
LANE CLARK & PEACOCK IRELAND LIMITED

DIRECTORS' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

LANE CLARK & PEACOCK IRELAND LIMITED

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LANE CLARK & PEACOCK IRELAND LIMITED

COMPANY INFORMATION

| | |
|------------------------------|---|
| Directors | Conor Daly Martin Haugh Paul Marsland (United Kingdom) Shaun Paul Southern (resigned 1 April 2025) Nicholas Alan Clark (appointed 1 April 2025) |
| Company secretary | John Lynch |
| Registered number | 337796 |
| Registered office | Office 2 Grand Canal Wharf South Dock Road Dublin 4 |
| Independent auditors | S&W Partners Audit (Ireland) Limited Chartered Accountants Paramount Court Corrig Road Sandyford Business Park Dublin 18 |
| Solicitors | Donal O'Kelly & Company Solicitors 1 Grand Canal Wharf South Dock Road Dublin 4 |
| Bankers | Allied Irish Bank PLC Tralee Co. Kerry AIB Global Treasury Tara Street Dublin 2 |
| Date of incorporation | 24 January 2001 |

LANE CLARK & PEACOCK IRELAND LIMITED

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2025

The directors present their report and the audited financial statements of Lane Clark & Peacock Ireland Limited (the 'company') for the year ended 31 March 2025.

Principal activities

The principal activity of the company are the provision of actuarial consulting services to insurance and pension funds, together with independent advice to private individuals and companies.

Review of business and future developments

Both the level of business and the year end financial position of the company were satisfactory and the directors expect that they will maintain the present level of activity for the following 12 months.

Results and dividends

The profit for the year, after taxation, amounted to €2,322,846 (2024:€2,109,453).

The directors paid a dividend of €2,109,452 during the year (2024: €1,735,221) and they do not recommend payment of a final dividend.

Directors, secretary and their interests

In accordance with Section 329 of the Companies Act 2014, the beneficial shareholdings of the directors and company secretary and the movements thereon during the year ended 31 March 2025 were as follows:

| | "A" Ordinary shares of €1.27 each | | Ordinary shares of €1.27 each | |
|---------------------|--------------------------------------|-----------|----------------------------------|-----------|
| | 31 Mar '25 | 1 Apr '24 | 31 Mar '25 | 1 Apr '24 |
| Directors | | | | |
| Conor Daly | - | - | - | - |
| Martin Haugh | - | - | - | - |
| Paul Marsland | - | - | - | - |
| Shaun Paul Southern | - | - | - | - |
| Secretary | | | | |
| John Lynch | - | - | - | - |

LANE CLARK & PEACOCK IRELAND LIMITED

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

The company is a 100% subsidiary of Lane Clark & Peacock Ireland Holdings Limited. In accordance with Section 329 of the Companies Act 2014, the beneficial shareholdings of the directors and company secretary and the movements thereon during the year ended 31 March 2025 were as follows:

| | Ordinary shares of €1 each | |
|---------------------|----------------------------|-----------|
| | 31 Mar '25 | 1 Apr '24 |
| Directors | | |
| Conor Daly | 186 | 193 |
| Martin Haugh | 186 | 192 |
| Paul Marsland | - | - |
| Shaun Paul Southern | - | - |
| Secretary | | |
| John Lynch | 186 | 193 |

There were no changes in shareholdings between 31 March 2025 and the date of signing the financial statements. All shares were beneficially held.

The company considers its ultimate parent undertaking to be Lane Clark & Peacock LLP, a United Kingdom registered limited liability partnership.

Political donations

The company made no political donations during the year, as defined by the Electoral Act 1997.

Principal risks and uncertainties

The directors consider that the following are the principal risk factors that could materially and adversely affect the company's future operational profits or financial position:

Economic risk

The company has consistently generated sufficient revenues to cover operating costs and discharge liabilities as they fall due. The existing system of budgeting and periodic reporting ensures that economic risk is low and well monitored. These risks are managed through carefully considering the interest rate environment and exercising stringent cost controls.

Market risk

The directors manage market risk by due consideration to the pension market as it pertains to its activities. The company is not exposed significantly to interest rate risk. The exposure to commodity risk is considered very low as the company does not have significant energy costs. Credit or finance risk is low and closely monitored with an emphasis on fee income being collected as it falls due.

Financial risk

The company has a low level of debt financing and, given its present structure, the potential for financial risk is very low.

Accounting records

The measures taken by the directors to ensure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records, are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The company's accounting records are maintained at the company's registered office at Office 2, Grand Canal Wharf, South Dock Road, Dublin 4.

**DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025**

Statement on relevant audit information

Each of the persons who are directors at the time when this Directors' Report is approved has confirmed that:

- so far as the director is aware, there is no relevant audit information of which the company's auditors are unaware, and
- the director has taken all the steps that ought to have been taken as a director in order to be aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Post balance sheet events

There have been no significant events affecting the company since the year end, which would require disclosure in the financial statements.

Auditors

The auditors, S&W Partners Audit (Ireland) Limited, have indicated their willingness to continue in office in accordance with section 383(2) of the Companies Act 2014.

This report was approved by the board and signed on its behalf.

Conor Daly

[Conor Daly \(Dec 23, 2025 09:18:34 GMT\)](#)

Conor Daly
Director

Date: 19 December 2025

Martin Haugh

[Martin Haugh \(Dec 23, 2025 09:31:24 GMT\)](#)

Martin Haugh
Director

Date: 19 December 2025

**DIRECTORS' RESPONSIBILITIES STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025**

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with Irish law and regulations.

Irish company law requires the directors to prepare the financial statements for each financial year. Under the law, the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', applying Section 1A of that Standard, issued by the Financial Reporting Council.

Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date, of the profit or loss for that financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies for the company's financial statements and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and profit or loss of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation in the Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

On behalf of the board

Conor Daly

[Conor Daly \(Dec 23, 2025 09:18:34 GMT\)](#)

Conor Daly
Director

Date: 19 December 2025

Martin Haugh

[Martin Haugh \(Dec 23, 2025 09:31:24 GMT\)](#)

Martin Haugh
Director

Date: 19 December 2025

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LANE CLARK & PEACOCK IRELAND LIMITED

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Lane Clark & Peacock Ireland Limited (the 'company') for the year ended 31 March 2025, which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Changes in Equity, the Statement of Cash Flows, and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is Irish law and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council.

In our opinion, the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 March 2025 and of its profit for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The directors are responsible for the other information. The other information comprises the information included in the Directors' Report and financial statements, other than the financial statements and our auditors' Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our Report, we do not express any form of assurance conclusion thereon.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LANE CLARK & PEACOCK IRELAND LIMITED (CONTINUED)

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that, in our opinion:

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements;
- the Directors' Report has been prepared in accordance with applicable legal requirements.
- we have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit; and
- accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Report.

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by section 305 to 312 of the Act are not made. We have nothing to report in this regard.

Respective responsibilities and restrictions on use

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LANE CLARK & PEACOCK IRELAND LIMITED (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) 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.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: <https://iaasa.ie/publications/description-of-the-auditors-responsibilities-for-the-audit-of-the-financial-statements/>. This description forms part of our Auditors' Report.

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



John O'Callaghan

for and on behalf of
S&W Partners Audit (Ireland) Limited

Chartered Accountants
Paramount Court
Corrig Road
Sandyford Business Park
Dublin 18

19 December 2025

LANE CLARK & PEACOCK IRELAND LIMITED

**STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 MARCH 2025**

| | Note | 2025 € | 2024 € |
|--|------|--------------------|--------------------|
| Turnover | 3 | 9,364,331 | 8,498,489 |
| Gross profit | | 9,364,331 | 8,498,489 |
| Administrative expenses | | (6,701,181) | (6,070,487) |
| Operating profit | 4 | 2,663,150 | 2,428,002 |
| Other interest receivable and similar income | | 501 | 22 |
| Interest payable and similar charges | | (14,930) | (12,601) |
| Profit before taxation | | 2,648,721 | 2,415,423 |
| Tax on profit | 9 | (325,875) | (305,970) |
| Profit for the financial year | | 2,322,846 | 2,109,453 |
| Other comprehensive income | | | |
| Total comprehensive income for the financial year | | 2,322,846 | 2,109,453 |

All amounts relate to continuing operations.

There were no recognised gains and losses for 2025 or 2024 other than those included in the statement of comprehensive income.

The notes on pages 12 to 25 form part of these financial statements.

LANE CLARK & PEACOCK IRELAND LIMITED

**STATEMENT OF FINANCIAL POSITION
AS AT 31 MARCH 2025**

| | Note | 2025 € | 2024 € |
|---|------|--------------------|-------------|
| Fixed assets | | | |
| Tangible assets | 11 | 60,568 | 80,892 |
| | | 60,568 | 80,892 |
| Current assets | | | |
| Debtors: amounts falling due within one year | 12 | 4,525,097 | 4,766,437 |
| Cash and cash equivalents | 13 | 2,422,378 | 1,189,400 |
| | | 6,947,475 | 5,955,837 |
| Creditors: amounts falling due within one year | 14 | (3,922,422) | (3,164,502) |
| Net current assets | | 3,025,053 | 2,791,335 |
| Total assets less current liabilities | | 3,085,621 | 2,872,227 |
| Creditors: amounts falling due after more than one year | 15 | (255,000) | (255,000) |
| Net assets | | 2,830,621 | 2,617,227 |
| Capital and reserves | | | |
| Called up share capital presented as equity | | 8 | 8 |
| Retained earnings | 20 | 2,830,613 | 2,617,219 |
| Shareholders' funds | | 2,830,621 | 2,617,227 |

The financial statements were approved and authorised for issue by the board:

Conor Daly
Conor Daly (Dec 23, 2025 09:18:34 GMT)

Conor Daly
Director

Date: 19 December 2025

Martin Haugh
Martin Haugh (Dec 23, 2025 09:31:24 GMT)

Martin Haugh
Director

Date: 19 December 2025

The notes on pages 12 to 25 form part of these financial statements.

LANE CLARK & PEACOCK IRELAND LIMITED

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 MARCH 2025**

| | Called up share capital | Retained earnings | Total equity |
|--|----------------------------|----------------------|------------------|
| | € | € | € |
| At 1 April 2024 | 8 | 2,617,219 | 2,617,227 |
| Comprehensive income for the year | | | |
| Profit for the year | - | 2,322,846 | 2,322,846 |
| Other comprehensive income | - | - | - |
| | - | 2,322,846 | 2,322,846 |
| Dividends paid | - | (2,109,452) | (2,109,452) |
| At 31 March 2025 | 8 | 2,830,613 | 2,830,621 |

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 MARCH 2024**

| | Called up share capital | Retained earnings | Total equity |
|--|----------------------------|----------------------|------------------|
| | € | € | € |
| At 1 April 2023 | 8 | 2,242,987 | 2,242,995 |
| Comprehensive income for the year | | | |
| Profit for the year | - | 2,109,453 | 2,109,453 |
| Other comprehensive income | - | - | - |
| | - | 2,109,453 | 2,109,453 |
| Dividends paid | - | (1,735,221) | (1,735,221) |
| At 31 March 2024 | 8 | 2,617,219 | 2,617,227 |

The notes on pages 12 to 25 form part of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

1. General information

Lane Clark & Peacock Ireland Limited is a private company limited by shares, registered under Part 2 of the Companies Act 2014, incorporated in the Republic of Ireland on 24 January 2001. The company's registered office and its principal place of business is at Office 2, Grand Canal Wharf, South Dock Road, Dublin 4.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland and Irish statute comprising of the Companies Act 2014.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in applying the company's accounting policies.

The following principal accounting policies have been applied:

2.2 Foreign currency translation

Functional and presentation currency

The company's functional and presentational currency is Euro.

Transactions and balances

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions.

At each period end foreign currency monetary items are translated using the closing rate. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

Foreign exchange gains and losses resulting from the settlement of transactions and from the translation at period-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in profit or loss except when deferred in other comprehensive income as qualifying cash flow hedges.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

2. Accounting policies (continued)

2.3 Revenue

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the company and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes. The following criteria must also be met before revenue is recognised:

Rendering of services

Revenue from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of revenue can be measured reliably;
- it is probable that the company will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

Revenue represents amounts receivable from clients for professional services provided during the financial year. Revenue is measured at the fair value of consideration received, or receivable, including recoverable expenses and disbursements on client assignments, but excluding value added tax. Services provided to clients, which, at the balance sheet date have not been billed to clients are recognised as revenue.

Revenue is recognised by reference to the stage of completion of the contract determined by the value of the engagement. Revenue is only recognised where the company has a contractual right to receive consideration for work undertaken and the amount can be reliably measured and it is probable that future economic benefits will flow.

Generally, no revenue is recognised on contingent engagements until the contingent event crystallises. Provisions is made against unbilled amounts on those engagements where the right to receive payment is constringing on factors outside the control of the company.

Unbilled revenue is included in client and others receivables. Where individual on-account billings exceed revenue on client assignments, the excess is classified as progress billings do client work within trade and others payables.

2.4 Pensions

Defined contribution pension plan

The company operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payment obligations.

The contributions are recognised as an expense in profit or loss when they fall due. Amounts not paid are shown in accruals as a liability in the Statement of Financial Position. The assets of the plan are held separately from the company in independently administered funds.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

2. Accounting policies (continued)

2.5 Operating leases: the company as lessee

Rentals paid under operating leases are charged to profit or loss on a straight-line basis over the lease term.

Benefits received and receivable as an incentive to sign an operating lease are recognised on a straight-line basis over the lease term, unless another systematic basis is representative of the time pattern of the lessee's benefit from the use of the leased asset.

2.6 Interest income

Interest income is recognised in profit or loss using the effective interest method.

2.7 Finance costs

Finance costs are charged to profit or loss over the term of the debt using the effective interest method so that the amount charged is at a constant rate on the carrying amount. Issue costs are initially recognised as a reduction in the proceeds of the associated capital instrument.

2.8 Taxation

Tax is recognised in profit or loss except that a charge attributable to an item of income and expense recognised as other comprehensive income or to an item recognised directly in equity is also recognised in other comprehensive income or directly in equity respectively.

The current income tax charge is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the reporting date in the countries where the company operates and generates income.

2.9 Tangible fixed assets

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

| | |
|------------------------|------------------------------|
| Fixtures and fittings | - 12.5% |
| Office equipment | - 12.5% |
| Computer equipment | - 33.3% |
| Leasehold improvements | - Over the life of the lease |

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in profit or loss.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

2. Accounting policies (continued)

2.10 Debtors

Short-term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

2.11 Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

2.12 Creditors

Short-term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

2.13 Financial instruments

The company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in non-puttable ordinary shares.

Debt instruments (other than those wholly repayable or receivable within one year), including loans and other accounts receivable and payable, are initially measured at present value of the future cash flows and subsequently at amortised cost using the effective interest method. Debt instruments that are payable or receivable within one year, typically trade debtors and creditors, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration expected to be paid or received. However, if the arrangements of a short-term instrument constitute a financing transaction, like the payment of a trade debt deferred beyond normal business terms or financed at a rate of interest that is not a market rate or in the case of an out-right short-term loan not at market rate, the financial asset or liability is measured, initially, at the present value of the future cash flow discounted at a market rate of interest for a similar debt instrument and subsequently at amortised cost.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the Statement of Comprehensive Income. For financial assets measured at amortised cost, the impairment loss is measured as the difference between an asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If a financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between an asset's carrying amount and best estimate of the recoverable amount, which is an approximation of the amount that the company would receive for the asset if it were to be sold at the reporting date.

Financial assets and liabilities are offset and the net amount reported in the Statement of Financial Position when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

2. Accounting policies (continued)

2.14 Provisions

Provisions are made where an event has taken place that gives the company a legal or constructive obligation that probably requires settlement by a transfer of economic benefit, and a reliable estimate can be made of the obligation.

Provisions are charged as an expense to the Statement of Comprehensive Income in the year that the company becomes aware of the obligation, and are measured at the best estimate at the reporting date of the expenditure required to settle the obligation, taking into account relevant risks are uncertainties.

When payments are eventually made they are charged to the provision carried in the Statement of Financial Position.

2.15 Share capital

Incremental costs directly attributable to the issue of ordinary shares and share options are recognised as a reduction in equity.

2.16 Dividends

Equity dividends are recognised when they become legally payable. Interim equity dividends are recognised when paid. Final equity dividends are recognised when approved by the shareholders at an annual general meeting.

2.17 Critical judgments and estimates

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the amounts reported for assets and liabilities as at the reporting date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates.

The significant area of judgement is as below:

Unbilled Revenue

Unbilled revenue is stated at the lower of cost and net realisable value less progress payments received and receivable. Foreseeable losses arising on jobs are provided against in full.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

3. Turnover

An analysis of turnover by class of business is as follows:

| | 2025 € | 2024 € |
|-------------------------|------------------|------------------|
| Actuarial consultancy | 9,405,439 | 8,629,018 |
| Commissions receivable | 429,119 | 373,987 |
| Disbursements - LCP LLP | (470,227) | (504,516) |
| | 9,364,331 | 8,498,489 |
| | 9,364,331 | 8,498,489 |

Analysis of turnover by country of destination:

| | 2025 € | 2024 € |
|---------------------|------------------|------------------|
| Republic of Ireland | 9,364,331 | 8,498,489 |
| | 9,364,331 | 8,498,489 |
| | 9,364,331 | 8,498,489 |

4. Profit on ordinary activities before taxation

The operating profit is stated after charging:

| | 2025 € | 2024 € |
|---------------------------------------|----------------|----------------|
| Depreciation of tangible fixed assets | 51,677 | 39,803 |
| Exchange differences | 4,616 | 9,513 |
| Defined contribution pension cost | 356,147 | 375,115 |
| | 356,147 | 375,115 |
| | 356,147 | 375,115 |

5. Appropriation of Profit

| | 2025 € | 2024 € |
|---|------------------|------------------|
| Profit and loss account brought forward at the beginning of the year | 2,617,219 | 2,242,987 |
| Dividends paid in the year | (2,109,452) | (1,735,221) |
| Profit for the year | 2,322,846 | 2,109,453 |
| | 2,322,846 | 2,109,453 |
| Profit and loss account carried forward at the end of the year | 2,830,613 | 2,617,219 |
| | 2,830,613 | 2,617,219 |

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

6. Employees

Staff costs, including directors' remuneration, were as follows:

| | 2025 | 2024 |
|-------------------------------------|------------------|-------------|
| | € | € |
| Wages and salaries | 5,196,670 | 4,557,547 |
| Social insurance costs | 296,534 | 249,012 |
| Cost of defined contribution scheme | 356,147 | 375,115 |
| | 5,849,351 | 5,181,674 |
| | 5,849,351 | 5,181,674 |

The average monthly number of employees, including the directors, during the year was as follows:

| | 2025 | 2024 |
|------------------------------------|-------------|-------------|
| | No. | No. |
| Directors | 3 | 3 |
| Administration and technical staff | 43 | 37 |
| | 46 | 40 |
| | 46 | 40 |

No employee costs have been capitalised during the year (2024: €Nil).

7. Retirement benefit

The company operates a defined contribution pension on behalf of employees. Contributions are charged to the Statement of Comprehensive Income in the period in which they fall due. The assets of the scheme are held separately from those of the company in an independently administered fund. The retirement benefit cost charge represents contributions payable by the company to the fund, and amounted to €356,148 (2024: €375,115).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

8. Directors' remuneration and key management compensation

Key management includes persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity. The compensation paid or payable to key management for employee services is shown below:

| | 2025 | 2024 |
|---|-------------------------|------------------|
| | € | € |
| Directors' emoluments | 1,187,724 | 1,197,642 |
| Company contributions to defined contribution pension schemes | 48,000 | 33,000 |
| | <u>1,235,724</u> | <u>1,230,642</u> |

During the year retirement benefits were accruing to 2 directors (2024: 2) in respect of defined contribution pension schemes.

There were no payments to any third party for their services as directors of the company during the year (2024: €Nil).

9. Taxation

| | 2025 | 2024 |
|--|-----------------------|----------------|
| | € | € |
| Corporation tax | | |
| Current tax on profits for the year | 325,875 | 305,970 |
| Total current tax | <u>325,875</u> | <u>305,970</u> |
| Taxation on profit on ordinary activities | <u>325,875</u> | <u>305,970</u> |

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

9. Taxation (continued)

Factors affecting tax charge for the year

The tax assessed for the year is higher than (2024: *higher than*) the standard rate of corporation tax in Ireland of 12.5% (2024: 12.5%). The differences are explained below:

| | 2025 € | 2024 € |
|--|-----------------------|-----------------------|
| Profit on ordinary activities before tax | <u>2,648,721</u> | <u>2,415,423</u> |
| Profit on ordinary activities multiplied by standard rate of corporation tax in Ireland of 12.5% (2024: 12.5%) | 331,090 | 301,928 |
| Effects of: | | |
| Other Adjustments | <u>(5,215)</u> | <u>4,042</u> |
| Total tax charge for the year | <u>325,875</u> | <u>305,970</u> |

10. Dividends

| | 2025 € | 2024 € |
|----------------|-------------------------|-------------------------|
| Dividends paid | <u>2,109,452</u> | <u>1,735,221</u> |
| | <u>2,109,452</u> | <u>1,735,221</u> |

The related dividend per share at 31 March 2025 amount to €351,575 (2024: €289,204).

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

11. Tangible fixed assets

| | Fixtures and fittings € | Office equipment € | Computer equipment € | Leasehold improvements € | Total € |
|-------------------------------------|-------------------------------|--------------------------|----------------------------|--------------------------------|----------------|
| Cost or valuation | | | | | |
| At 1 April 2024 | 4,865 | 82,195 | 160,882 | 93,148 | 341,090 |
| Additions | - | 4,200 | 27,153 | - | 31,353 |
| At 31 March 2025 | <u>4,865</u> | <u>86,395</u> | <u>188,035</u> | <u>93,148</u> | <u>372,443</u> |
| Depreciation | | | | | |
| At 1 April 2024 | 4,865 | 53,574 | 108,611 | 93,148 | 260,198 |
| Charge for the year on owned assets | - | 6,266 | 45,411 | - | 51,677 |
| At 31 March 2025 | <u>4,865</u> | <u>59,840</u> | <u>154,022</u> | <u>93,148</u> | <u>311,875</u> |
| Net book value | | | | | |
| At 31 March 2025 | <u>-</u> | <u>26,555</u> | <u>34,013</u> | <u>-</u> | <u>60,568</u> |
| At 31 March 2024 | <u>-</u> | <u>28,621</u> | <u>52,271</u> | <u>-</u> | <u>80,892</u> |

12. Debtors: amounts falling due within one year

| | 2025 € | 2024 € |
|------------------------------------|------------------|------------------|
| Trade debtors | 2,703,446 | 2,702,411 |
| Amounts owed by group undertakings | 496,106 | 642,579 |
| Other debtors | 27,032 | 33,232 |
| Corporation tax repayable | 191,930 | 201,350 |
| Prepayments | 86,675 | 79,910 |
| Unbilled revenue | 1,019,908 | 1,106,955 |
| | <u>4,525,097</u> | <u>4,766,437</u> |

Amounts owed by group undertakings are unsecured, interest free and repayable on demand.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

13. Cash and cash equivalents

| | 2025 | 2024 |
|--------------|------------------|-------------|
| | € | € |
| Cash at bank | 2,422,378 | 1,189,400 |

14. Creditors: amounts falling due within one year

| | 2025 | 2024 |
|------------------------------------|------------------|-------------|
| | € | € |
| Trade creditors | 21,123 | 54,440 |
| Amounts owed to group undertakings | 870,567 | 546,323 |
| Taxation and social insurance | 783,424 | 444,581 |
| Other creditors | 118,586 | 59,673 |
| Accruals | 2,117,322 | 1,969,519 |
| Deferred income | 11,400 | 89,966 |
| | 3,922,422 | 3,164,502 |

Amounts owed to group undertakings are unsecured, interest free and repayable on demand.

15. Creditors: amounts falling due after more than one year

| | 2025 | 2024 |
|------------------------------------|----------------|-------------|
| | € | € |
| Amounts owed to group undertakings | 255,000 | 255,000 |

Amounts owed to group undertakings are unsecured and interest bearing of 2% + EURIBOR.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

16. Financial instruments

| | 2025 € | 2024 € |
|---|---------------------------|------------------|
| Financial assets | | |
| Financial assets measured at fair value through profit or loss | 1,106,583 | 1,189,400 |
| Financial assets that are debt instruments measured at amortised cost | 3,226,584 | 3,378,508 |
| | <u>4,333,167</u> | <u>4,567,908</u> |
| Financial liabilities | | |
| Financial liabilities measured at amortised cost | <u>(1,292,503)</u> | <u>647,835</u> |

Financial assets measured at fair value through profit or loss comprise of cash at bank.

Financial assets that are debt instruments measured at amortised cost comprise of trade debtors, amounts owed by group undertakings and other debtors.

Financial liabilities measured at amortised cost comprise of trade creditors, amounts owed to group undertakings and other creditors.

17. Related party transactions

Lane Clark & Peacock Ireland Holdings Limited

The company's immediate parent undertaking is Lane Clark & Peacock Ireland Holdings Limited. Included in debtors falling due within one year are amounts of €496,106 (2024: €642,579) owed by Lane Clark & Peacock Ireland Holdings Limited to the company. This balance is interest free and repayable on demand.

Lane Clark & Peacock LLP

The company's ultimate parent undertaking is Lane Clark & Peacock LLP, which holds 51% of Lane Clark and Peacock Ireland Holdings Limited, the company's immediate parent undertaking. The related parties transactions between the company and Lane Clark & Peacock LLP are shown below:

Included in creditors falling due within one year are amounts of €846,243 (2024: €497,063) owed to Lane Clark & Peacock LLP. This balance is interest free and repayable on demand.

Included in creditors due more than one year are amounts of €255,000 (2024: €255,000) owed to Lane Clark & Peacock LLP. This loan balance is bearing up to 2% + EURIBOR.

Lane Clark & Peacock Trustee Services Limited

Lane Clark & Peacock Trustee Services Limited is related to the company by way of having the same immediate parent undertaking, Lane Clark & Peacock Ireland Holdings Limited. Included in creditors falling due within one year are amounts of €24,324 (2024: €49,260) owed to Lane Clark & Peacock Trustee Services Limited. This balance is interest free and repayable on demand.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

18. Analysis of net debt

| | At 1 April 2024 € | Cash flows € | At 31 March 2025 € |
|--------------|-------------------------|------------------|--------------------------|
| Cash at bank | 1,189,400 | 1,232,978 | 2,422,378 |
| | <u>1,189,400</u> | <u>1,232,978</u> | <u>2,422,378</u> |

19. Share capital

| | 2025 € | 2024 € |
|---|----------------|----------------|
| Authorised | | |
| 99,999 Ordinary shares of €1.27 each | 126,999 | 126,999 |
| 1 A Ordinary shares of €1.27 | 1 | 1 |
| | <u>127,000</u> | <u>127,000</u> |
| Allotted, called up and fully paid | | |
| 5 Ordinary shares of €1.27 each | 7 | 7 |
| 1 A Ordinary shares of €1.27 | 1 | 1 |
| | <u>8</u> | <u>8</u> |

20. Reserves

Retained earnings

This reserve relates to the cumulative retained earnings less amounts distributed to shareholders.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

21. Commitments under operating leases

At 31 March 2025 the company had future minimum lease payments due under non-cancellable operating leases for each of the following periods:

| | 2025 | <i>2024</i> |
|--|-----------------------|-----------------------|
| | € | € |
| Not later than 1 year | 95,000 | <i>97,400</i> |
| Later than 1 year and not later than 5 years | 150,417 | <i>245,417</i> |
| | <u>245,417</u> | <u><i>342,817</i></u> |

22. Controlling party and ultimate parent undertaking

The company regards Lane Clark & Peacock Ireland Holdings Limited as its immediate parent undertaking.

The company considers its ultimate parent undertaking to be Lane Clark & Peacock LLP, a United Kingdom registered limited liability partnership.

23. Post balance sheet events

There have been no significant events affecting the company since the year end, which require disclosure in the financial statements.

24. Approval of financial statements

The board of directors approved these financial statements for issue on 19 December 2025