gender equality and decent work and growth.

A dedicated Sustainability Executive Committee (SEC), comprising material decision makers from across our organisation is charged with formulating and executing an annual sustainability action plan aligned with our five-year roadmap. The committee accounts to the Davy Executive Committee and Board.



Responsible Investing

Context

The investments which we advise, manage and administer on behalf of our clients represent our single greatest opportunity to make a positive difference to sustainability. At the end of 2025, we managed more than €35 billion of investments for our clients across all service levels, making us the largest wealth manager in Ireland. Almost 30% of these assets are in discretionary funds, where the Davy investment team manages investments on behalf of our clients. Within this, close to €1.3 billion is invested in our responsible investment funds which we have now been offering for more than a decade. As part of our sustainability strategy, and consistent with our long-standing commitment to sustainable investing, we became a signatory to the United Nations Principles for Responsible Investing (UNPRI) in 2023 formalising our responsible investment approach.

Responsible Investment Approach

The approach which we adopt to ensuring an appropriate consideration of ESG factors in the funds which we manage on behalf of our clients is set out in our [Responsible Investment Policy](#). Our investment processes are designed to provide good or improving outcomes for all stakeholders to the investment, promoting a more healthy, safe, clean and equitable world. There are four key stages across investment due diligence, manager engagement, collaboration and, as required, escalation. As part of the initial investment selection process, Davy's Investment Selection Team conducts a comprehensive **due diligence** review of prospective fund managers. This assessment evaluates both financial and non-financial factors. ESG considerations include:

- UNPRI signatory status: managers who are signatories to the UNPRI demonstrate a formal commitment to responsible investment principles.
- Team resources and expertise: evaluation of the depth, experience, and dedicated ESG capabilities within the investment team.
- ESG integration: assessment of how ESG factors are systematically incorporated into the investment decision-making processes of the third-party fund manager.

- Active ownership and engagement: review of the manager's approach to engaging with portfolio companies on ESG issues, including stewardship practices.
- Track record: review of historical performance in managing ESG risks and opportunities.

Following approval, all the investments are subject to continuous monitoring to ensure ongoing alignment with financial objectives and ESG standards. This includes periodic reviews of each manager's performance, organisational developments and ESG practices. Particular attention is paid to significant controversies or incidents affecting portfolio companies; deterioration in ESG ratings; and breaches of stated ESG policies or regulatory expectations. Where such issues arise, they are escalated to the Davy Investment Committee for further consideration. Actions may include enhanced engagement and/or consideration of alternative investment options.

Engagement and stewardship are the central pillar of the responsible investment framework, serving as a key mechanism through which investors can promote positive change and encourage the adoption of robust environmental, social, and governance (ESG) practices. Through active dialogue, engagement enables investors to address material ESG risks and opportunities and to support improved ESG disclosure and transparency.

Davy recognises engagement as an essential tool for fulfilling its responsibilities and reinforcing responsible investment principles across its investment activities. Our engagement approach is two-pronged, comprising both collaborative initiatives and third-party fund manager engagements. Collaborative engagement allows Davy to work alongside industry peers and external initiatives to amplify investor influence on ESG issues, while manager-level engagement focuses on direct dialogue with external investment managers to assess, monitor, and engage in dialogue about their ESG integration and stewardship practices. When we participate in a collaborative engagement as an endorser, we communicate our participation to our manager to encourage them to participate if they are not already involved in some capacity. Advance is an example of one such collaborative initiative in 2025, aligning with our commitment to the protection of human rights (see overleaf).



Advance is a collaborative engagement initiative led by the UN Principles for Responsible Investment (UNPRI), bringing together institutional investors to promote respect for human rights through active investor stewardship. The initiative seeks to protect and enhance long-term, risk-adjusted returns by encouraging companies to identify, manage, and mitigate human rights-related risks across their operations and value chains. Advance have the following expectations of the companies engaged through the initiative:

- Full implementation of the UN Guiding Principles – the guardrail of corporate conduct on human rights
- Alignment of their political engagement with their responsibility to respect human rights
- Deepening of progress on the most severe human rights issues in their operations and across their value chains

Davy joined the Advance collaborative engagement as an endorser, demonstrating its support for the objectives of the initiative and its commitment to responsible investment practices. In addition, several third-party investment managers within Davy's portfolios participate in Advance as endorsers, lead investors, or collaborative investors, further reinforcing the firm's alignment with collective efforts to drive positive human rights outcomes through engagement and stewardship.

At Davy, we maintain ongoing engagement with our external managers to ensure that environmental, social and governance (ESG) factors are appropriately integrated into investment decision making, while also fostering constructive dialogue on stewardship and its importance. Our external managers are actively engaged with the companies in which they invest and are responsible for determining fund exposures. Insights from these engagements inform our understanding of how ESG considerations are incorporated into their investment processes. Many of our external managers also maintain dedicated stewardship teams focused on engagement and responsible investment practices.

After selection, we engage with managers on an ongoing basis primarily via fund reviews which encompasses the investment process, the consideration of ESG factors as part of this process and the overall performance of the fund. We also engage with managers on an *ad hoc* basis where indicated. For instance, in 2025 when an external manager exited a voluntary initiative, we engaged to understand the rationale and review ESG-related processes.

Davy Social Focus Funds

As well as embedding ESG factors across our general investment process, we offer clients responsible investment solutions through the Davy Social Focus solutions, now in its thirteenth year of operation. As at end-2025, circa €1.3 billion of client assets were invested in these funds which are classified as Article 8 under the EU Sustainable Finance Disclosure Regulation (SFDR), designated as Promoting Environmental and/or Social Characteristics. Explicit exclusions from the Davy Social Focus Funds include companies in violation of the UN Global Compact, controversial weapons and tobacco manufacturers. Exposure to thermal coal is actively minimised across the solutions, with the carbon intensity of the Davy Social Focus Funds significantly lower than that for our client investments in aggregate (circa 159 tCO₂ per €1 million invested).

We actively promote the Davy Social Focus Funds as an investment option to our clients and prospective clients, with our processes evolved in 2025 to ensure they were given higher prominence.

Sustainability Performance

Davy is a signatory to the UNPRI, the world's leading framework for responsible investment with over 5,000 signatories representing more than US\$128 trillion in assets globally. As a signatory, Davy is committed to the six principles for responsible investment:

- Incorporate ESG issues into investment analysis and decision-making processes.
- Be active owners and incorporate ESG into our ownership policies and practices.
- Seek appropriate disclosure on ESG issues by the entities in which we invest.
- Promote acceptance and implementation of the principles within the industry.
- Work together to enhance our effectiveness in implementing the principles.
- Report on our activities and progress towards implementing the principles.

We are assessed annually by PRI on our progress against these principles, with our objective being to enhance our performance annually while continuing to deliver for our clients. In 2025, we recorded marked improvements in our assessment scores aligning on

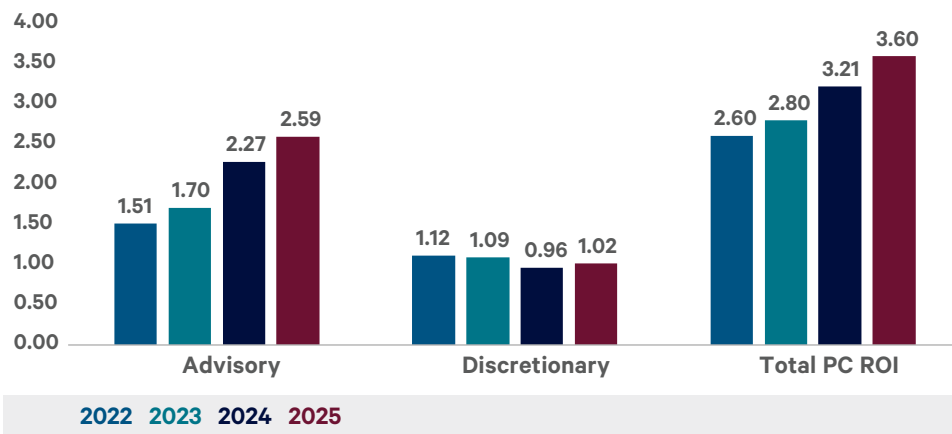
the performance averages for European investment managers in our size category in only our second year of reporting. We remain committed to the continuous enhancement of our processes and performance, with an ongoing focus on integrating ESG considerations across our investment analysis.

More generally, the Green House Gas (GHG) intensity of our client investment portfolios has fallen consistently since we started reporting under the Sustainable Finance Disclosure Regulation, falling from 470 tCO₂ per €1 million euro invested in 2022 to 371 tCO₂ per €1 million euro in 2025. This decline, however, has not been uniform across all years and nor has it been consistent within asset classes. In 2025, for example the carbon intensity of the portfolios which we manage on behalf of our clients grew after a period of sustained decline while that on which we advise only fell significantly (see Figure 2 overleaf). There are many contributing factors here, with the disimprovement in our discretionary portfolios in 2025 attributable in large part to a tactical decision to invest more in Latin American geographies.

We conducted our first climate risk scenario analysis on our client portfolios in 2025, which indicated no material risk medium-term for the portfolios in aggregate. The analysis, however, was not complete with plans to develop our method and repeat the process in 2026.

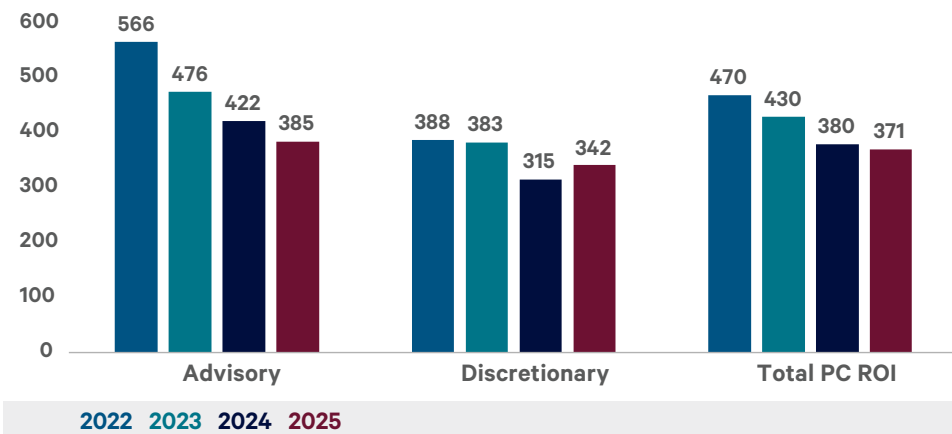


Figure 1: Total Greenhouse Gas Emissions (tCO₂ - million)



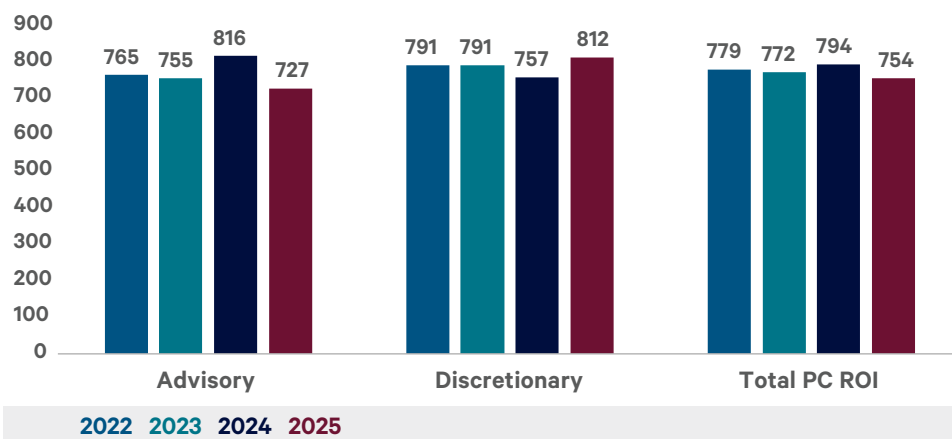
Source: Davy, 2026 (excludes institutional clients)

Figure 2: Carbon footprint of Client Portfolios (tCO₂ per €1 mn Invested)



Source: Davy, 2026 (excludes institutional clients)

Figure 3: Carbon Intensity of Investee Companies (tCO₂ per €1 mn Sold)



Source: Davy, 2026 (excludes institutional clients)

Table 1: Sustainability Profile of Davy Private Client Investments (Republic of Ireland)

	2024	2025	Performance	
Total Greenhouse Gas Emissions (tCO2 - million)	3.2	3.6	Disimproved	▼
Carbon Intensity / Client Portfolios (tCO2 per €1 mn invested)	356	351	Improved	▲
Carbon Intensity / Investee Companies (tCO2 per €1 mn sale)	767	730	Improved	▲
Exposure to Fossil Fuel Companies (% of Investments)	6.1%	5.6%	Improved	▲
Energy from Renewable Sources (Investee Companies)*	59.0%	57.0%	Disimproved	▼
Exposure to UNGC Violators (% of Investments)	0.1%	0.1%	Unchanged	↔
No Processes to Support UNGC Compliance**	1.0%	0.6%	Improved	▲
Board Gender Diversity (Investee Companies)	37%	38%	Unchanged	↔
Exposure to Controversial Weapons (% of Investments)	0.05%	0.09%	Disimproved	▼
Exposure to Companies without Anti-Corruption Policies (% of Investments)	2.2%	0.9%	Improved	▲

Source: Davy, 2026

* Share of energy consumption from non-renewable energy sources compared to renewable sources, expressed as a percentage of total energy sources

** Exposure to companies lacking processes and mechanisms to support UNGC compliance

Responsible Business

Context

Our responsible business pillar speaks primarily to Davy as a corporate entity, evolving our operational practices to make a positive difference to climate change and social progress. There are four related elements: monitoring, managing and reducing our carbon emissions; reducing avoidable waste; sustainability proofing our supply chain; and managing ESG-related risks to our stakeholders comprehensively. Our global partnerships are an important expression of our responsible business ambition, with Davy a signatory to the UN Principles for Responsible Investing and the UN Global Compact which asks companies to align their operations with principles covering human rights, among others.

Scope 1 and Scope 2 Emissions

Since standing up the Sustainability Executive Committee in 2022, we have been embarked on a multi-annual programme to significantly reduce Scope 1 and Scope 2 emissions across our operations. We have made major progress (see Figure 4) driven by the transition to 100% renewable electricity in our Dublin headquarters and the completion of a heat pump installation replacing the legacy boiler system. Renewable electricity now accounts for 100% of our electricity consumption. Davy House on Dawson Street is currently performing at Building Energy Rating (BER) of B1 following the completion of a retrofit programme in 2024-2025. This programme included building fabric & systems upgrades, installation of a Building Management System to reduce electricity & water consumption, and zero waste to landfill initiatives. Our target is to achieve an A3 equivalent rating in 2027 through the upgrade of electrical and mechanical systems and the installation of a PV system.

Scope 3 (Upstream) Emissions

Scope 3 are the other emissions that happen in our value chain to support the production of our goods and services. Examples include the carbon embedded in the goods and services we purchase, business travel, employee commuting and the waste which we generate in our buildings. We have been active in the reduction of these emissions via a series of initiatives, including the incentivised reduction of staff car parking, the eradication of single use catering products in our buildings, the phased implementation of a responsible sourcing system and enhanced waste management. Many of these initiatives have been effective, with the

incidence of staff driving to work standing at less than 15% in a recent survey reflecting a significant reduction in the number of staff car parking spaces since 2020. We are, however, not yet in a position to systematically measure Scope 3 emissions which is constraining our efforts. In 2025, we prepared an analysis of related information gaps and have put plans in place for comprehensive reporting from end-2026.

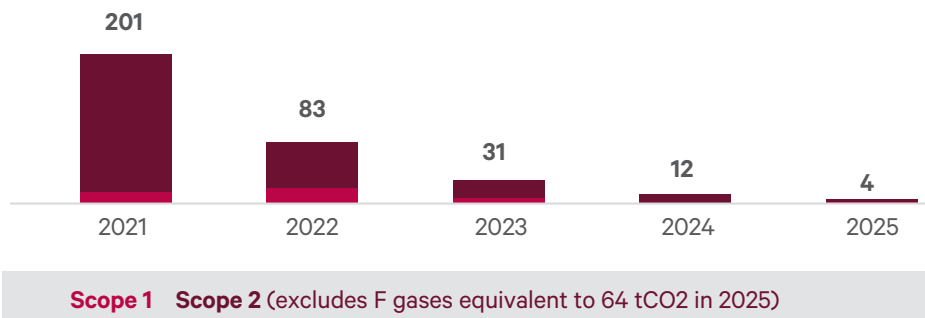
Responsible Sourcing

In 2025, we carried out sustainability risk assessments of our critical suppliers as part of the ongoing deployment of a broader responsible sourcing system. The objective of these sustainability reviews is to identify and assess any potential environmental, social and related governance risks. The reviews consider factors such as business ethics, regulatory compliance, data protection, labour standards, and environmental practices, and are proportionate to the nature, scale and criticality of the supplier relationship. ESG considerations are also considered during supplier onboarding and periodic review processes.

ESG Risk Management

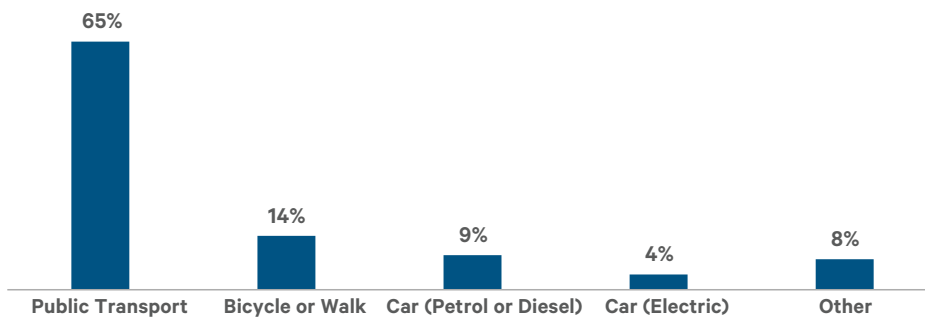
The management of ESG-related risks is important context to our overall sustainability programme as well as an important element in its own right. In 2025, we further embedded ESG considerations across our risk management activities leveraging our ESG Risk Framework. We also moved beyond the profiling of climate-related risks to the consideration of ESG-specific social and governance risks. Certain of these are very mainstream considerations for a regulated wealth manager like Davy, e.g. assuring the suitability of investments for clients, with others requiring a distinct and additional consideration, e.g. managing the implications of AI for the sustained relevance of our people skills. All material risks are being incorporated into local risk management processes where not already embedded. In 2025, we piloted our first data-led analysis of the potential impacts of various climate scenarios on the financial performance of funds under management. This first very complex analysis indicated limited medium-term risks to the portfolios in aggregate while highlighting significant modelling dependencies. We will look to further refine and enhance our top-down climate risk assessment approach through 2026 and consider potential for a more disaggregated deployment in time.

Figure 4: Davy's Scope 1 and 2 emissions (Market-based tCO₂)



Source: Davy, 2026

Figure 5: How we got to work at Davy in 2025 (% of Employees)



Source: Davy, 2026

Responsible Citizenship

Introduction

As a corporate entity and a community of more than 900 people across five locations in Ireland and the UK, we have a significant opportunity to make a positive difference individually and collectively to the life experiences of our colleagues, clients and communities. There are three primary areas of activity under this pillar, which aligns with the UN sustainable development goals of Good Health & Wellbeing, Gender Equality and Decent Work and Economic Growth.

Employee Wellbeing

At Davy, we are committed to a work environment which enables people to perform, thrive and evolve professionally. We have a long-established employee benefit programme, incorporating staples such as structured performance management systems, access to formal learning and development opportunities, and fair and transparent systems of reward. In 2025, we invested in the development of a defined Employee Value Proposition which formalised our commitment to creating an inclusive workplace for our people and to the provision of wellbeing supports. Initiatives include access to a gym and organised fitness activities in our Dawson Street premises, access to an employee assistance programme and online medical services, and an active sports and social programme designed to promote connection and community. Our employee engagements levels are high and continue to trend upwards, with strong reported performance on broader wellness metrics such as sense of belonging and peer relationships. Staff retention at Davy is strong and consistently within our risk tolerance levels.

Diversity, Equity and Inclusion (DEI)

Davy is committed to the DEI agenda, with related targets and metrics across our performance management system, up to and including the Davy Board. While we continue to make progress in our business, with gradual declines in the size of our gender pay gap as an example, we recognise that we still have a distance to travel as a business and as an industry more broadly. We have a series of related initiatives in progress and in planning, including targeted development programmes for senior females and early career females, structured mentoring with senior sponsors and a diversity working group, including new sub-committees for neurodiversity and ethnicity established in 2025. We closely monitor the diversity profile of our client base and service experiences. Beyond our own organisation, we are proud to have been the title sponsor of the Irish Tatler Women of the Year Awards in 2025.

Community Engagement

We have a long-established practice of volunteering, charitable giving and community engagement at Davy. In 2025, we refreshed our charity programme, announcing partnerships with Samaritans Ireland, ARC Cancer Support Centres, Inner City Enterprise and Vision Ireland. We also have a broad community engagement programme which spans the sponsorship of local sports clubs, participation in structured programmes such as Business in the Community Time to Read and staff fundraising for other charities. We are also proud to support four of Ireland's most prodigious sporting talents, David Clifford, Kate O'Connor, Leona Maguire and Sarah Healy.

Community Engagement



Davy Charity partners



Moving Forward (2026)

As the political, risk, and regulatory landscape evolves, we remain committed to the execution of the five-year plan formulated based on a materiality analysis of our business in 2022. Priority actions as we position into 2026 are the following:

- the sequential execution of a programme of work to achieve an A3 equivalent BER rating at our Dawson Street headquarters, in tandem with further waste management initiatives;
- further strengthening the integration of ESG factors across our investment processes and the enhancement of our existing responsible investment offering;
- the evolution of our climate scenario testing capabilities, and the deeper embedding of all forms of material sustainability risk across our risk management architecture;
- full measurement of our Scope 3 upstream carbon emissions and the enhancement of our existing initiatives to address any identified areas of underperformance;
- further progress on our diversity-related initiatives, accelerating change in the diversity profile of senior client-facing personnel across our wealth and capital markets business.

These, and a broader programme of established and new sustainability actions, are documented and subject to monthly progress review by the Davy SEC, with oversight from the Davy Executive Committee and the Davy Board.



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