



Cantor Fitzgerald Ireland Corporate Social Responsibility (CSR) 2024 Report

SUSTAINABILITY & CORPORATE SOCIAL RESPONSIBILITY

“ The ability to meet the needs of the present without compromising the ability of future generations to meet their own (needs) and the continuing commitment by business to behave ethically and contribute to economic development while improving the quality of life of the workforce and their families and of the local community and society at large

– **the World Business Council**



STAKEHOLDERS

In our CSR Programme, we align our business purpose with the values of our stakeholders and the needs of the community in which we operate.



Competitors



Employees



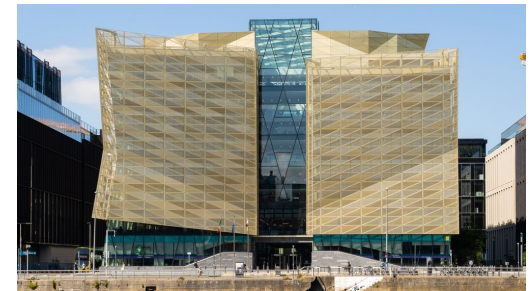
Community



Clients



Shareholders



Government & Regulators

THE FOUR PILLARS OF OUR CSR PROGRAMME

Our CSR Programme is based on four pillars:



PILLAR I: Supporting the Sustainable Development Goals (SDGs)



PILLAR II: Encouraging our Connection with Nature Through Biophilia



PILLAR III: A Better Place to Work



PILLAR IV: Giving Back to the Community

PILLAR I: THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)

Of the 17 SDGs, we supported 11 SDGs focusing on the following themes:



PILLAR I: THE SUSTAINABLE DEVELOPMENT GOALS INITIATIVES

In 2024, we worked with several Irish charities, including Basis Points, Focus Ireland, Irish Guide Dogs, and Pieta House. Through fundraising activities and direct engagement in charity work, our employees had the opportunity to contribute in meaningful ways to SDGs aimed at reducing inequalities, while deepening our connection to the communities we serve.



In our day-to-day operations, we also promoted SDGs focused on professional development and employee wellbeing (see our Pillar III initiatives for further detail). We continued to raise awareness of environmental and social issues where everyone has a role to play to encourage collective responsibility and meaningful action. In addition, supporting small businesses through our business activities remains one of our core commitments to fostering local economy resilience and inclusive growth.



Our internal policy framework further reinforces our contribution to the SDGs. Policies such as our Waste Management Policy, Diversity and Inclusion Policy, and Code of Conduct provide clear expectations and guidance for employees, enabling us to embed sustainable and responsible practices across the organisation.



We continued to support climate-related goals through the purchase of carbon credits in 2024. The nature of the underlying projects meant that our contributions extended beyond climate action to additional SDGs, including Access to Clean Water and Life on Land, reflecting the broader environmental and social co-benefits associated with these initiatives.

PILLAR II: BIOPHILIA

Encouraging our connection with nature through Biophilia:

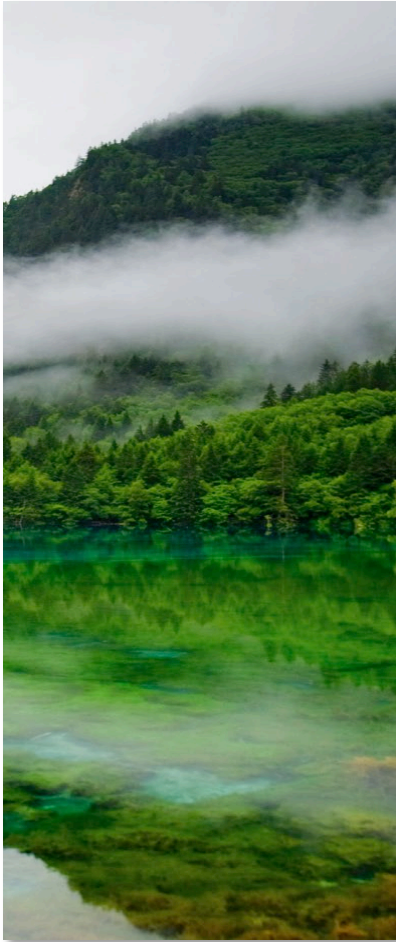
- There is an instinctive bond between human beings and other living systems.
- The benefits of Biophilia are scientifically recognised. Amongst these are lowering blood pressure and reducing levels of cortisol, the hormone released when we're stressed.
- Plants also help cleanse the air of indoor pollutants that we're all exposed to on a daily basis.

Initiatives:

- ✓ This year, we increased the number of indoor and outdoor terrace plants.
- ✓ Waste Management: There are designated bins for recycling, glass, compost and general waste in the office.
- ✓ We continued to measure our carbon emissions: Emissions from our building have been offset through carbon credits since 2020.



PILLAR II: BIOPHILIA



Offsetting Emissions from our Operations

- We do this through the purchase of carbon credits from Vita Impact Ireland. Vita is an Irish development partner who has supported African farmers and communities for 35 years, delivering solutions in food, forestry, water and clean energy in East Africa, building sustainable livelihoods.
- In 2024, we supported the Vita Eritrea project helping repair water points and bringing clean water to communities in East Africa.
- Across rural Ethiopia and Eritrea, many essential community water points have broken down, forcing families to rely on contaminated sources—often several arduous hours walk away. Water must be boiled over open fires to make it safe, putting immense pressure on already depleted forests stripped for firewood and contributing significantly to carbon emissions.
- Girls often miss school to fetch water. Women lose time for income, leadership, or rest. Families burn firewood to make water safe—further damaging their health through household air pollution and accelerating deforestation.

PILLAR II: BIOPHILIA

Vita's Water Programme impact metrics are summarised below:

Water Programme Impact – Total Impact Until June 2025



235,000 People with access to clean water



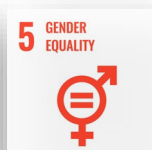
250 Million litres of water provided



721 Waterpoints repaired



7 SDG's:



PILLAR III: BETTER PLACE TO WORK

WISE & WELL IN CANTOR



Build a better place to work an initiative under the banner [Wise and Well in Cantor](#) in which together we with focus on a number of different areas, to help improve staff working day and encourage staff to take ownership of their own health.

This initiative run over 12 months and focuses on the following areas:

Mindfulness

Mental Health

The feeling of [belonging](#)

[Collaborative](#) work culture

[Purpose](#) - goal setting

[Accountability](#) through actions and decisions

[Generosity](#)

[Gratitude](#)



BETTER PLACE TO WORK INITIATIVES

Month Topics / Events

January New Year motivational webinar
Remote Gym: Fitness programme
Health Series: Alcohol Awareness

February Children's Mental Health
Health Series: Smoking and Vaping

March International Women's Day (8 March)
World Sleep Day
Health Series: Cervical Cancer Awareness

April Workplace Wellbeing Day (26 April)
World Health Day (7 April)

May Mental Health Awareness (month of May)
Your Health Series: Skin Cancer Awareness
Health Series: Asthma Awareness

June PRIDE: Celebrating Individuality (29 June)
World Environment Day (5 June)

July Avoiding burnout and making the most of your holidays

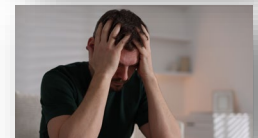
Aug Pet Day: Supporting you and your 4-legged friend

Sept World Heart Day (29 Sept)
Financial Wellness
Health Series: Migraines

Oct World Mental Health Day (10 Oct)
Remote Gym: Calm programme
Health Series: Menopause

Nov International Men's Day (19 Nov)
Health Series: Testicular Cancer Awareness
Health Series: Fertility

Dec International Day of Disabilities (3 Dec)
Living with loss through the holidays



PILLAR IV: GIVING BACK TO THE COMMUNITY

2024 Total Raised for charities:

€19,563



CHARITY DONATIONS



CSR IS IN THE FABRIC OF EVERYTHING WE DO...



“ Our vision is to be a leader and model for excellence in financial services while building a community that values and respects people and the environment.