CAIRDE

Annual Report and Financial Statements

for the financial year ended 31 December 2025

CAIRDE
CONTENTS

	Page
Directors and Other Information	3
Directors' Report	4 - 6
Directors' Responsibilities Statement	7
Independent Auditor's Report	8 - 9
Appendix to the Independent Auditor's Report	10
Income and Expenditure Account	11
Balance Sheet	12
Reconciliation of Members' Funds	13
Cash Flow Statement	14
Notes to the Financial Statements	15 - 28
Supplementary Information on Income and Expenditure Account by Cost Centre	30 - 31

CAIRDE
DIRECTORS AND OTHER INFORMATION

Directors	Paul Reville Anne Cody (Resigned 10 April 2025) Paula Quirke Sandra Okome Violeta Mooney Magdalena Carrara (Appointed 29 May 2025) Aine Mary Lambe (Appointed 29 May 2025) Michael Gibbons (Appointed 29 May 2025) Deirdre Mary Casey (Appointed 29 May 2025)
Company Secretary	Tonya Myles
Company Number	157504
Charity Number	9778
Registered Office and Business Address	19 Belvedere Place Dublin 1
Auditors	Donal Ryan & Associates Chartered Certified Accountant and Statutory Auditor 34 Manor Street Dublin 7 D07 FX33 Co. Dublin Republic of Ireland
Bankers	AIB Bank plc Capel Street Dublin 1
Solicitors	Killeen & Co. Solicitors 14 Mountjoy Square Dublin 1

CAIRDE
DIRECTORS' REPORT
for the financial year ended 31 December 2025

The directors present their report and the audited financial statements for the financial year ended 31 December 2025.

Principal Activity and Review of the Business
Cáirde is a non-government organisation working to reduce health inequalities amongst ethnic minorities. Cáirde is committed to supporting the participation of communities to enhance their own health. Cáirde's objective is to build the capacity of minority ethnic groups to

(a) identify their own needs and develop an awareness of the policy context within which services are planned and delivered and
(b) engage with statutory service providers and planners so that genuine process' of consultation and participation are initiated between ethnic minorities and the policy system.

Cáirde works through a community development approach, a process by which a community defines its own needs to bring about change.

The Company is limited by guarantee not having a share capital.

There has been no significant change in these activities during the financial year ended 31 December 2025.

Principal Risks and Uncertainties
The Directors have identified that the key risks and uncertainties the company faces relate to the risk of a decrease in the level of funding and the potential increase in compliance requirements in accordance with company, health and safety, taxation and other legislation.

The costs of running the company are consistent with prior years and are expected to remain constant in the future therefore the Directors do not foresee any risks or uncertainties in this regard.

The company mitigates these risks as follows:
- The company continually monitors the level of activity, prepares and monitors its budgets targets and projections. The company has a policy of maintaining adequate cash reserves;
- The company closely monitors emerging changes to regulations and legislation on an ongoing basis; Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors.

Financial Results
The surplus for the financial year after providing for depreciation amounted to €65,265 (2024 - €82,535).

At the end of the financial year, the company has assets of €902,863 (2024 - €718,189) and liabilities of €567,274 (2024 - €447,865). The net assets of the company have increased by €65,265.

Directors and Secretary
The directors who served throughout the financial year, except as noted, were as follows:

Paul Reville
Anne Cody (Resigned 10 April 2025)
Paula Quirke
Sandra Okome
Violeta Mooney
Magdalena Carrara (Appointed 29 May 2025)
Aine Mary Lambe (Appointed 29 May 2025)
Michael Gibbons (Appointed 29 May 2025)
Deirdre Mary Casey (Appointed 29 May 2025)

The secretary who served throughout the financial year was Tonya Myles.

In accordance with the Constitution, the directors retire by rotation and, being eligible, offer themselves for re-election.

Future Developments
The directors are not expecting to make any significant changes in the nature of the business in the near future.

Post Balance Sheet Events
There have been no significant events affecting the Charity since the financial year-end.

CAIRDE
DIRECTORS' REPORT
for the financial year ended 31 December 2025

Auditors
The auditors, Donal Ryan & Associates, (Chartered Certified Accountant), continue in office in accordance with section 383(2) of the Companies Act 2014.

Structure and Governance
The organisation is a charitable company limited by guarantee, incorporated on 10 April 1990 under the Companies Acts, 1963 to 2009.. The company's constitution was updated in September 2015 following the enactment of the Companies Act 2014. The company does not have a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding one pound (€1.27).

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association and managed by a Board of Directors.

Principal Risks and Uncertainties
The Directors have identified that the key risks and uncertainties the company faces relate to the risk of a decrease in the level of funding and the potential increase in compliance requirements in accordance with company, health and safety, taxation and other legislation.

The costs of running the company are consistent with prior years and are expected to remain constant in the future therefore the Directors do not foresee any risks or uncertainties in this regard.

The company mitigates these risks as follows:
- The company continually monitors the level of activity, prepares and monitors its budgets targets and projections. The company has a policy of maintaining adequate cash reserves;
- The company closely monitors emerging changes to regulations and legislation on an ongoing basis;
Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors.

Reserve Policy
In line with best practice in accounting and reporting by charities, the board of directors have decided to state the charity's reserve policy within its annual report. The Board have examined the charity's requirements for reserves in light of the main risks to the organisation.

The board have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be at least two months of the budgeted expenditure. The reserves are needed to meet the working capital requirements of the charity, to deal with emergency expenditure and to fund the expansion of the charity's services going forward.

The board of directors are confident that at this level they will be able to continue the current activities of the charity in the event of a sudden drop in funding while allowing to raise other funding but not holding excessive reserves. The board have developed the reserves policy to assist in strategic planning, to inform a balanced budget and risk management process by identifying any uncertainty in future income streams.

Government Department Circulars
CAIRDE is compliant with relevant circulars including Circular: 44/2006 "Tax Clearance Procedures Grants, subsidies and Similar Type Payments" and DPE 022/05/2013 Circular: 13/2014 'Management of and Accountability for Grants from Exchequer Funds'.

Statement on Relevant Audit Information
In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

Compliance Statement
The directors are responsible for securing the company's compliance with its relevant obligations (compliance with both company and tax law) and with respect to each of the following three items, we confirm that it has/has not been done. We confirm:"

- the existence of a compliance policy statement;
- appropriate arrangements or structures put in place to secure material compliance with the company's relevant obligations;
- a review of such arrangements and structures has taken place during the financial year

CAIRDE
DIRECTORS' REPORT
for the financial year ended 31 December 2025

Accounting Records
To ensure that adequate accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at 19 Belvedere Place, Dublin 1.

Signed on behalf of the board

Paul Reville
Director

Aine Mary Lambe
Director

24 September 2026

CAIRDE
DIRECTORS' RESPONSIBILITIES STATEMENT
for the financial year ended 31 December 2025

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

Irish company law requires the directors to prepare financial statements for each financial year. Under that law, the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" 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 and of the surplus or deficit of the company for the 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 financial statements and then apply them consistently;
- make judgements 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 surplus or deficit 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 readily and properly 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.

Signed on behalf of the board

Paul Reville
Director

Aine Mary Lambe
Director

24 September 2026

INDEPENDENT AUDITOR'S REPORT
to the Members of CAIRDE

Report on the audit of the financial statements

Opinion
We have audited the financial statements of CAIRDE ('the company') for the financial year ended 31 December 2025 which comprise the Income and Expenditure Account, the Balance Sheet, the Reconciliation of Members' Funds, the Cash Flow Statement and the related notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued in the United Kingdom 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 December 2025 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 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 described below in the Auditor's 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 the Provisions Available for Audits of Small Entities, in the circumstances set out in note 4 to the financial statements, 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 annual report other than the financial statements and our Auditor's 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.

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 course of 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.

Opinions on other matters prescribed by the Companies Act 2014
In our opinion, based on the work undertaken in the course of the audit, we report that:
- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- 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.

In our opinion the 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.

INDEPENDENT AUDITOR'S REPORT
to the Members of CAIRDE

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 requirements of any of sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions are not complied with by the company. We have nothing to report in this regard.

Respective responsibilities

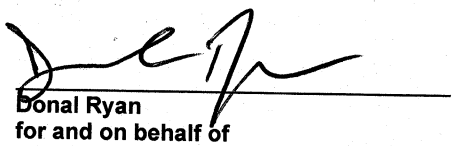
Responsibilities of directors for the financial statements
As explained more fully in the Directors' Responsibilities Statement set out on page 7, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they 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, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the company's financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's 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 contained in the appendix to this report, located at page 10, which is to be read as an integral part of our auditor's report.

The purpose of our audit work and to whom we owe our responsibilities
Our 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 Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume any 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.



Donal Ryan
for and on behalf of
DONAL RYAN & ASSOCIATES
Chartered Certified Accountant and Statutory Auditor
34 Manor Street
Dublin 7
D07 FX33
Co. Dublin
Republic of Ireland

24 September 2026

CAIRDE
APPENDIX TO THE INDEPENDENT AUDITOR'S REPORT

Further information regarding the scope of our responsibilities as auditor

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

CAIRDE
INCOME AND EXPENDITURE ACCOUNT
for the financial year ended 31 December 2025

	Notes	2025 €	2024 €
Income	5	**2,776,134**	2,396,454
Expenditure		**(2,710,970)**	(2,314,020)
Surplus before interest		**65,164**	82,434
Interest receivable and similar income		**101**	101
Surplus for the financial year		**65,265**	82,535
Total comprehensive income		**65,265**	82,535

Approved by the board on 24 September 2026 and signed on its behalf by:

Paul Reville
Director

Aine Mary Lambe
Director

CAIRDE
BALANCE SHEET
as at 31 December 2025

	Notes	2025 €	2024 €
Fixed Assets			
Tangible assets	10	**28,955**	27,041
Current Assets			
Debtors	11	**68,078**	320,644
Cash at bank and in hand		**805,830**	370,504
		873,908	691,148
Creditors: amounts falling due within one year	13	**(567,274)**	(447,865)
Net Current Assets		**306,634**	243,283
Total Assets less Current Liabilities		**335,589**	270,324
Reserves			
Income and expenditure account		**335,589**	270,324
Members' Funds		**335,589**	270,324

The financial statements have been prepared in accordance with the small companies' regime.

Approved by the board on 24 September 2026 and signed on its behalf by:

Paul Reville
Director

Aine Mary Lambe
Director

CAIRDE
RECONCILIATION OF MEMBERS' FUNDS
as at 31 December 2025

	Retained surplus	Total
	€	€
At 1 January 2024	187,789	187,789
Surplus for the financial year	82,535	82,535
At 31 December 2024	270,324	270,324
Surplus for the financial year	65,265	65,265
At 31 December 2025	**335,589**	**335,589**

CAIRDE
CASH FLOW STATEMENT
for the financial year ended 31 December 2025

	Notes	2025 €	2024 €
Cash flows from operating activities			
Surplus for the financial year		**65,265**	82,535
Adjustments for:			
Interest receivable and similar income		**(101)**	(101)
Depreciation		**6,221**	5,524
		71,385	87,958
Movements in working capital:			
Movement in debtors		**252,566**	(123,739)
Movement in creditors		**119,409**	2,886
Cash generated from/(used in) operations		**443,360**	(32,895)
Cash flows from investing activities			
Interest received		**101**	101
Payments to acquire tangible assets		**(8,135)**	-
Net cash (used in)/generated from investment activities		**(8,034)**	101
Net increase/(decrease) in cash and cash equivalents		**435,326**	(32,794)
Cash and cash equivalents at beginning of financial year		**370,504**	403,298
Cash and cash equivalents at end of financial year	**12**	**805,830**	370,504

CAIRDE
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

1. General Information

CAIRDE is a company limited by guarantee incorporated and registered in Ireland. The registered number of the company is 157504. The registered office of the company is 19 Belvedere Place, Dublin 1 which is also the principal place of business of the company. The nature of the company's operations and its principal activities are set out in the Directors' Report. The financial statements have been presented in Euro (€) which is also the functional currency of the company.

2. Summary of Significant Accounting Policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the company's financial statements.

Statement of compliance
The financial statements of the company for the financial year ended 31 December 2025 have been prepared on the going concern basis and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102).

Basis of preparation
The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention except for certain properties and financial instruments that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on the fair value of the consideration given in exchange for assets. The financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council.

The company qualifies as a small company as defined by section 280A of the Companies Act 2014 in respect of the financial year, and has applied the rules of the 'Small Companies Regime' in accordance with section 280C of the Companies Act 2014.

Income
Grant income is recognised when the related eligible expenditure has been incurred and there is reasonable assurance that the grant conditions have been met. Amounts received in advance are recognised as deferred income until the related expenditure is incurred.

Expenditure
Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- Expenditure comprises those costs incurred by the company in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Costs include governance costs associated with meeting the constitutional and statutory requirements of the company and include the audit fees and costs linked to the strategic management of the company

Fund Accounting
The following funds are operated by the Charity

- Restricted Funds
Restricted Funds, represent grants, donations and sponsorships received which can only be used for particular purposes specified by the donors or sponsorship programmes binding on the directors. Such purposes are within the overall aims of the company.

- Unrestricted Funds
General Funds represent amounts which are expendable at the discretion of Directors in furtherance of the objectives of the charity and which have not been designated for other purposes. Such funds may be held in order to finance working capital or capital expenditure.

- Designated Funds
Designated funds are unrestricted funds earmarked by the Management Committee for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

continued

Government grants
Grant income from Public Sector Bodies/Government Agencies and other sundry sources are either credited when receivable to the Income & Expenditure Account or are deducted from expenses which give rise to the grants. Expenditure grants are credited to the Income & Expenditure Account upon the recognition of the associated expense for which the grant was originally received.

Grants received specifically as a contribution towards the cost of property, plant and equipment are recognised as deferred income and released to income over the useful lives of the related assets.

Debtors
Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the charity from government agencies and other co-funders, but not yet received at financial year end, is included in debtors.

Tangible assets and depreciation
Tangible assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible assets, less their estimated residual value, over their expected useful lives as follows:

Plant and machinery	-	20% Straight Line
Fixtures, fittings and equipment	-	12.5% Straight Line

The carrying values of tangible fixed assets are reviewed annually for impairment in periods if events or changes in circumstances indicate the carrying value may not be recoverable.

Cash at bank and in hand
Cash and cash equivalents comprise cash at bank and in hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the Balance Sheet bank overdrafts are shown within Creditors.

Trade and other creditors
The directors acknowledge their responsibility for ensuring compliance with the provisions of the EC (Late Payment in Commercial Transactions) Regulations 2012. It is the company's policy to agree payment terms with all suppliers and to adhere to those payment terms.

Taxation
No charge to current or deferred taxation arises as the charity has been granted charitable status under Sections 207 and 208 of the Taxes Consolidation Act 1997, Charity No CHY 9778. The charity is eligible under the "Scheme of Tax Relief for Donations to Eligible Charities and Approved Bodies under Section 848A Taxes Consolidation Act, 1997" therefore income tax refunds arising from sponsorships exceeding €250 per annum are included in unrestricted funds. Irrecoverable value added tax is expended as incurred.

Pensions
The pension costs charged in the financial statements represent the contribution payable by the company during the year

3. Departure from Companies Act 2014 Presentation

The directors have elected to present an Income and Expenditure Account instead of a Profit and Loss Account in these financial statements as this company is a not-for-profit entity.

4. Provisions Available for Audits of Small Entities

In common with many other businesses of our size and nature, we use our auditors to prepare and submit tax returns to the Revenue and to assist with the preparation of the financial statements.

CAIRDE
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

5. Income

The income for the financial year is analysed as follows:

	2025 €	2024 €
By Category:		
HSE Social Inclusion	**1,084,909**	644,741
HSE Ukraine Funding	**281,191**	290,383
HSE Communications (Health Connect)	**28,153**	27,207
HSE - NSIO	**396,191**	394,080
HSE Social Inclusion DNCC Peer Support Programme	**80,148**	70,321
HSE Social Inclusion Housing First	**82,488**	51,835
HSE Social Inclusion DNCC Roma Advocacy post	**24,500**	21,000
HSE Dublin & Midlands Roma Information Line	**78,056**	78,056
Roma Education Project - DCEDIY	**300,000**	316,645
HSE Social Inclusion DNCC Health Navigators	**353,944**	448,037
Other income	**66,554**	54,149
	2,776,134	2,396,454

The whole of the company's income is attributable to its market in the Republic of Ireland and is derived from the principal activity of health equalities amongst ethnic minorities. Cáirde is committed to supporting the participation of communities to enhance their own health.

6. Operating surplus

	2025 €	2024 €
Operating surplus is stated after charging:		
Depreciation of tangible assets	**6,221**	5,524

7. Employees

The average monthly number of employees, including directors, during the financial year was 50, (2024 - 53).

	2025 Number	2024 Number
Direct Charitable Activities	**50**	53

8. Employment Costs

	2025 €	2024 €
Wages and salaries	**2,144,735**	1,770,765
Social welfare costs	**230,233**	190,777
Other pension costs	**24,175**	18,113
	2,399,143	1,979,655

CAIRDE
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

9. Employee benefits

The Charity has a total of 8 employees whose total employee benefits (excluding employer pension costs) for the reporting period exceed €60,000, and a table has been prepared below to accompany the report as required under DPE 022/05/2013 Circular: 13/2014.

Salary Band	Number of Employees
€60,000 - €70,000	6
€80,000 - €90,000	1
€90,000 - €100,000	1

None of the directors received remuneration or benefits for their services during the year ending 2024 or 2025.

10. Tangible assets

	Plant and machinery	Fixtures, fittings and equipment	Total
	€	€	€
Cost			
At 1 January 2025	69,529	95,923	165,452
Additions	7,690	445	8,135
At 31 December 2025	77,219	96,368	173,587
Depreciation			
At 1 January 2025	66,924	71,487	138,411
Charge for the financial year	2,385	3,836	6,221
At 31 December 2025	69,309	75,323	144,632
Net book value			
At 31 December 2025	**7,910**	**21,045**	**28,955**
At 31 December 2024	2,605	24,436	27,041

11. Debtors

	2025	2024
	€	€
Other debtors	**46,342**	287,098
Prepayments	**6,048**	8,548
Project Fund Receivable	**15,688**	24,998
	68,078	320,644

12. Cash and cash equivalents

	2025	2024
	€	€
Cash and bank balances	**805,830**	370,504

continued

13. Creditors

Amounts falling due within one year	2025 €	2024 €
Trade creditors	**5,214**	14,116
Taxation	**54,401**	43,798
Credit Card	**4,331**	3,107
Pension accrual	**51,605**	27,126
Accruals	**118,748**	61,968
Deferred Income	**332,975**	297,750
	567,274	447,865

14. Taxation

	2025 €	2024 €
Creditors:		
PAYE	**54,401**	43,798

15. Pension costs - defined contribution

The company operates a personal retirement savings account (PRSA) scheme. The scheme and its assets are held by independent managers. The pension charge represents contributions payable by the company during the year and amounted to €24,175 (2024: €18,113).

16. State Funding

Government Department	**HSE**
Government Department	Department of Health
Grant Programme	HSE Health Connect Chronic Diseases
Purpose of the Grant	Health Connect, Sexual Health, Chronic Diseases and National Immunisation programmes.
Term	Expires 31 December 2025
Total grant taken to income in the year	€28,153
Expenditure	(€28,153)
Fund due or defer at the end of financial year	€44,531
Received in the financial year	€29,999
Capital Grant	NIL
Restriction on use	Yes
Tax Clearance	Yes
Compliance	It is compliant with relevant Circulars, including Circular 44/2006, "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments".
Employees	Number of employees whose total employee benefits (excluding employer Pension costs) for the period fall within each band exceed €60,000 Upwards. Band €60,000 - €70,000 = 0 Band €70,000 - €80,000 = 0 Band €80,000 - €90,000 = 0 Band €90,000 - €100,000 = 0 Contractor = 0

CAIRDE
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

Agency	**HSE**
Government Department	Department of Health
Grant Programme	Social Inclusion
Purpose of the Grant	Core funding supporting Social Inclusion services, staff and programme delivery.
Term	Expires 31 December 2025
Total grant taken to income in the year	€689,463
Expenditure	(€689,463)
Fund due or defer at the end of financial year	€655
Received in the financial year	€689,463
Capital Grant	NIL
Restriction on use	Yes
Tax Clearance	Yes
Compliance	It is compliant with relevant Circulars, including Circular 44/2006, "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments".
Employees	Number of employees whose total employee benefits (excluding employer Pension costs) for the period fall within each band exceed €60,000 Upwards. Band €60,000 - €70,000 = 4 Band €70,000 - €80,000 = 0 Band €80,000 - €90,000 = 1 Band €90,000 - €100,000 = 1 Contractor = 0

Agency	**HSE**
Government Department	Department of Health
Grant Programme	Ukrainian Community Response CHO 9
Purpose of the Grant	Support services for displaced Ukrainians and community development initiatives.
Term	Expires 31 December 2025
Total grant taken to income in the year	€190,919
Expenditure	(€190,919)
Fund due or defer at the end of financial year	€31,943
Received in the financial year	€186,080
Capital Grant	NIL
Restriction on use	Yes
Tax Clearance	Yes
Compliance	It is compliant with relevant Circulars, including Circular 44/2006, "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments".
Employees	Number of employees whose total employee benefits (excluding employer Pension costs) for the period fall within each band exceed €60,000 Upwards. Band €60,000 - €70,000 = 0 Band €70,000 - €80,000 = 0 Band €80,000 - €90,000 = 0 Band €90,000 - €100,000 = 0 Contractor = 0

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Agency	**HSE**
Government Department	Department of Health
Grant Programme	National Social Inclusion Office (NSIO)
Purpose of the Grant	National Social Inclusion Office programme supporting social inclusion initiatives.
Term	Expires 31 December 2025
Total grant taken to income in the year	€360,712
Expenditure	(€360,712)
Fund due or defer at the end of financial year	€32,198
Received in the financial year	€347,146
Capital Grant	NIL
Restriction on use	Yes
Tax Clearance	Yes
Compliance	It is compliant with relevant Circulars, including Circular 44/2006, "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments".
Employees	Number of employees whose total employee benefits (excluding employer Pension costs) for the period fall within each band exceed €60,000 Upwards. Band €10,000 - €60,000 = 0 Band €60,000 - €70,000 = 2 Band €70,000 - €80,000 = 0 Band €80,000 - €90,000 = 0 Band €90,000 - €100,000 = 0 Contractor = 0

Agency	**HSE**
Government Department	Department of Health
Grant Programme	Health Navigators
Purpose of the Grant	Health Navigators programme supporting access to health services.
Term	Expires 31 December 2025
Total grant taken to income in the year	€353,943
Expenditure	(€353,943)
Fund due or defer at the end of financial year	-
Received in the financial year	€353,943
Capital Grant	NIL
Restriction on use	Yes
Tax Clearance	Yes
Compliance	It is compliant with relevant Circulars, including Circular 44/2006, "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments".
Employees	Number of employees whose total employee benefits (excluding employer Pension costs) for the period fall within each band exceed €60,000 Upwards. Band €60,000 - €70,000 = 0 Band €70,000 - €80,000 = 0 Band €80,000 - €90,000 = 0 Band €90,000 - €100,000 = 0 Contractor = 0

CAIRDE
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

Agency	**HSE**
Government Department	Department of Health
Grant Programme	Peer Support Programme
Purpose of the Grant	Delivery of the HSE Peer Support programme.
Term	Expires 31 December 2025
Total grant taken to income in the year	€80,147
Expenditure	(€80,147)
Fund due or defer at the end of financial year	€27,739
Received in the financial year	€119,691
Capital Grant	NIL
Restriction on use	Yes
Tax Clearance	Yes
Compliance	It is compliant with relevant Circulars, including Circular 44/2006, "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments".
Employees	Number of employees whose total employee benefits (excluding employer Pension costs) for the period fall within each band exceed €60,000 Upwards. Band €60,000 - €70,000 = 0 Band €70,000 - €80,000 = 0 Band €80,000 - €90,000 = 0 Band €90,000 - €100,000 = 0 Contractor = 0

Agency	**HSE**
Government Department	Department of Health
Grant Programme	Housing First
Purpose of the Grant	Social Inclusion - Housing First
Term	Expires 31 December 2025
Total grant taken to income in the year	€82,487
Expenditure	(€82,487)
Fund due or defer at the end of financial year	€13,498
Received in the financial year	€75,000
Capital Grant	NIL
Restriction on use	Yes
Tax Clearance	Yes
Compliance	It is compliant with relevant Circulars, including Circular 44/2006, "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments".
Employees	Number of employees whose total employee benefits (excluding employer Pension costs) for the period fall within each band exceed €60,000 Upwards. Band €60,000 - €70,000 = 1 Band €70,000 - €80,000 = 0 Band €80,000 - €90,000 = 0 Band €90,000 - €100,000 = 0 Contractor = 0

CAIRDE
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

Agency	**HSE**
Government Department	Department of Health
Grant Programme	WRC Salary Awards
Purpose of the Grant	Funding to reimburse WRC salary awards for Section 39 organisations.
Term	Expires 31 December 2025
Total grant taken to income in the year	€250,337
Expenditure	(€250,337)
Fund due or defer at the end of financial year	-
Received in the financial year	€246,522
Capital Grant	NIL
Restriction on use	Yes
Tax Clearance	Yes
Compliance	It is compliant with relevant Circulars, including Circular 44/2006, "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments".
Employees	Number of employees whose total employee benefits (excluding employer Pension costs) for the period fall within each band exceed €60,000 Upwards. Band €60,000 - €70,000 = 0 Band €70,000 - €80,000 = 0 Band €80,000 - €90,000 = 0 Band €90,000 - €100,000 = 0 Contractor = 0

Agency	**HSE**
Government Department	Department of Health
Grant Programme	Mobile Health Team
Purpose of the Grant	Delivery of the Mobile Health Team programme.
Term	Expires 31 December 2025
Total grant taken to income in the year	€169,210
Expenditure	(€169,210)
Fund due or defer at the end of financial year	€11,051
Received in the financial year	€180,261
Capital Grant	NIL
Restriction on use	Yes
Tax Clearance	Yes
Compliance	It is compliant with relevant Circulars, including Circular 44/2006, "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments".
Employees	Number of employees whose total employee benefits (excluding employer Pension costs) for the period fall within each band exceed €60,000 Upwards. Band €60,000 - €70,000 = 0 Band €70,000 - €80,000 = 0 Band €80,000 - €90,000 = 0 Band €90,000 - €100,000 = 0 Contractor = 0

CAIRDE
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

Agency	**HSE**
Government Department	Department of Health
Grant Programme	Roma Information Line
Purpose of the Grant	Provision of information and support services to Roma communities.
Term	Expires 31 December 2025
Total grant taken to income in the year	€78,056
Expenditure	(€78,056)
Fund due or defer at the end of financial year	-
Received in the financial year	€78,056
Capital Grant	NIL
Restriction on use	Yes
Tax Clearance	Yes
Compliance	It is compliant with relevant Circulars, including Circular 44/2006, "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments".
Employees	Number of employees whose total employee benefits (excluding employer Pension costs) for the period fall within each band exceed €60,000 Upwards. Band €60,000 - €70,000 = 0 Band €70,000 - €80,000 = 0 Band €80,000 - €90,000 = 0 Band €90,000 - €100,000 = 0 Contractor = 0

Agency	**HSE**
Government Department	Department of Health
Grant Programme	Roma Advocacy Post
Purpose of the Grant	Roma advocacy and engagement activities.
Term	Expires 31 December 2025
Total grant taken to income in the year	€21,000
Expenditure	(€21,000)
Fund due or defer at the end of financial year	-
Received in the financial year	€21,000
Capital Grant	NIL
Restriction on use	Yes
Tax Clearance	Yes
Compliance	It is compliant with relevant Circulars, including Circular 44/2006, "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments".
Employees	Number of employees whose total employee benefits (excluding employer Pension costs) for the period fall within each band exceed €60,000 Upwards. Band €60,000 - €70,000 = 0 Band €70,000 - €80,000 = 0 Band €80,000 - €90,000 = 0 Band €90,000 - €100,000 = 0 Contractor = 0

CAIRDE
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

Agency	**HSE**
Government Department	Department of Health
Grant Programme	Ukrainian Community Response CHO 6
Purpose of the Grant	Support services for displaced Ukrainians within CHO 6.
Term	Expires 31 December 2025
Total grant taken to income in the year	€86,783
Expenditure	(€86,783)
Fund due or defer at the end of financial year	-
Received in the financial year	€86,783
Capital Grant	NIL
Restriction on use	Yes
Tax Clearance	Yes
Compliance	It is compliant with relevant Circulars, including Circular 44/2006, "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments".
Employees	Number of employees whose total employee benefits (excluding employer Pension costs) for the period fall within each band exceed €60,000 Upwards. Band €60,000 - €70,000 = 0 Band €70,000 - €80,000 = 0 Band €80,000 - €90,000 = 0 Band €90,000 - €100,000 = 0 Contractor = 0

Agency	**HSE**
Government Department	Department of Health
Grant Programme	Women's Health MHER
Purpose of the Grant	Women's Health Fund supporting mental health engagement and recovery.
Term	Expires 31 December 2025
Total grant taken to income in the year	€15,009
Expenditure	(€15,009)
Fund due or defer at the end of financial year	€52,223
Received in the financial year	€60,800
Capital Grant	NIL
Restriction on use	Yes
Tax Clearance	Yes
Compliance	It is compliant with relevant Circulars, including Circular 44/2006, "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments".
Employees	Number of employees whose total employee benefits (excluding employer Pension costs) for the period fall within each band exceed €60,000 Upwards. Band €60,000 - €70,000 = 0 Band €70,000 - €80,000 = 0 Band €80,000 - €90,000 = 0 Band €90,000 - €100,000 = 0 Contractor = 0

CAIRDE
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

Agency	**DCEDIY**
Government Department	Department of Children, Equality, Disability, Integration and Youth
Grant Programme	Roma Adult Education Project
Purpose of the Grant	Delivery of the Roma Adult Education Project.
Term	Expires 31 December 2025
Total grant taken to income in the year	€300,000
Expenditure	(€300,000)
Fund due or defer at the end of financial year	-
Received in the financial year	€300,000
Capital Grant	NIL
Restriction on use	Yes
Tax Clearance	Yes
Compliance	It is compliant with relevant Circulars, including Circular 44/2006, "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments".
Employees	Number of employees whose total employee benefits (excluding employer Pension costs) for the period fall within each band exceed €60,000 Upwards. Band €60,000 - €70,000 = 0 Band €70,000 - €80,000 = 0 Band €80,000 - €90,000 = 1 Band €90,000 - €100,000 = 1 Contractor = 0

Agency	**Fingal County Council**
Government Department	Department of Housing, Local Government and Heritage
Grant Programme	Capital Grant – Fixed Assets
Purpose of the Grant	Funding towards the acquisition of fixed assets
Term	Expires 31 December 2025
Total grant taken to income in the year	€1,942
Expenditure	(€1,942)
Fund due or defer at the end of financial year	€11,568
Received in the financial year	€10,000
Capital Grant	Grant received for the purchase of fixed assets.
Restriction on use	Yes
Tax Clearance	Yes
Compliance	It is compliant with relevant Circulars, including Circular 44/2006, "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments".
Employees	Number of employees whose total employee benefits (excluding employer Pension costs) for the period fall within each band exceed €60,000 Upwards. Band €60,000 - €70,000 = 0 Band €70,000 - €80,000 = 0 Band €80,000 - €90,000 = 0 Band €90,000 - €100,000 = 0 Contractor = 0

CAIRDE
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

Agency	**European Commission**
Government Department	European Union
Grant Programme	Erasmus+
Purpose of the Grant	Education, mobility and international cooperation project.
Term	Expires 31 December 2025
Total grant taken to income in the year	€17,627
Expenditure	(€17,627)
Fund due or defer at the end of financial year	€18,794
Received in the financial year	€20,900
Capital Grant	NIL
Restriction on use	Yes
Tax Clearance	Yes
Compliance	It is compliant with relevant Circulars, including Circular 44/2006, "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments".
Employees	Number of employees whose total employee benefits (excluding employer Pension costs) for the period fall within each band exceed €60,000 Upwards. Band €60,000 - €70,000 = 0 Band €70,000 - €80,000 = 0 Band €80,000 - €90,000 = 0 Band €90,000 - €100,000 = 0 Contractor = 0

Agency	**Fingal County Council**
Government Department	Department of Housing, Local Government and Heritage
Grant Programme	Fingal County Council Community Grants
Purpose of the Grant	Community development, inclusion, Balbriggan initiatives and local authority funded projects.
Term	Expires 31 December 2025
Total grant taken to income in the year	€9,751
Expenditure	(€9,751)
Fund due or defer at the end of financial year	€10,189
Received in the financial year	€600
Capital Grant	NIL
Restriction on use	Yes
Tax Clearance	Yes
Compliance	It is compliant with relevant Circulars, including Circular 44/2006, "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments".
Employees	Number of employees whose total employee benefits (excluding employer Pension costs) for the period fall within each band exceed €60,000 Upwards. Band €60,000 - €70,000 = 0 Band €70,000 - €80,000 = 0 Band €80,000 - €90,000 = 0 Band €90,000 - €100,000 = 0 Contractor = 0

17. Status

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one financial year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding € 1.27.

18. Capital commitments

The company had no material capital commitments at the financial year-ended 31 December 2025.

CAIRDE
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

19. Key Management Personnel Remuneration

In accordance with Section 33 of FRS 102, the total salary received by key management personnel during the financial year was 225.636 (2024: 150,789). Pension contributions to PRSA's for these staff is 4% of salary.

The number of key management personnel to whom this remuneration relates was 3 (2024: 3).

In line with HSE disclosure requirements, the salary of the General Manager was €95,712 in 2025 (2024: €70,000).

None of the directors received remuneration or benefits for their service during the year ending 2025 or 2024.

20. Post-Balance Sheet Events

There have been no significant events affecting the company since the financial year-end.

21. Approval of financial statements

The financial statements were approved and authorised for issue by the board of directors on 24 September 2026.